

HPG ACADEMIC and BEHAVIOR PLC PLANNING PROCESS

The Professional Learning Community Model requires HPG staff to focus on learning rather than teaching, work collaboratively on matters related to learning, and holds itself accountable for the kind of results that fuel continual improvement. By combining the proven practice and structure of the PLC model with the research based Behavior Intervention Model (Positive Behavioral Interventions and Support), school teams create systems in order to improve student behavior and learning simultaneously.

Getting Started

- ❖ Determine facilitators for PLC meetings
- ❖ Determine a recorder for meetings
- ❖ Establish Norms
- ❖ Set meeting dates
- ❖ Create agendas for meetings

HPG has established a shared mission, vision, values, and goals

Academic Expectations

- ❖ PLC Gator teams (K-5) will meet once a week.
- ❖ **PLC Gator teams will create SMART goals and action plans based on student needs.**
- ❖ **PLC Gator teams will focus on improving achievement for all students (students learn at high levels within a culture of collaboration, with a focus on results).**
- ❖ PLC's Gator teams will use student work and journals, formative and summative assessments, vertical planning alignment with curriculum and instruction, standardized achievement data as evidence of student learning.
- ❖ PLC Gator teams will report progress by submitting agendas and minutes to Principals for grade-level team meetings.
- ❖ Commitment to continuous improvement

Behavior Expectations

- ❖ Create a school wide behavior matrix (Behavior Intervention Response Model)
- ❖ Collaborate on values, priorities and essential outcomes (Best Practices, Champs, TBRI, Restorative Discipline)
- ❖ Target behavior based on evidence or data (Discipline Referrals Data, Minor Offense Report data)
- ❖ Generate a Tiered approach to intervention

Tier 1: Addressing school wide behavior

- Champs
- Restorative Discipline (Respect Agreement)
- Parent contact

- Positive Behavioral Interventions and Supports

Tier 2: Behavior Rtl Process

- Monthly Rtl behavior meetings with K-5 teams
- Teacher Professional Development on behavior strategies
- Develop BIPs for students with recurrent behaviors
- Continue documenting behaviors of concern
- Conferencing with parents

Tier 3: Prevalent behavior

- Possible referral for DAEP (Alternative School)
- Parent meetings
- Counseling
- Possible referral to SPED/Dyslexia Program
- Referral to Community Agencies

Focus of PLC's

- ❖ Ensure that students learn- four critical questions that drive the PLC-
 1. What do want students to learn?
 2. How will we know if they learned it?
 3. What will we do if they do not learn it?
 4. What will we do if they already know it?
- ❖ Behavior critical questions:
 1. How is it we want our students to behave?
 2. How will we know if each student has learned how to behave?
 3. How will we respond when some students do not behave?
 4. How will we extend and enrich the learning for those students who have demonstrated proficiency?
- ❖ Culture of Collaboration-a systematic process in which teachers work together in teams to analyze and improve their classroom practice, engaging in an ongoing cycle of questions that promote deep learning (goals, strategies, materials, questions, reflections, do now's, exit tickets, surveys) and structured discussions to improve the classroom practice of teachers-individually and collectively.
- ❖ Set goals and targets for student performance.
- ❖ Environment- Create a classroom environment that forms a community, fosters risk taking, builds confidence, and creates ownership for learning.
- ❖ Focus on Results-every teacher participates in an ongoing process of identifying the current level of student achievement, establishing a smart goal to improve the current level, working together to achieve that goal, and providing periodic evidence of progress (including action plans to address results from CBA's and Benchmarks).
- ❖ Continuously assess student strengths and weaknesses.
- ❖ Develop intervention strategies as a team and school.
- ❖ Hard Work and Commitment-Initiating and sustaining the PLC model concept requires hard work.

