

## Professional Learning Community Rubric

Component	Developing	Implemented	Fully Implemented
Shared and supportive leadership	Introduction of PLC to staff and stakeholders	Advocate and encourage participation in PLC (participation is voluntary)	Principals and teachers accept a collegial relationship, share power and decision making, and promote and nurture leadership development among PLC members
Supportive conditions	Establish organizational structures for identifying needs, planning, and implementing improvement strategies.	Time/Space provided for regularly scheduled PLC meetings	PLC meets regularly and is organized to implement improvement strategies
Shared values and vision	Establish a formal vision for the PLC - Different perspectives are examined and a shared understanding of a focus on children's learning is developed	Vision is articulated and written down and a commitment to the changes needed to realize the vision are established	Decisions and actions show a commitment to the vision
Collective learning and application of learning	Examine and identify areas of success and lack of success	Learn about relevant information to support a focus on improved learning	Collaboratively solve problems and seek new knowledge and skills to work
Shared personal practice	Share successes, frustrations and solutions with team	Build a culture of mutual trust and respect; then with leadership participation, determine ways to share instructional practice and ways to provide feedback	Implement a variety of ways to share teaching practice (peer observations, video tape lessons, cross-grade visits, etc.) Teachers reflect and provide informal/ formal feedback