



"It is not unusual for a district to announce that it intends to help all students learn by transforming their schools into professional learning communities. What is rare, however, is for district leaders to articulate exactly what they expect to see in schools that are functioning as professional learning communities."

Dufour, et.al., Learning by Doing. pg 206

UNDERSTANDING	COMMUNICATION	EXPECTATION	MONITOR
<p>2013 - 2014 - Simplify and Focus Build collective understanding and in-depth knowledge of the process</p> <p>2014 - 2015: Expect and Commit Continue to build collective understanding and in-depth knowledge of the process</p> <p>2015 - 2016: Evaluate and Refine Evaluate educators collective understanding of the PLC process</p> <p>GOAL: Embed All educators in WCSD will have an in-depth understanding of the PLC process</p>	<p>2013 - 2014 - Simplify and Focus Establish clear and consistent PLC communication throughout the District</p> <p>2014 - 2015: Expect and Commit Develop and utilize a variety of media resources to promote PLC processes in our community</p> <p>2015 - 2016: Evaluate and Refine Provide consistent lines of communication to all stakeholders and the community about the PLC process</p> <p>GOAL: Embed All stakeholders and invested community members communicate effectively about the PLC process</p>	<p>2013 - 2014 - Simplify and Focus Establish clear and consistent PLC expectations of principals/schools</p> <p>2014 - 2015: Expect and Commit Refine expectations and increase accountability of principals</p> <p>2015 - 2016: Evaluate and Refine Utilize administrators as learning leaders among colleagues</p> <p>GOAL: Embed Full implementation of a system of PLC expectations for schools and principals</p>	<p>2013 - 2014 - Simplify and Focus Evaluate school and principal's depth of knowledge and level of implementation of PLC expectations</p> <p>2014 - 2015: Expect and Commit Increase accountability of principals and their school's application of the PLC process</p> <p>2015 - 2016: Evaluate and Refine Utilize administrators as learning coaches among peers</p> <p>GOAL: Embed Full implementation of PLC expectations with frequent and consistent monitoring</p>
FOCUS	CAPACITY	PURPOSE	<p>Learn more by visiting the Washington County School District's Professional Development site.</p> 
<p>2013 - 2014 - Simplify and Focus Utilize the 4 PLC questions as a touchstone for all PD and trainings</p> <p>2014 - 2015: Expect and Commit Continue to utilize the 4 PLC questions as a touchstone for all PD and trainings (explicit) and expand virtual PD offerings</p> <p>2015 - 2016: Evaluate and Refine Implement a fully comprehensive PLC PD offerings that utilizes a variety of formats to meet the PLC needs of educators</p> <p>GOAL: Embed Engaging PD that is provided in a variety of formats/venues, is prescriptive and focuses on student learning</p>	<p>2013 - 2014 - Simplify and Focus Build the PLC capacity of principals, assistant principals, staff developers, district office staff and school board</p> <p>2014 - 2015: Expect and Commit Deeply embed the PLC capacity of principals, APs, SDs, district office staff and school board</p> <p>2015 - 2016: Evaluate and Refine Evaluate the PLC capacity of principals, APs, SDs, district office staff and school board</p> <p>GOAL: Embed All educators will understand and apply the PLC process to ensure that every student learns at high levels</p>	<p>2013 - 2014 - Simplify and Focus Develop a unifying purpose for the district, schools and employees</p> <p>2014 - 2015: Expect and Commit Advance our unifying purpose of "ensuring high levels of learning for every student"</p> <p>2015 - 2016: Evaluate and Refine Expect that our defining purpose is visible in all schools and in the work of teams</p> <p>GOAL: Embed Utilize our defining purpose to drive the work of schools and teams</p>	