

Handout 4.5

The Intellectual PLC

Intuition and Thinking (NT)

Teacher strengths include theorizing ways to improve student learning and then logically testing them, providing rigorous assignments, getting students to think, and using data.

- NT teachers tend to challenge their colleagues—not intentionally, but because NT teachers learn by comparing any new instructional strategy or change to the models and schemas they developed about how students learn.
- Leaders should allow for debate on new strategies or theories. A response of “That’s plausible” to a most brilliant idea is high praise from an NT. Often, people with this learning style are viewed as contrary, resistant, or abrasive rather than the deep thinkers they are.
- Leaders should meet their needs for evidence and data. If NT teachers embrace a change as valid and important, they often become enthusiastic champions.

Preferred PLC Activities

- *Co-leadership.* NT teachers thrive when they have a say in implementation planning. Carefully considering their critiques often increases buy-in. Ask about areas where they feel competent to lead the group.
- *Peer observation.* NT teachers are generally interested in making improvements and appreciate the preconference-observation-postconference model. The model can also help them give feedback to others without seeming overly critical.
- *In-depth study.* NTs seek competence and may prefer studying research or theory-based books or having more than one meeting on the same topic in their quest to be knowledgeable about the practices they implement.
- *Writing common assessments.* NTs enjoy creating the systems and structures that common assessments make possible. Their strengths in logical thinking and analysis often facilitate this work.

Preferred Information

- *Expert knowledge.* NT teachers often prefer to learn from an outside expert through workshops, websites, books, articles, and other resources, as opposed to text-based discussions with peers.
- *Data and statistical studies.* This is the one group of teachers that is very interested in objective research studies and data, and may be instrumental in streamlining access to and analysis of student data to inform instruction.
- *Logical theories and models.* NTs need to know how and why things work.