

Figure 7.3. Innovation Map Eight—Sustaining Professional Learning Communities

Guiding questions for increasing implementation levels:

- What are our leadership roles and responsibilities in sustaining PLCs?
- How do we commit ourselves, our actions, and our resources to sustain PLCs?
- How do we use policies, practices, or infrastructures to sustain PLCs?

Sustaining PLCs

Sustainability	Level 1 Implementation		Level 2 Implementation		Level 3 Implementation	
	Teacher	Leader	Teacher	Leader	Teacher	Leader
<i>Distributed Leadership</i> Develop and distribute leadership and responsibility for effective execution of PLC plans.	Develops leadership skills and assumes responsibility for development and execution of building or district level PLC action plans.	Identifies leaders and leadership teams, models and develops leadership skills, facilitates development of building or district-level PLC action plans.	Applies leadership skills to the development and execution of building or district-level PLC action plans.	Supports and assesses leadership development and execution of building or district-level PLC action plans.	Assesses leadership skills of self and leadership team to improve execution of building or district-level PLC action plans.	Supports individual and team assessment and coaches for improvements in leadership and execution of building or district-level PLC action plans.
<i>Institutionalizing</i> Identify, develop, monitor, and improve policies, practices, and infrastructures to sustain PLCs.	Identifies and documents existing PLC policies, practices, and infrastructures.	Facilitates identification and documentation of existing PLC policies, practices, and infrastructures.	Identifies threats to sustaining PLCs. Develops policies, practices, and infrastructures to sustain PLCs.	Facilitates planning, adoption, and funding of policies, practices, and infrastructures to sustain PLCs.	Analyzes new district or school concerns or initiatives to align PLC policies, practices, and infrastructures.	Monitors new concerns and initiatives to develop new or realign existing PLC policies, practices, and infrastructures.