

MO PLC Implementation Rubric

Strand #1: Foundation for Learning Community Culture				
Implementation Level →	Deep	Proficient	Partial	Minimal
A. Mission	The school community (staff, students, parents, patrons) demonstrate in words, actions and/or documents the school's mission. The school regularly revisits and aligns all relevant decisions to the mission.	Staff members are able to demonstrate knowledge of the school's mission statement that reflects a focus on learning and a belief all students can learn. Staff members can articulate how the mission guides decisions and actions in the school.	The school has developed a mission statement that reflects a focus on learning and a belief all students can learn.	Little or no evidence of implementation.
B. Vision	The school community regularly revisits the vision, including planning and documenting progress towards achieving the vision.	Staff members have collectively developed and demonstrate in words and actions a compelling vision for the future of the school.	The school has collectively clarified a compelling future for the school by developing a unifying vision.	Little or no evidence of implementation.
C. Values / Commitments	Collective commitments are annually revisited by staff. Assessment strategies are used to provide feedback on implementing collective commitments.	Staff members have developed and demonstrate in words and actions the values of the school through set of collective commitments. The school has aligned all decisions to collective commitments.	The school has identified and clarified values by developing a written set of collective commitments.	Little or no evidence of implementation.
D. SMART Goals	The school routinely and annually revises SMART goals, systematically sustained over time.	The school has established a common understanding of a results oriented learning community by creating, implementing, and <u>monitoring</u> building and collaborative team level SMART Goals and Action Plans that align with the mission, vision and commitments. The school uses a data team process to develop SMART goals	The school has established a common understanding of a results oriented learning community by creating and implementing building level SMART Goals and Action Plans that align with the expectations of the school.	Little or no evidence of implementation.
E. School Culture	The healthy culture extends to the community, as evidenced by academic, extracurricular and co-curricular involvement in activities. Assessment strategies are used to assess the culture.	The school has established a common purpose of learning for all, a collaborative culture, and a focus on results.	The school has created common knowledge of a PLC culture and analyzed the existing culture in order to facilitate change.	Little or no evidence of implementation.