

## Part Six

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# Questions to Guide the Work of Your Professional Learning Community

To assess your effectiveness in building a solid foundation for a PLC, ask . . .

1. Have we created a guiding coalition to help implement and sustain our PLC?
2. Have we established an understood and accepted working definition of when we have reached consensus?
3. Did we build shared knowledge throughout the organization before asking people to make a decision?
4. Did we engage in dialogue rather than monologue—conversations rather than presentations—to provide people throughout the organization with ample opportunity to ask their questions and raise their concerns?
5. Have we created a process to allow dissenting points of view to be heard in a nonacrimonious way?
6. Have the staff embraced the premise that the purpose of their school is to ensure high levels of learning for all students?

7. Have the staff established the conditions they must create in the school to help all students learn at high levels?
  
8. Have the staff translated their aspirations for the school and their desire to help all students learn at high levels into collective commitments about how each individual can contribute to the school's vision and mission?
  
9. Have the staff established the school's short-term and long-term goals to serve as benchmarks of progress on their PLC journey?
  
10. Has the discussion to clarify the mission, vision, values (collective commitments), and goals led to specific actions designed to move the school closer to its vision?
  
11. Has the school initiated structural changes and reallocated resources to support the new vision?
  
12. Has the school created a process for monitoring progress toward the vision?
  
13. Are the four critical questions of a PLC driving the work of people throughout the school?
  
14. Do we celebrate our progress, model our commitments, and confront violations of the commitments?