

Collaboration by Invitation Becomes Collaboration by Expectation PLC Expectations and Commitments

Expectations:

- Every teacher is a positive and contributing member of a team (s) that collaborates with a focus on student learning.
- Every staff member honestly and openly confronts any issue that gets in the way of this collaboration or our common goal.
- Every teacher will be involved in developing viable units of study in the content areas they teach and use those units to plan daily lessons in order to ensure that we have established clearly linked standards, learning goals and assessment.
- Every student will know the learning goals they are working on and be given opportunities to assess their progress toward the goal.
- Every team will develop norms and goals that are focused on student outcomes so outcomes can be assessed and shifts in instructional practice can be made.
- Every teacher/team will support timely and focused interventions for struggling and high-achieving students.

Administrative Commitments:

- I will provide time and resources to foster the work of collaborative teams during the school year and in the summer.
- I will support the development of teacher leaders.
- I will support team work that occurs during the school day. That can include using substitutes to allow for collegial observations and work on team initiatives.
- I will keep our common goal at the heart of any school planning.
- I will not use the results of common formative assessments as an evaluation tool.