PLC’s – From the Ground….Up!

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NYSATA 2016
NAEA 2017
"I just can't get enough of these Staff Development Days. They definitely improve my teaching!" ...said no teacher ever!
Art Circles
Grassroots Professional Development In Action
• Model Schools North Country Art Educators
• Petitioning BOCES for relevant art in service programming for Herkimer County Art Teachers.
• Started 2003 with In service presentations At Ilion Central School – Art Criticism.
• Survey art educators to determine needs.
• Funding for 6 – 8 workshops a year from the Mohawk Regional Teacher’s Center in Herkimer.

• Teachers drive the content for workshops that meet 4 – 6 p.m. in schools and museums/local arts center.

• Museum trips are followed by lesson demonstration and sharing. (Robert Indiana – MWPAI 2013)

• Trends and news from your state and national associations are shared.

• Presenters/facilitators are compensated through the MRTC.
Growing the Program....

- Program grew to include full day workshops, college speakers and specialized events at:
- Munson Williams Proctor Institute( March 2014)
- The Fenimore Museum in Cooperstown( March 2015)
- The Wellin Gallery at Hamilton College (4/22/16)
Professional Learning Community for Art Teachers Proposal

Spin Off of Art Circles

To facilitate discussion, writing and implementing the Common Core Standards for Social Studies in the visual art units across the K – 12 curriculum in Herkimer County. Teachers will collaborate in three designated groups (elementary/middle/high school) as units are created meeting the Common Core, 21st century skills, CCRS, and new national visual arts standards.

The Community will focus on collaboration, student learning, essential curriculum and sharing of best practices and assessment measures.

The Community will create goals and a timeframe for completion of work leading to these goals during the remainder of the 2015 – 16 school year.

The Community will meet four times this year at Herkimer BOCES and work with the Common Core facilitator Christine Angotti.
Maintaining the Momentum...

• Through constant advocacy, granting of days for art educators to meet outside of countywide in service days became a reality in 2016.

• Madison Oneida BOCES – Art PLC

• Visual Arts and Social Studies Common Core Workshop:
  – Urban Sketching Concept.
So....
tell me more how I can actually create meaningful AND relevant Professional Development for my content area.....
What are PLC’s

- They are an infrastructure – way of working together resulting in continuous improvement
- They are empowering.
- They are a way to transform Professional Development.
- All educators can make a difference with all students
- Teacher collaboration focused on improvement will have a significant impact on student achievement.
1. Communicate:
Goals are created and publicly communicated. Publicly communicating goals makes them much more likely to be accomplished. There is no “I”....only “we”...

ACCOUNTABILITY
ITS KIND OF A BIG DEAL!
2. **Commitment** – All in….or all Out….. and .....everyone needs to buy in to the PLC concepts....
3. Participate

Collaborative teams must be allowed to make decisions related to their work. Helping to facilitate the work of collaborative teams is very different than telling them what to do.

Participation in your PLC ..........

Everyone Does!
4. Sharing:

Teachers have to take ownership for the results they achieve and must come to believe that their actions can change the result.
5. **Respect** - Professional learning communities establish norms whereby they make collective commitments to each other.

6. **Solution Oriented** - they move past identifying the problem to relentlessly pursuing the solution. They are action oriented and eliminate outside factors as a reason for not changing behavior.
7. **Honesty** - Professional learning communities embrace an honest evaluation of their current reality. Honesty builds trust which is an essential element of all professional learning communities.

8. **Support** – PLC’s embrace an honest evaluation of their current reality. Honesty builds trust which is an essential element of all professional learning communities. (Knock down the walls to build a new way to learn!) “*no teachers left behind*”
• **9. Equity** - Teams of teachers engage in processes to determine curricular essentials and align them throughout the school. Nothing is done in isolation – pooling talents and perspectives is key.

• **10. Celebrate** – Success breeds success. Celebrating each step towards a goal is empowering and exciting.
RECIPE FOR SUCCESS

INGREDIENTS:

1 TEASPOON OF IDEAS
1/2 CUP OF GOODWILL
1 PINCH OF POSITIVITY
3/4 CUP OF IMAGINATION
1 LB OF LEADERSHIP
2 SPOONFULS OF TEAMWORK
1 CUP OF MARKET VISION
3 TABLESPOONS OF CHALLENGE
AND 1 BAG OF HOPE!
SURROUND YOURSELF WITH PEOPLE WHO MAKE YOU A BETTER PERSON
Imagine a world with professional development where you chart your course, create goals, and build your content...

Don’t be afraid...let’s get started **NOW!**