

Figure 2.2: Alignment of the Three Big Ideas, Four Pillars, and Four Critical Questions of a PLC at Work

Three Big Ideas	Focus on Learning			
	The first big idea of a PLC is the most important and overarching. When efforts and resources are not focused on learning, learning will suffer.			
	Collaborative Culture and Collective Responsibility		Results Orientation	
	Harnessing the second big idea makes collective responsibility the norm to ensure all students will learn at high levels.		The third big idea means using results to determine where a school currently is regarding student achievement and to determine the effectiveness of all efforts focused on increased levels of learning.	
Four Pillars	Mission	Vision	Values	Goals
	The mission clarifies why the school exists; it provides an anchor for the school's day-to-day priorities and functions.	The vision clarifies what the school will look like in the future; it paints a picture that makes all members excited to be part of the school.	Values bring explicit clarity to the commitments necessary to make the vision a reality. Values are for all stakeholders.	Goals are used to measure progress and set time-bound targets. Goals provide clarity on what all members are working toward.
Four Critical Questions	What is it we want our students to know and be able to do?	How will we know if each student has learned it?	How will we respond when some students do not learn it?	How will we extend the learning for students who have demonstrated proficiency?
	Essential learner outcomes, guaranteed for all students	Team-developed common formative assessments	Systematic, timely, and targeted skill-building sessions	Extension of the learning related to the curriculum