

Figure 5.6. PLC Implementation Innovation Map Five—Interpersonal Interactions

Guiding questions for increasing implementation levels:

- What is our role in communicating with colleagues?
- What are different ways in which we typically communicate with colleagues?
- How do we assess individual and group effectiveness in communications with colleagues?

Interpersonal Interactions

Interpersonal Interactions	Level 1 Implementation		Level 2 Implementation		Level 3 Implementation	
	Teacher	Leader	Teacher	Leader	Teacher	Leader
<i>Interpersonal skills</i> Assesses, selects, learns, and uses effective interpersonal skills to support	Develops awareness of interpersonal skills needed for effective group functioning.	Determines interpersonal skill needs of staff. Develops initial awareness of need for effective interpersonal skills.	Selects, learns, and uses effective interpersonal skills.	Facilitates assessment, selection, and teaching of needed interpersonal skills.	Selects and consistently uses a broad range of effective interpersonal skills.	Assesses individual and group interpersonal skills to assure effective use of a broad range of interpersonal skills.
<i>Interpersonal interactions</i> Monitors, adjusts, and coaches effective interpersonal interactions.	Commits to learning and reflecting on personal and group interactions to improve PLC work.	Teaches and monitors initial interpersonal interactions.	Monitors individual and group interpersonal interactions to identify improvement areas.	Monitors and coaches for improvements in individual and group interpersonal interactions.	Consistently reflects on and refines interpersonal interactions to improve PLC work.	Coaches for consistent use, reflection, and refinement of effective interpersonal interactions.