

# Resources for Implementation

## Chapter 7 Applied Learning Activity: Creating a Reflective Professional Community

If you are interested in facilitating professional learning communities (PLCs) in your setting and looking for an entry point, be sure to complete the “Nuts and Bolts Checklist for Designing PLCs” (Figure 7.2) in the book. Next, focus on how you will facilitate a collaborative and productive first PLC, one that will lay the groundwork for the rest of the year. As you launch your PLC, consider spending time on the topic presented in this chapter: Creating a reflective professional community, and revisit the topic periodically once your PLCs are underway. See example ideas below that you can use at initial PLCs to **co-construct norms**, **generate collective goals**, **inspire agency**, and **ensure a shared understanding of best practices**.

### Co-construct norms

- Ask pairs or small groups to reflect on norms currently used in meetings.
- Which norms are working well? Which aren't?
- How might the norms be revised to accommodate the goals of PLCs?
- Ask pairs or small groups to complete online learning resource 4.2 to co-construct additional norms for your setting.
- Ask each group to share out and have a follow-up discussion to generate a master list of norms.

### Generate collective goals

- Ask educators to bring recently collected data with them to PLCs. Ask them to discuss any patterns in their data or any pressing concerns with a partner. Ask partners to share and document shared successes and concerns.
- Ask educators to discuss shared successes and concerns in small groups. Brainstorm a small list of goals for PLCs that can help inform the overall scope and sequence. Keep in mind you are looking for patterns and trends at scale (as opposed to specific incidents or broad assumptions).

### Inspire agency

- Work with educators to co-design the PLC scope and sequence for the year.
- After the scope and sequence has been determined, work with your team to determine routine structures and processes that you will use during each PLC.
- After nailing down structures and processes, ask for volunteers to create structures or implement processes to encourage ownership and build leadership skills.

### Ensure a shared belief of best practices

- It is essential that team members work together from the first PLC to establish effective practices that foster relationships, help the team reach their goals, and enhance the early learning environment. As such, take time at the beginning of every PLC to review norms (and revise them, if necessary).
- Take time at the end of every PLC to reflect on the success of the structures and processes used.
- Once a month, discuss whether or not the group is on track to reach its goals.

