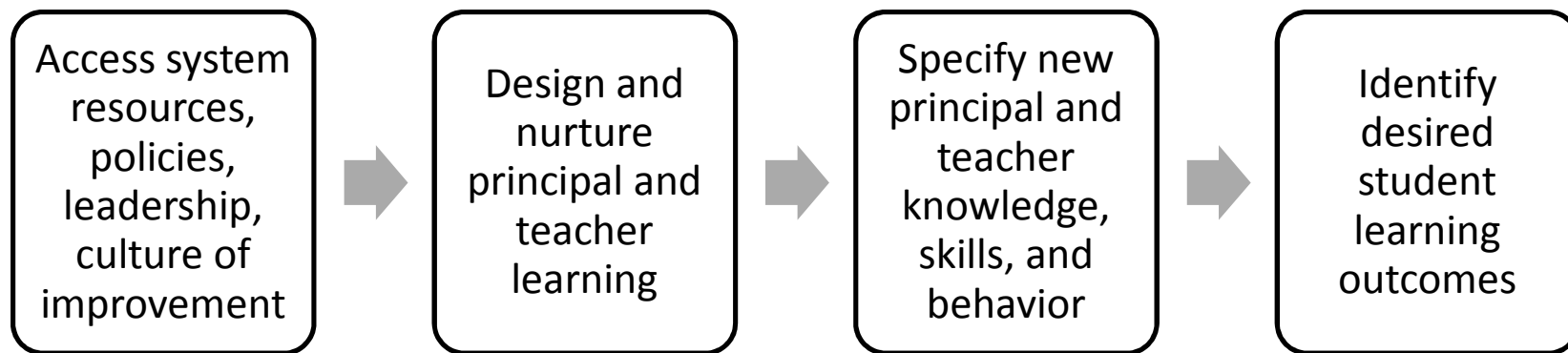


**Leading Professional Learning Communities**

*Theory of Change: The Relationship Between Professional Learning and Student Learning*



Hord, S. & Sommer, W. (2008). *Leading Professional Learning Communities*

**Components of Professional Learning Communities**

Shared Beliefs, Values, and Vision	Shared and Supportive Leadership	Collective Learning and Its Application	Supportive Conditions	Shared Personal Practice
<p>The staff consistently focuses on <u>students' learning</u> which is strengthened by the staff's own continuous learning—hence professional learning community.</p>	<p>Administrators and faculty hold shared power and authority for making decisions.</p>	<p>What the community determines to learn and how they will learn it in order to address students' learning needs is the bottom line</p>	<p><u>Structural</u> factors provide the physical requirements: time, place to meet for community work, resources, and policies, etc. to support collaboration. <u>Relational</u> factors support the community's human and interpersonal development, openness, truth telling, and focusing on attitudes of respect and caring among the members.</p>	<p>Community members give and receive feedback that supports their individual improvement and that of the organization.</p>

Hord, S. & Sommer, W. (2008). *Leading Professional Learning Communities*