

Day 1 Agenda

1. Getting started

- Welcome and introductions
- Workshop focus
- Workshop overview

2. Understanding authentic alignment

- The Why: explore core beliefs and develop a guiding school mantra.
- The Eye: envision the school you seek to become and create a description.
- The How: connect with the moral imperative of your collective commitment to the important work of a PLC.
- The Now: systematically integrate the mission, vision, and collective commitments into existing school structures.

3. Exploring: The Why

1. What do we believe?
2. What do we want to achieve?
3. Why do we go to work each day?
4. Why does our school exist?

Break

4. Creating a purpose statement

- Define the mission.

5. Developing your mantra

No more than three to five words, a mantra defines what a school is and why it matters. A good school-guiding mantra is a powerful, energy-infused chant that everyone inside and outside a school can instantly understand, recognize, and repeat. There are five criteria to consider. A mantra must be:

1. Simple
2. Memorable
3. Positive
4. Grounded
5. Uniquely yours

*Each team member develops an **I-message** commitment statement based on the context of his or her roles at the school.*

Lunch

6. Completing the draft mantra

→ **Reflecting:** How can this help me plan with colleagues at school?

Break

7. Envisioning: The Eye

1. What school do we seek to become?
2. What would our school look like if it were a great place for students? For teachers?
3. It is three years from now, and the school has achieved its vision. In what ways are we different? In what ways is the school different? Describe practices, procedures, relationships, results, and climate.

8. Reflecting and setting the stage for day 2

Day 2 Agenda

1. Getting started

→ Reviewing and reconnecting

2. Connecting: The How

1. What commitments must we honor to achieve our *Why* and *Eye*?
2. What behaviors can we exhibit to personally contribute to our school's success?
3. What commitments are we prepared to make to each other?
4. How do we demonstrate learning for all?

3. Connecting to PLC essential elements: The How

1. A focus on learning
2. The collaborative culture
3. Clearly defining what every student needs to learn
4. Constantly measuring our effectiveness
5. Systematically responding when students do or do not learn

Break

4. Activity: Start, Stop, and Continue

Lunch

5. Embedding: The Now

- What story is told about our school?
- Is it a story we want told?
- What do we celebrate?
- What stories do we tell?

6. Aligning feedback, storytelling, and celebration

7. Reviewing opportunities to embed authentic alignment

8. Team time

Break

9. Checking for authentic alignment

10. Wrapping up and next steps

- Where are we now? Where do we go from here?
- What strategies, information, methods, or styles are ready to start in our school?
- What are we on board with?
- What are we still thinking about?
- What are we ready to implement?
- What is a realistic timeline for creating authentic alignment in our school or district?