PLC PARTICIPANT EXPERIENCE

LINKING SMH PROFESSIONAL DEVELOPMENT TO PBS: DEVELOPING INNOVATIVE PROFESSIONAL LEARNING COMMUNITIES IN THE REAL WORLD OF SCHOOLS—FRIDAY 9.30.16, SYMPOSIA 4:15PM-5:45PM

ADRIANE “ADDIE” VAN ZWOLL, MJ, LCSW
PROJECT OVERVIEW

- Project Outline:
  - Identify the problem
    - Stakeholders
    - Data
Project Outline:

- What works?
  - Literature review (i.e. NREPP, What Works Clearinghouse, Blueprints)
  - What has been tried?
  - Main barriers
PROJECT OVERVIEW

- Project Outline:
  - Plan
    - Key components
    - First steps
    - Key allies/supporters
PLAN

- Establishment of a solid team/schedule regular meetings
- Conduct a needs assessment and resource mapping
- Conduct further research to identify what has worked in other similar settings
- Observe other schools
- Start small—with a few teachers who are willing to facilitate change—slowly expand to other teachers until the entire building is trained
- By May 2016: have a comprehensive plan in place for training needs of staff (proposal of who/what/when/why/how) and preparation for full implementation in August 2016
OUTCOMES

- Development of the Social Emotional Committee
  - School-wide SLOGAN: Be Here! Behave! Perform!
- Strong partnership with school administration
- Implementation of ‘Lunch and Learn’ sessions with school staff

Be Proud of YOURSELF and Your SCHOOL

**BE HERE!**
- Goal: 90% Attendance
  - Attend school every day
  - Be prepared - supplies
  - Be on time to class

**BEHAVE!**
- Goal: 90% Graduation
  - Follow school rules
  - Respect your community
  - Be focused on learning

**PERFORM!**
- Goals: +2 on ACT and a 3.0 GPA
  - Take pride in all you do
  - Seek assistance when needed
  - Complete assignments
BARRIERS

- Several new teams (SAT, CoIIN, SEC, etc..)
  - Key stakeholders not involved
  - No follow-through between meetings
- Focused on finding a set program/curriculum (not a lot available for high school)
- Inconsistent discipline procedures
- Limited staff development/training
- Limited staff buy-in
- Changes in administration
PLANS FOR THIS UPCOMING SCHOOL YEAR

- Freshman Success Team
- Student Assistance Team (restructuring)
  - Redefining roles and responsibilities
  - Creating a referral system for teachers
  - Creating tracking system
- Social Emotional Committee (still committed to tier I/PBIS)
BENEFITS OF THE PLC

- Supportive Research Team
- Mentors
- Supportive Peers
- New resources and ideas
- Felt supported outside of the school
- Met new colleagues
- Normalized the process of change in schools
- Provided an opportunity for professional development/leadership

- Felt less isolated
- In-person mentor/mentee sessions
- Ongoing learning sessions
- Validation with some of the work that I was already doing
- Opportunity to support new ‘cohort’ of members
- Opportunity to continue on for a second year
- Accountability!