

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



M A R C E L L A

NIEHOFF

SCHOOL *of* NURSING

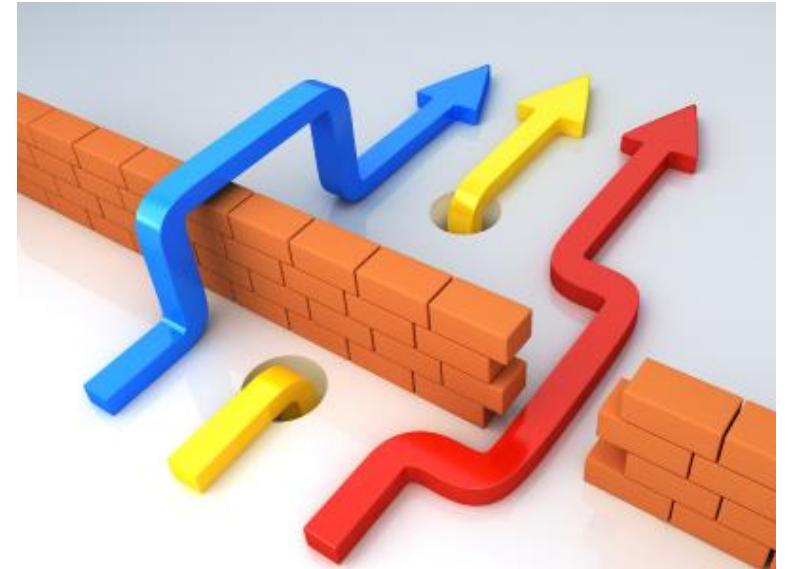
PROJECT OVERVIEW

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



PROJECT OVERVIEW

- 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!	BEHAVE!	PERFORM!
<p>Goal: 90% Attendance</p> <ul style="list-style-type: none">• Attend school every day• Be prepared - supplies• Be on time to class	<p>Goal: 90% Graduation</p> <ul style="list-style-type: none">• Follow school rules• Respect your community• Be focused on learning	<p>Goals: +2 on ACT AND A 3.0 GPA</p> <ul style="list-style-type: none">• 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!