



# The Way We Work: Professional Learning Community Essentials

*A professional learning community is an ongoing school improvement process that builds a culture and an infrastructure, or a way of working together, which results in continuous improvement.*

Frisco ISD's mission is to know every student by name and need. We embrace the professional learning community framework as a way of accomplishing our mission. As educators, this mission requires us to learn, collaborate, and achieve results. We have a shared responsibility for each student's learning and growth.

As members of a professional learning community, our vision is to work interdependently in teams focused on learning, collaboration, and results.

## Learning

We acknowledge that the fundamental purpose of our schools is to help all students achieve high levels of learning, and therefore, we are willing to examine all our practices in light of their impact on learning.

The priorities for our shared work will include the following:

- A. Schools will build collective knowledge of the TEKS and use the Frisco ISD Scope and Sequence to create learning targets.
- B. Schools will develop and implement common formative assessments to monitor student mastery and guide instructional decisions.
- C. Schools will plan for learning to meet the needs of each student by responding to the four critical questions of a professional learning community:

- What do we want students to know and be able to do?
- How will we know if students have learned it?
- How will we respond when they have not learned it?
- How will we respond when they already know it?

- D. Schools will create and implement rigorous and relevant learning opportunities that meet the needs of each student, including intervention and enrichment.

## Collaboration

We are committed to working together to achieve our collective purpose of learning for all. Collaborative teams will be inclusive and work interdependently with all departments to meet the needs of each student.

The priorities for the shared work of our collaborative teams are:

- A. Schools will protect the time collaborative teams are given during the school day and year to meet on a regular basis.
- B. Schools will work in collaborative teams to clarify what students must learn, gather evidence of student learning, analyze the evidence, identify best teaching strategies, and share these strategies across all teams.
- C. Schools will ensure that collaborative teams implement the Frisco ISD curriculum while

empowering the teacher to differentiate instructional activities to meet the various needs of students.

- D. Collaborative teams will analyze common assessments to guide instructional decision making and planning.

### Results

We assess our effectiveness on the basis of results rather than intentions. Individuals, teams, and schools seek relevant data and information and use that information to promote continuous improvement. The priorities for our shared work are:

- A. Schools will analyze data from various sources, including assessments, to identify strengths and areas for growth in curriculum and instruction.
- B. Schools will respond to the data by differentiating instruction and personalizing student learning opportunities.