

**Figure 5.2. Innovation Map Four—Interdependence**

Guiding questions for increasing implementation levels:

- How are our activities related?
- How do we acquire, distribute, and use resources?
- How do we go about deciding when to seek assistance or coordinate learning activities with other colleagues?
- How do we plan for improvements in student learning and professional growth with colleagues?

**Interdependence**

Interdependence	Level 1 Implementation		Level 2 Implementation		Level 3 Implementation	
	Teacher	Leader	Teacher	Leader	Teacher	Leader
<p><i>Relational goals and responsibilities</i></p> <p>Develops relational goals and responsibilities.</p>	Develops awareness of ways in which teachers might share resources, roles, and responsibilities.	Develops awareness of the ways in which PLCs can share resources, roles, and responsibilities.	Develops interdependent PLC goals with shared resources, roles, and responsibilities clearly defined.	Monitors PLC goals for interdependence and coaches for clarity of shared resources, roles, and responsibilities.	Consistently sets and assesses interdependent goals for shared resources, roles, and responsibilities.	Monitors and coaches for consistent use of interdependent goals, with shared resources, roles and responsibilities.
<p><i>Continuous improvement cycle</i></p> <p>Adheres to a continuous improvement cycle.</p>	Commits to development of interdependent goals and the use of a continuous improvement process.	Facilitates development of commitment to interdependent goals and the use of a continuous improvement process.	Implements process to understand, internalize, operationalize, and evaluate changes in student achievement and professional growth.	Facilitates implementation of process to understand, internalize, operationalize, and evaluate changes in student achievement and professional growth.	Consistently uses continuous improvement process to analyze and make improvements in student achievement and professional growth.	Assesses the consistent use of the continuous improvement process. Coaches improvements in the application of the process.