

A photograph of a roadblock consisting of three horizontal barriers with red and white diagonal stripes, supported by metal posts. The roadblock is placed on a paved road that leads into a field of tall, dry grass. In the background, there are green trees under a cloudy sky. The text "PLC Participation: Roadblocks, Speed Bumps, and Detours" is overlaid in large white font on the barriers.

# PLC Participation: Roadblocks, Speed Bumps, and Detours

**“On the other side of your roadblock lies your freeway.”**

Robin Sharma (Beautiful Thoughts, 2014)

Gardner-Webb CILD  
Summer Conference 2016

Lindsay Lee  
Audrey Moore  
Angela Szakasits  
Cynthia Wortham

The **goal** of this presentation is to provide participants with information and resources to employ **facilitation skills**, **create trust among colleagues**, **develop collective wisdom**, **build ownership**, and **take action** to support student learning.



# PLC at Work





# Roadblocks

No time for a  
bathroom break!

No Instructional  
Assistant!

No common planning!

I just don't  
have time!

**What are some roadblocks  
you have experienced?**





# Roadblocks

I'm the only teacher  
at my school who  
teaches my subject  
and grade!

I'm am on an  
instructional island!

My colleagues  
teacher other  
subjects and/or  
grades!

I would need an  
alternate way to  
collaborate with  
appropriate  
colleagues!

**What are some roadblocks  
you have experienced?**



# Roadblocks

*I'm am on an instructional island!*

I'm the only teacher at my school who teaches my subject and grade!

*I would need an alternate way to collaborate with appropriate colleagues!*

*My colleagues teacher other subjects and/or grades!*

**What are some roadblocks you have experienced?**



How do you encourage colleagues to participate in PLC meetings when they lack understanding and/or are resistant to change?

How do you promote buy-in and collaboration among my colleagues?

How do you think participating in a PLC affects student achievement?

How often do you meet in PLCs?

What is a PLC?



**PLC Self Reflection**  
**What are your thoughts?**



Is lack of knowledge about PLCs your roadblock?



**What is a PLC?**



**A PLC is**  
**a group of educators**  
**who work interdependently**  
**to achieve common goals**  
**linked to student achievement.**



# **Guiding Principles of PLCs**

- Focus on Learning
- A Culture with a Focus on Learning for ALL
- Collective Inquiry into Best Practice and Current Reality
- Action Orientation
- Commitment to Continuous Improvement
- Results Orientation



# **A Focus on Learning**

## **What does it look like?**



What does a collaborative culture with a focus on learning for all look like?





**What does collective inquiry into best practice and current reality look like?**







**Action  
Orientation:  
What does it  
look like?**



Grade 06  
NICHOLSON ELEMENTARY SCHOOL  
Vera Beech, Principal  
1887 Hwy. 11 South  
Nicholson, MS 39463  
601-798-6309

REPORT CARD

SUBJECT	1st	2nd	SEM 1	3rd	4th	SEM 2	FNL
READING	92	95	94	91	91	91	93
MATH	94	93	94	94	94	94	94
LANGUAGE ARTS	92	95	94	93	89	91	93
SPELLING	98	99	99	97	97	97	98
SOCIAL STUDIES	90	89	90	92	87	90	90
MUSIC	S	S	S	S	S	S	S
Science	80	90	85	90	91	91	88
PE	S	S	S	S	S	S	S
ART	S	S	S	S	S	S	S
HEALTH	100	83	92	100	100	100	96
HANDWRITING	S	S	S	S	S	S	S
CONDUCT	N	N	N	S	N	N	N

After careful consideration, we feel that your child will profit by working in grade 7th during the 2008-2009 school year.  
Teacher: Ms. Snider  
Principal: Ms. Vera Beech

HONOR ROLL STATUS

Principal's Scholar

*Have a marvelous summer & work hard next year! ☺  
K Snider*

	Term1	Term2	Term3	Term4
Absences	1.00	0.00	0.00	0.00
Tardies	0.00	0.00	1.00	0.00

A 100-95	S - Satisfactory
B 94-85	N - Needs Improvement
C 84-75	U - Unsatisfactory
D 74-70	
F 69 or Below	

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READING	94	97	96	94	93	94	96
MATH	94	93	94	91	94	93	94
LANGUAGE ARTS	89	94	92	90	94	92	91
SPELLING	98	97	98	99	88	94	92
SOCIAL STUDIES	93	92	93	95	86	91	96
	S	S	S	S	S	S	S
	94	93	94	84	92	88	91
	S	S	S	S	S	S	S
	93	100	97	100	100	100	99
	S	S	S	S	S	S	S
	S	S	S	S	S	S	S

