MCPS PROFESSIONAL LEARNING COMMUNITIES INSTITUTE (PLCI)
Professional Development Sequence

Two weeks before a PLCI session, all school team members receive an advance study packet with a case study and focus questions

At the PLCI session, teams review and discuss the case study in the following formats:

- First, participants meet in **small groups** with colleagues from other school teams to review the focus questions and have a brief discussion of the case study.
- Next, PLCI staff members lead all participants through a **whole group debriefing** of the main themes of the case study. Participants' reflections and insights are charted and organized under six categories—Strategy, Leadership, Customer Focus, Building Capacity, Results, and Culture.
- Then **guest presenters** who have personal knowledge of the case study speak to the main themes and answer questions from the participants.
- Finally**, school teams** are given time to discuss implications and applications of what they have learned through the case study. Teams are given discussion questions and assigned specific tasks that they must complete as a collaborative team. PLCI staff members circulate to guide and support the team discussions. Teams agree on specific action steps to take before the next session. All teams report on their progress at the beginning of the next PLCI session.

Following the structured PLCI professional development session, all participants are sent **follow-up communication and resources** via e-mail. This communication reviews the keys points of the session and provides resources and tools to help teams with their follow-up. In addition, all feedback and comments are shared with all participants.

After the follow-up communication has been sent, PLCI staff members conduct **school visits** to provide differentiated guidance and support. PLCI staff meet with the principal, staff development teacher, reading specialist, school improvement team, grade level teams, and others to help the school complete their action steps and achieve their school improvement goals. This also may involve connecting schools with other resources and experts.