

Figure 4.9. Innovation Map Three—Professional Learning Community Development

Guiding questions for increasing implementation levels:

- What do we agree to hold in common with our colleagues?
- What type of commitments do we make with our colleagues?

PLC Development

PLC Development	Level 1 Implementation		Level 2 Implementation		Level 3 Implementation	
	Teacher	Leader	Teacher	Leader	Teacher	Leader
<i>Purpose</i> Develops and monitors adherence to purpose, core values, and norms.	Develops common purpose, core values, and norms.	Supports development of common purposes, core values, and norms.	Monitors learning community purpose, core values, and norms on a regular basis and modifies as needed.	Monitors assessment of learning community purposes, core values, and norms on a regular basis and supports modifications.	Plans and implements improvements to sustain common purpose, core values, and norms.	Supports and coaches improvement plans to sustain common purpose, core values, and norms.
<i>Commitment</i> Develops and monitors adherence to academic, physical, and social commitments.	Develops common academic, physical, and social commitments.	Supports development of common academic, physical, and social commitments.	Monitors common academic, physical, and social commitments. Celebrates commitments.	Monitors and coaches assessment of common academic, physical, and social commitments. Celebrates commitments.	Assesses changes in the structure and nature of the community. Celebrates changes and successes from committed actions.	Monitors changes in the structure and nature of the community. Celebrates changes and successes from committed actions.