FIGURE 4.1

SIX ENABLING CONDITIONS OF A PROFESSIONAL LEARNING COMMUNITY

SIX CHARACTERISTICS OF AN EFFECTIVE PLC	CURRENT RATING
1. Structural Conditions: Does our PLC have established times when we are able to meet? Are there schedules in place that support collaboration and diminish isolation? Is there availability of needed resources?	1 2 3 4

Ideas for maintaining or strengthening this characteristic:

SIX CHARACTERISTICS OF AN EFFECTIVE PLC	CURRENT RATING
2. Supportive Relational Conditions: Is there trust and respect in place within our PLC that provides the basis for giving and accepting feedback in order to work toward improvement?	1 2 3 4

Ideas for maintaining or strengthening this characteristic:

SIX CHARACTERISTICS OF AN EFFECTIVE PLC	CURRENT RATING
3. Shared Values and Vision: Do members of the team have the same goal? Do they have shared beliefs about student learning and the ability of team members to impact student learning?	1 2 3 4

Ideas for maintaining or strengthening this characteristic:

SIX CHARACTERISTICS OF AN EFFECTIVE PLC	CURRENT RATING
4. Intentional Collective Learning: 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

Ideas for maintaining or strengthening this characteristic:

SIX CHARACTERISTICS OF AN EFFECTIVE PLC	CURRENT RATING
5. Peers Supporting Peers: 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 others strengthen their practice?	1 2 3 4

Ideas for maintaining or strengthening this characteristic:

SIX CHARACTERISTICS OF AN EFFECTIVE PLC	CURRENT RATING
6. Shared and Supportive Leadership: Are power, authority, and decision making shared and encouraged between teachers and building leaders? Is there a positive relationship among administrators and teachers in the school, where all staff members grow professionally as they work toward the same goal?	1 2 3 4

Ideas for maintaining or strengthening this characteristic:

Source: Fisher et al. (2019b).