SUBJECT	1st	2nd	SEM 1	3rd	4th	SEM 2	FNL
READING	90	91	91	89	87	88	90
MATH	93	94	94	92	93	93	94
LANGUAGE ARTS	85	85	85	85	85	86	86
SPELLING	98	97	98	99	98	99	99
SOCIAL STUDIES	92	89	86	89	78	84	85
MUSIC	S	S	S	S	S	S	S
Science	S	S	S	S	S	S	S
PE	88	88	88	81	84	83	86
ART	S	S	S	S	S	S	S
HEALTH	S	S	S	S	S	S	S
HANDWRITING	94	94	94	100	100	100	97
CONDUCT	N	S	S	N	S	N	N
	S	S	S	S	S	S	S

# A Commitment to Continuous Learning...

# What does it look like?

After careful consideration, we feel that your child will profit by working in grade 7th during the 2008-2009 school year.  
Teacher: Ms. Snider  
Principal: Ms. Vera Beech

05-20-2008  
MESSAGE  
Registration - July 28 11:00 - 6:00  
Registration - July 29 8:00 - 3:00  
August 7 - First Day of School

ARY SCHOOL  
Principal  
uth  
463

After careful consideration, we feel that your child will profit by working in grade 7th during the 2008-2009 school year.  
Teacher: Ms. Snider  
Principal: Ms. Vera Beech

*Have a wonderful summer & work hard next year! ☺  
K Snider*





**What does results  
orientation look like?**



Is your roadblock a lack of  
collaboration or buy-in?





# Start slowly...





# The Diverse Classroom





# **The Four Pillars of Adult Learning**

Teaming  
Leadership  
Collegial Inquiry  
Mentoring





Is time your roadblock?





**Are there ways to  
engage in PLCs  
other than  
face-to-face?**



# Deerfield High School Class Schedule

## CLASS SCHEDULE

Cycle 100		Cycle 78		Cycle 56		Cycle 34		Cycle 12	
Period EB	7:22 - 8:05	Period EB	7:22 - 8:05	Period EB	7:22 - 8:05	Period EB	7:22 - 8:05	Period EB	7:22 - 8:05
Period 1	8:10 - 8:52	Period 1	8:10 - 9:08	Period 1	8:10 - 9:08	Period 1	8:10 - 9:08	Period 3	8:10 - 9:08
Period 2	8:57 - 9:39	Period 1-H	9:08 - 9:19	Period 1-H	9:08 - 9:19	Period 1-H	9:08 - 9:19	Period 3-WW	9:08 - 9:19
Period 3	9:44 - 10:26	Period 2	9:24 - 10:22	Period 2	9:24 - 10:22	Period 2	9:24 - 10:22	Period 4	9:24 - 10:22
Period 4/5	10:31 - 12:53	Period 3/4	10:27 - 1:08	Period 3/4	10:27 - 1:08	Period 5/6	10:27 - 1:08	Period 5	10:27 - 1:08
Period 6	12:58 - 1:40	Period 5	1:13 - 2:11	Period 7	1:13 - 2:11	Period 7	1:13 - 2:11	Period 6	1:13 - 2:11
Period 7	1:45 - 2:27	Period 6	2:16 - 3:14	Period 8	2:16 - 3:14	Period 8	2:16 - 3:14	Period 7	2:16 - 3:14
Period 8	2:32 - 3:14	NO 7/8		NO 5/6		NO 3/4		NO 1/2	

## Cycle 100 Lunch and Periods

Cycle 100/Lunch A	Cycle 100/Lunch B	Cycle 100/Lunch C	Cycle 100/Lunch D	Cycle 100/Lunch E
Lunch 10:31 - 11:11	Per 4/Class 10:31 - 10:57	Per 4/Class 10:57 - 11:17	Per 4/Class 10:31 - 11:17	Per 4/Class 10:31 - 11:17
Per 4/Class 11:16 - 12:02	Lunch 11:02 - 11:32	Lunch 11:22 - 12:02	Per 5/Class 11:22 - 11:48	Per 5/Class 11:22 - 12:08
Per 5/Class 12:07 - 12:53	Per 4/Class 11:37 - 12:02	Per 5/Class 12:07 - 12:53	Lunch 11:53 - 12:23	Lunch 12:13 - 12:53
	Per 5/Class 12:07 - 12:53		Per 5/Class 12:28 - 12:53	

