

**I Hate PLCs:  
Changing the Battle Cry  
Summer Teaching, Learning and Assessment Institute  
August 2017**

**Objectives:**

- Gain clarity about the purpose, essential elements and outcome of true collaboration.
- Identify common pitfalls that lead to frustration and fatigue.
- Provide an opportunity for reflection and to ask/answer questions
- Generate ideas and resources to help change the battle cry from “I HATE PLCs!” to “I LOVE PLCs!” (*Or, at least, “I like PLCs.”*)

**Agenda:**

Opening/Objectives

Process Overview

Problems of Practice:  
Why do people hate PLCs?

Break between Sessions

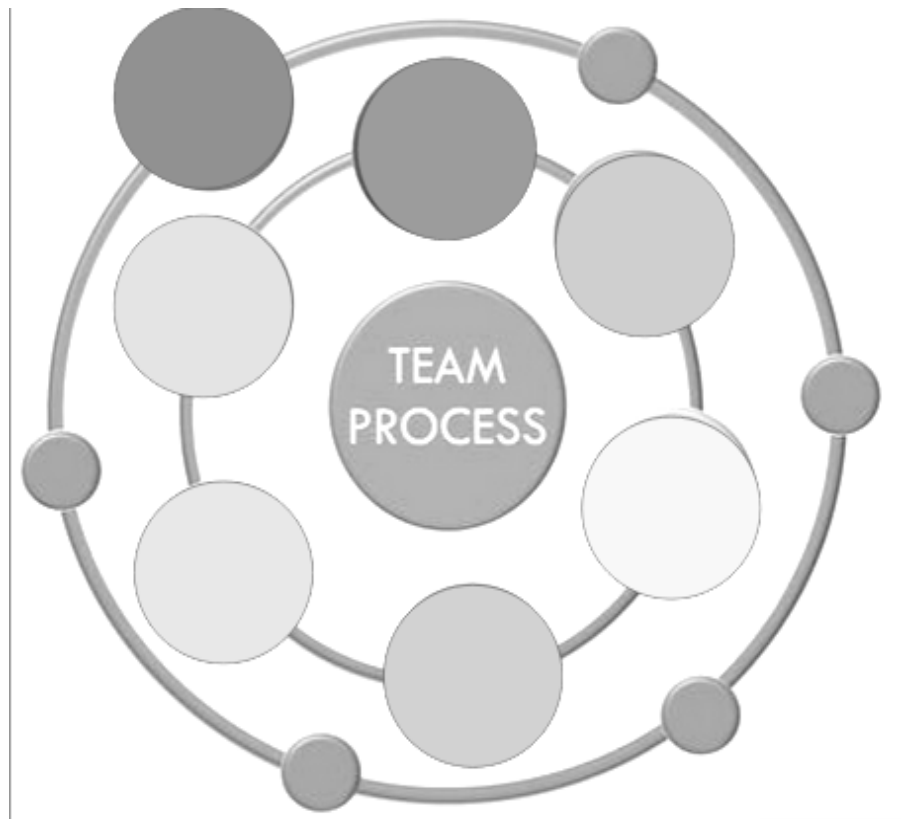
Untapped Resources

Mental Models/Complex  
Change

Must Have Resources

Ask/Answer Questions

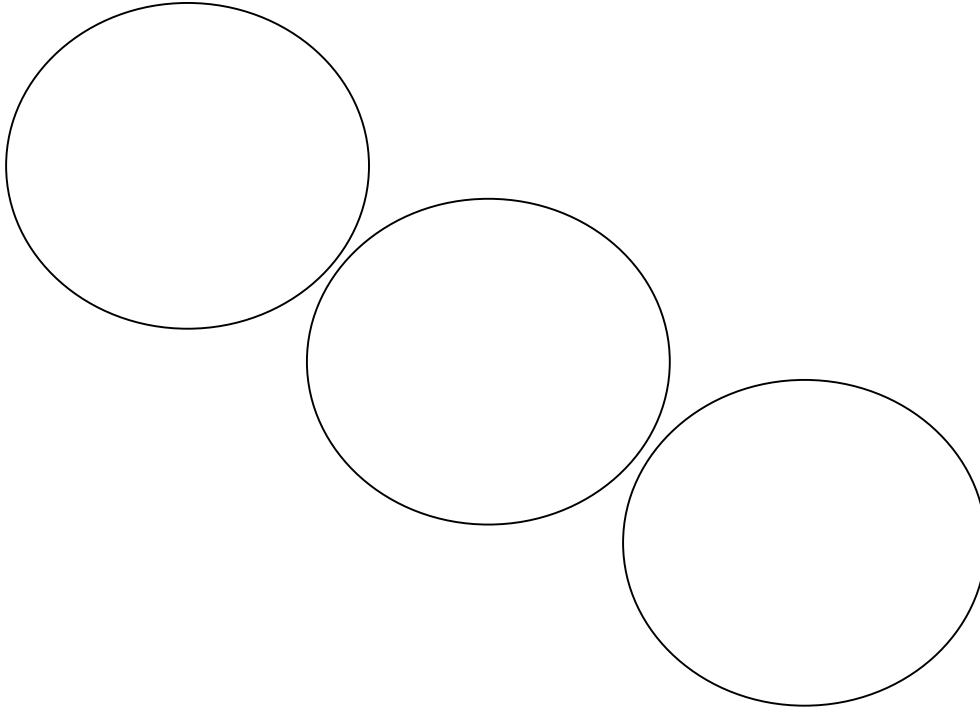
Reflection/Closing



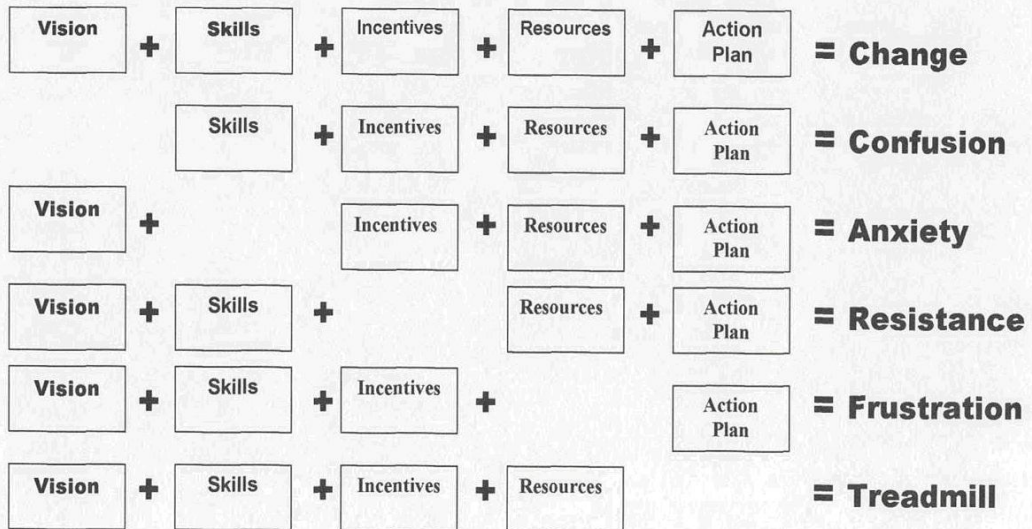
**What happens in your teams now?**

**I Hate PLCs because...**

Problem	Possible Solutions



## Managing Complex Change



[Adapted from Knoster, T. (1991) presentation at TASH Conference, Washington, D.C. (Adapted by Knoster from Enterprise Group, Ltd.)]

## **Must-have Resources:**

- Process Sheet: <https://goo.gl/gnYx5B>
- Running Agenda: <https://goo.gl/Uyo4FD>
- Monitoring Form: <https://goo.gl/rMuZLY>
- Comprehensive Observation Rubric (COR)  
<https://goo.gl/dcUGVr>

### **Intent Vs. Impact**

**Which of these complaints are true at your site?  
What is the shred of truth that is allowing them to continue?**

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**Reflection:**

I want to remember:

My next step is:

The best part of today was:

Additional Questions:

Email address (only if you would like a response):

