;5 Dysfunctions: Possible Causes, Solutions, and Obstacles

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DIRECTIONS: Each Table discusses **one column at a time** for each dysfunction. **AFTER** THE DISCUSSION, **one** person from each table adds a bulleted list for each cell, careful not to duplicate something another table has added. Please: Do not change the format of this document.

DYSFUNCTION	POSSIBLE CAUSE(S) 2 minutes for each dysfunction (10 min)	POSSIBLE SOLUTIONS 3 minutes for each dysfunction (15 min)	POTENTIAL OBSTACLES 3 minutes for each dysfunction (15 min)
Lack of PLC Leadership	• Lack of training/knowledge Choosing a leader for the incorrect reason	• On-going training for PLC facilitation; Not choosing dept heads or those teachers who are always chosen for leadership roles	• Teacher turnover; group dynamics; Lack of teacher collective efficacy
Lack of Admin Support	•Lack of protocol, buy-in, efficacy No time scheduled for PLC	•Standardized system, prioritization of PLC Schedule what we prioritize –– think creatively	•Fires, schedule, lack of direction Put off bc redo schedule; how to make it happen now and plan for the future
Lack of Trust & Buy-In	•Competition, Complacency, Fires	•Foster relationships, Equalizing protocols, shared vision	•Fires, lack of meaning, production, relevance, complacency, Cordial > Collegial
Wrong Focus	The team has not discussed and agreed on the needs to be addressed.	Consult or create a shared vision and set of goals.	Guidance and direction is needed. Who will provide the guidance and how?
Superficial Collaboration	Without a defined team focus, collaboration will be random and lack	Determine what will be measured and the protocols that will maximize time and effort as those things are examined and	Time protocols and time to try them out to find a best fit

	relevance. Lack of trained facilitator	data is gathered to measure progress. Training and ongoing support for facilitators	