



## PROFESSIONAL LEARNING COMMUNITY SELF-ASSESSMENT

Conduct a self-assessment of the current status of your PLC (not individual collaborative teams), using Hord's six characteristics and the rating system below. Where do your strengths lay as a PLC? Where are growth opportunities? Use these descriptions to guide your ratings:

- 1: This is not yet established in our PLC.
- 2: This happens randomly and is not commonplace.
- 3: This exists but couldn't yet be considered systematized.
- 4: This is systematically embedded within our PLC.

Characteristics of an Effective PLC	Current Rating			
<p><b>1. Structural Conditions:</b> Does our PLC have established times that we are able to meet? Are there schedules that support collaboration and diminish isolation in place? Are needed resources available?</p>	1	2	3	4
<p><b>Ideas for maintaining or strengthening this characteristic:</b></p>    				
<p><b>2. Supportive Relational Conditions:</b> Is there trust and respect in place within your PLC that provides the basis for giving and accepting feedback to work toward improvement?</p>	1	2	3	4
<p><b>Ideas for maintaining or strengthening this characteristic:</b></p>    				
<p><b>3. Shared Values and Vision:</b> Do members of the team have the same goal? Do they have shared beliefs about student learning and the ability to impact it?</p>	1	2	3	4
<p><b>Ideas for maintaining or strengthening this characteristic:</b></p>    				

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Characteristics of an Effective PLC	Current Rating			
<b>4. Intentional Collective Learning:</b> Does our PLC engage in discourse and reflection around sharing practices, knowledge, and skills to impact the growth and achievement of our students? Do we find ways to learn from each other or learn together?	1	2	3	4
<b>Ideas for maintaining or strengthening this characteristic:</b>				
<b>5. Peers Supporting Peers:</b> Does our PLC support lifting each other up? Do we celebrate individual and group successes? Do we observe one another while engaged in practice to help each other strengthen their practice?	1	2	3	4
<b>Ideas for maintaining or strengthening this characteristic:</b>				
<b>6. Shared and Supportive Leadership:</b> Are power, authority, and decision making shared and encouraged between teachers and building leaders? Is there a positive relationship between administrators and teachers in the school where all staff members grow professionally as they work toward the same goal?	1	2	3	4
<b>Ideas for maintaining or strengthening this characteristic:</b>				

Source: Fisher et al. (2019).

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