## Cycle 78/56 Lunch Schedule Periods 3/4

Cycle 78/56 Lunch A	Cycle 78/56 Lunch B	Cycle 78/56 Lunch C	Cycle 78/56 Lunch D	Cycle 78/56 Lunch E
Lunch 10:27 - 11:02	Per 3/Class 10:27 - 10:56	Per 3/Class 10:27 - 11:25	Per 3/Class 10:27 - 11:25	Per 3/Class 10:27 - 11:25
Per 3/Class 11:07 - 12:05	Lunch 11:01 - 11:31	Lunch 11:30 - 12:05	Per 4/Class 11:30 - 11:59	Per 4/Class 11:30 - 12:28
Per 4/Class 12:10 - 1:08	Per 3/Class 11:36 - 12:05	Per 4/Class 12:10 - 1:08	Lunch 12:04 - 12:34	Lunch 12:33 - 1:08
	Per 4/Class 12:10 - 1:08		Per 4/Class 12:39 - 1:08	

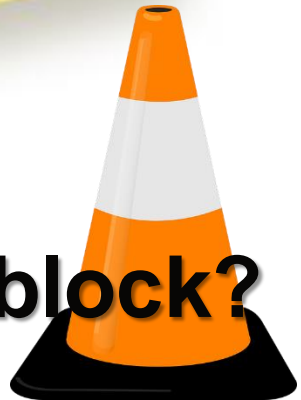
## Cycle 34/12 Lunch Schedule Periods 5/6

Cycle 34/12 Lunch A	Cycle 34/12 Lunch B	Cycle 34/12 Lunch C	Cycle 34/12 Lunch D	Cycle 34/12 Lunch E
Lunch 10:27 - 11:02	Per 5/Class 10:27 - 10:56	Per 5/Class 10:27 - 11:25	Per 5/Class 10:27 - 11:25	Per 5/Class 10:27 - 11:25
Per 5/Class 11:07 - 12:05	Lunch 11:01 - 11:31	Lunch 11:30 - 12:05	Per 6/Class 11:30 - 11:59	Per 6/Class 11:30 - 12:28
Per 6/Class 12:10 - 1:08	Per 5/Class 11:36 - 12:05	Per 6/Class 12:10 - 1:08	Lunch 12:04 - 12:34	Lunch 12:33 - 1:08
	Per 6/Class 12:10 - 1:08		Per 6/Class 12:39 - 1:08	



