

PLCs: Bring Heart, Mind, and Feet Together

Learning Forward
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“When an Old
Person dies,
a library burns”

African Proverb

Questions

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- What is the purpose of Schools? (three words)

Questions

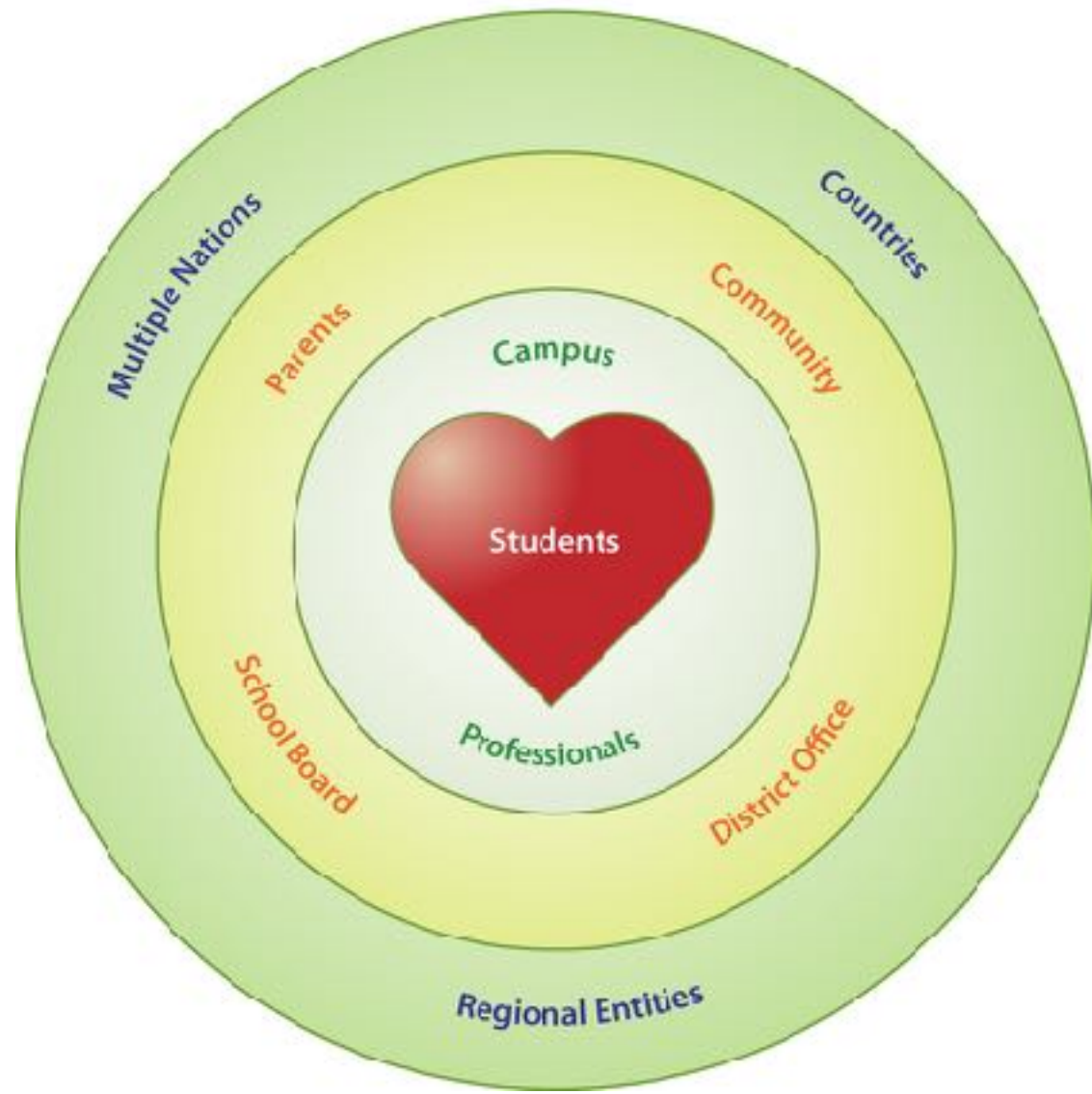
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- What is the most important contributor to student learning? (four words)
- How do we increase teacher quality? (five words)
- What is required to engage in professional learning?



TRUST

... from an interpersonal perspective

A study of professional community in 248 elementary schools in Chicago found that

“by far, the strongest facilitator of professional community is social trust among faculty members. When teachers trust and respect each other, a powerful social resource is available for supporting the collaboration, reflective dialogue, and deprivatization characteristics of professional community”

(Bryk, Camburn, & Louis, 1999, p. 767).

Bryk and Schneider (2002) explain that *relational trust* develops through day-to-day interactions with people who share some common experience.

SCARF Model of Social Threats and Rewards



Not Learning is Bad

Not Wanting to Learn is Worse

African Proverb

The brain learns through:

- Experience
- Relationships

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- Relationships





**Strategies
that Match
How the
Brain Learns
Best**

Reciprocal Teaching
Storytelling
Metaphor, Analogy, Simile
Simulations
Writing for Understanding
Brainstorming Applications
Rhythm, Rhyme, Rap
Visuals, Graphics
Projects
Problem-based Learning
Mnemonics
Hands-on Activities

The Brain...Use It or Lose It

- The neocortex has its full complement of nerve cells at a person's birth.
- The most rapid growth of the neocortex occurs during the first 10 years of life. Marian Cleeves Diamond

Words are Rumors

Watch Their Feet

Components of Professional Learning Communities

Shared beliefs, values
and vision

Shared and
supportive leadership

Collective learning
and its application

Supportive conditions

Shared personal
practice

Principal's Strategies

- Develop collegial relationships with staff
- Focus staff on student success
- Make opportunities for teachers to learn
- Invite teachers into decision making and implementation
- Nurture new ways of operating
- Provide continuous assistance

Leading PLCs

Hord & Sommers

Four Questions

1. What are you Learning?
2. Why are you learning that?
3. How are you learning?
4. How does what you are doing accelerate student learning?

Co-blaboration

- Brownian Movement
- Downward Spiraling
- Group Think

King Arthur's Round Table - David Perkins

Communities of Practice

- Mutual Engagement
- Negotiated Meaning
- Shared Repertoire

- Etienne Wenger

Mojo Killers

- *Over-Committing*
- *Waiting for the Facts to Change*
- *Looking for Logic in All the Wrong Places*
- *Bashing the Boss*
- *Refusing to Change Because of “Sunk Costs”*

***“Organizations
are made up of
conversations.”***

Ernesto Gore

Positivity

Barbara Fredrickson
Ten Forms of Positivity

- Joy
 - Gratitude
 - Serenity
 - Interest
 - Hope
 - Pride
 - Amusement
 - Inspiration
 - Awe
-
- Love

Joy, Inc
Richard Sheridan

HEY, MENLO

Menlo Innovations

Three Questions
What are you working on?
What are you learning?
Where do you need help?

Hunting for Hope

Scott Russell Sanders

“Memory grips the past
and
hope grips the future.”

**Children are the
living messages
that we send to a time
we will not see.**

- N. Postman