

# Professional Learning Community's (PLC's) At Work Institute

---

BOARD OF EDUCATION  
MEETING  
SEPTEMBER 5, 2017



# Antioch School District 34

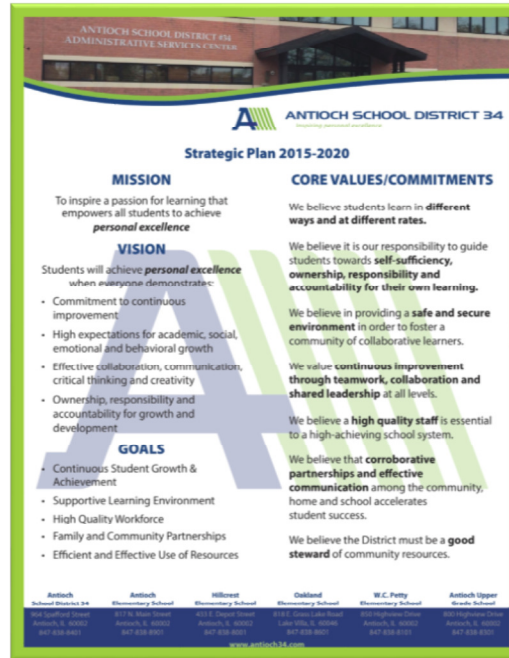
Mission

Vision

Goals

Core Values/Commitments

# SLT



ANTIOCH SCHOOL DISTRICT 34  
ADMINISTRATIVE SERVICES CENTER

**ANTIOCH SCHOOL DISTRICT 34**  
Inspiring personal excellence

**Strategic Plan 2015-2020**

**MISSION**

To inspire a passion for learning that empowers all students to achieve **personal excellence**

**VISION**

Students will achieve **personal excellence** when *everyone* demonstrates:

- Commitment to continuous improvement
- High expectations for academic, social, emotional and behavioral growth
- Effective collaboration, communication, critical thinking and creativity
- Ownership, responsibility and accountability for growth and development

**GOALS**

- Continuous Student Growth & Achievement
- Supportive Learning Environment
- High Quality Workforce
- Family and Community Partnerships
- Efficient and Effective Use of Resources

**CORE VALUES/COMMITMENTS**

We believe students learn in **different ways and at different rates**.

We believe it is our responsibility to guide students towards **self-sufficiency, ownership, responsibility and accountability for their own learning**.

We believe in providing a **safe and secure environment** in order to foster a community of collaborative learners.

We value **continuous improvement through teamwork, collaboration and shared leadership** at all levels.

We believe a **high quality staff** is essential to a high-achieving school system.

We believe that **corroborative partnerships and effective communication** among the community, home and school accelerates student success.

We believe the District must be a **good steward** of community resources.

Antioch	Antioch	Hillcrest	Oakland	W.C. Petty	Antioch Upper
Regional District 34	Elementary School	Elementary School	Elementary School	Elementary School	Middle School
2000 Highway 99 Antioch, IL 60002 907-438-6001	101 W. Chicago Antioch, IL 60002 907-438-6001	101 S. Chicago Antioch, IL 60002 907-438-6001	101 S. Chicago Oakland, IL 60006 907-438-6001	101 S. Chicago Antioch, IL 60002 907-438-6001	101 S. Chicago Antioch, IL 60002 907-438-6001

www.antioch34.com

## Attendees

---



The PLC at Work Institute took place July 31, Aug 1, Aug 2 at Stevenson High School in Lincolnshire, IL. Antioch District 34 had 26 Attendees including Building Administration, 2 BLT Members or Teachers from each building including the Early Learning Department, the Superintendent, and several ASC Administrators. The days included 3 Keynotes by Robert Eaker, Tim Brown, and Mike Mattos with 5 break-out sessions.

# PLC

---

## Professional Learning Communities



Diverse individuals collaborate together and combine their individual strengths to achieve more than they could alone.



Professional Learning Communities focus on continuous improvement.

The PLC At Work Institute provided new ideas, best practices, and time to collaborative with others.

This was an opportunity to build trust and relationship for new Admins, build upon established relationships, and an opportunity to Kick-off the School Year!

The institute provided additional knowledge and tools to implement the powerful process of PLC's.

It helped bring us closer to achieving personal excellence for all students and staff.

PLC At Work States:

As you delve deep into the three big ideas of a PLC—focus on learning, build a collaborative culture, and results orientation—you will gain specific, practical, and inspiring strategies for transforming your school or district into a place where all students learn at high levels.

This opportunity helped us to a further understanding of the model of PLC's.

## Hard at Work

---



Staff were asked to wear hardhats during our team planning time. The hardhats represented a couple of things:

- 1.) We are a work in progress as we seek to build a collaborative culture in D34;
- 2.) The work ahead isn't easy and is peppered with obstacles that can impede our progress (if we let them)
- 3.) It was just kind of fun to be goofy and wear a hard hat for a little while.

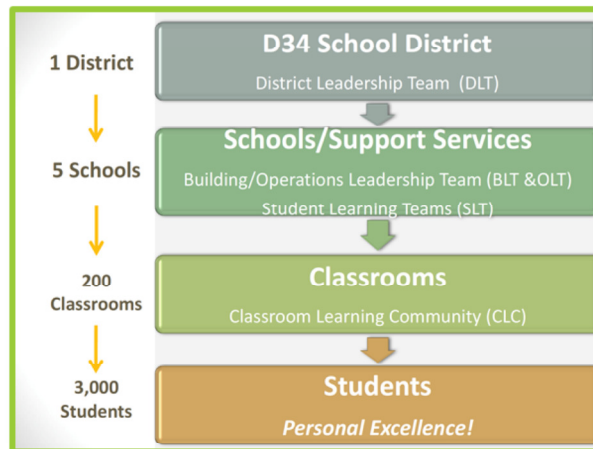
## Collaborative Conversations

---



As an activity, we engaged each other in conversations about key highlights and take-aways as the conference was coming to an end. We wrote these ideas on other people's hard hats and after a short time, discussed the themes that arose from the activity. These hard hats and the ideas written on them are back in District 34 and remind us of the "why" and how we hope to accomplish the implementation of the District 34 Student Learning Team model.

## District 34 PLC's



Remidner,

In District 34, we use these labels – DLT, BLT/OLT, SLT, CLC for our PLC's!

We are on the Continuous Improvement Journey!

We are structured in the PLC model.

## Student Learning Teams (SLT)

1. What do we want students to know and be able to do? (“I Can Statements”)
2. How do we know if they know it and can do it? (Data and Assessment Results)
3. How will we respond when students don’t know it or can’t do it? (MTSS)
4. How will we respond when students do know it and can do it? (Enrichment)



Last year we rolled out the D34 SLT model in February. Following the roll out, Building Leadership Team’s presented information about the D34 SLT model to staff and the intended focus on the 4 key questions that SLT’s ask. (Click and walk away)



## Take-Away/Outcomes

---

- Change in Vocabulary
  - Norms to Collaborative Commitments, Meeting Log to Collaborative Outcomes
- Ideas for District Administration supporting Building/Department Administrators
- Ideas for Building/Department Administrators supporting Staff
- Ideas for Staff in utilizing the PLC framework (4 key questions)
- Resources from Break-Outs, Keynotes, and Book: *Learning by Doing: A Handbook for Professional Learning Communities at Work*

The take-aways/outcomes will make a difference but more impactful was the mental and motivational outcomes!

The Institute was all inspiring! It helps to know we in District 34 are on a course for success!