**Change**

**Is this your roadblock?**





# Change Principles







Open-ended Concerns  
Statements



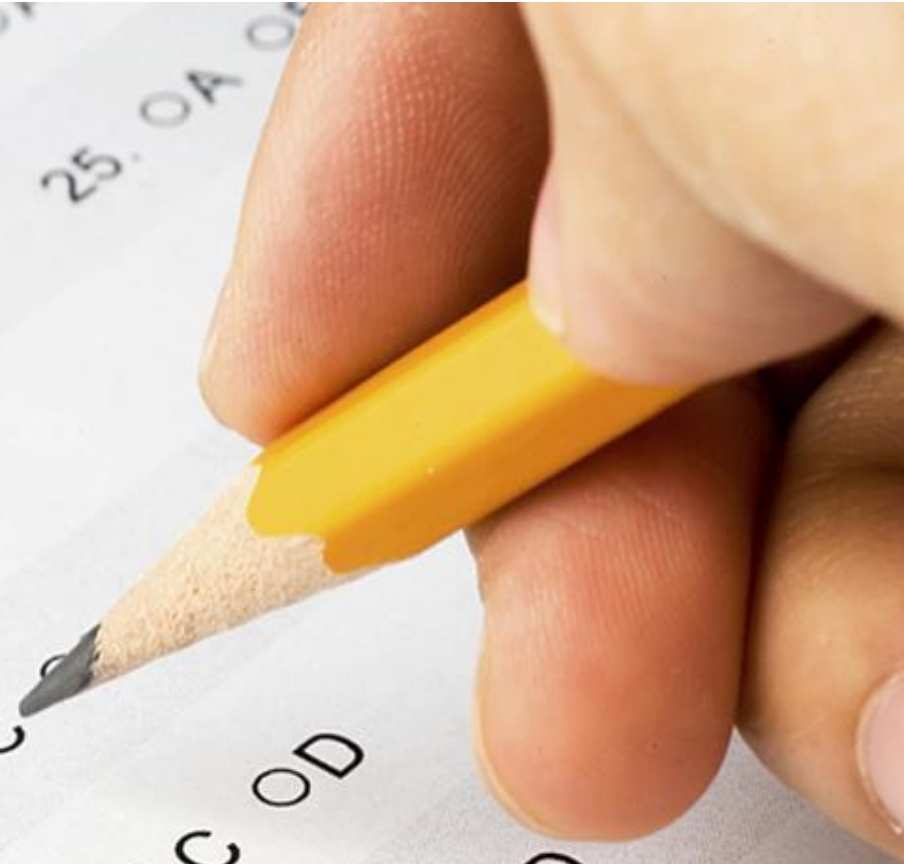
One-Legged Interviews



Questionnaires

**Measuring  
Change**

**So you question  
whether PLC  
participation  
can really affect  
student  
achievement...**







# Three Big Ideas

**1.Focus on  
Learning**

**2.Create a  
Collaborative  
Culture**

**3.Focus on  
Results**





# 1. Focus on Learning



## 2. Focus on Learning

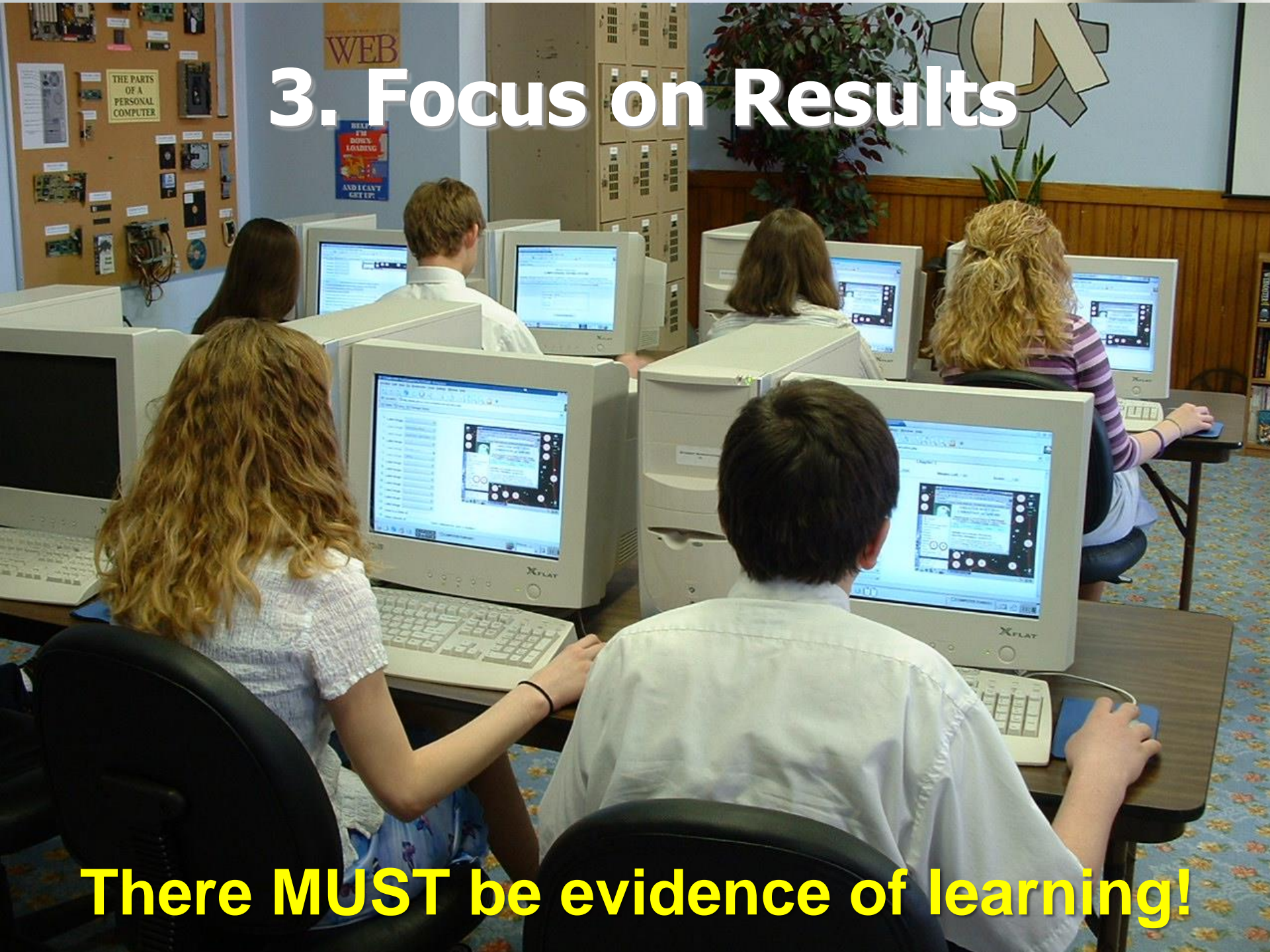


1. Identify the Problem    2. Analyze the problem.    3. Design Instruction and Intervention

4. Respond to the Instruction and Intervention



# 3. Focus on Results



**There MUST be evidence of learning!**



The ultimate goal of PLCs is to implement collaboration and sharing of professional knowledge and experience to help each other grow both personally and professionally.





If you want more information on roadblocks to PLC implementation, visit our online module...



**What if I Can't PLC?**  
**<http://cantplc.weebly.com/>**

The only place where  
success comes before  
work is in the dictionary.

~Vince Lombardi



**Thank you for spending this time with us.**

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