Strand #8: Continuous Improvement

Implementation Level	Deep	Proficient	Partial	Minimal
A. Induction	The district implements systematic and organized training for all new staff in the foundations of PLC and collaborative teamwork.	Teams implement a structured induction process for new team members (all school personnel).	Teams inconsistently provide an induction process for new team members, or do so in a limited fashion.	Little or no evidence of implementation
B. Action Research	There is evidence of multiple cycles of action research which result in changes to practice and is shared with multiple stakeholders.	Teams engage in action research (e.g. Data Teams Cycle, PDSA Cycle) on an ongoing basis.	Teams inconsistently engage in action research, or do so in a limited fashion.	Little or no evidence of implementation
C. Data Analysis	There is a building-wide, systemic process for data analysis and utilization.	Teams disaggregate data, utilize it to change instruction, and share it effectively with multiple stakeholders, often through appropriate visual displays.	Teams inconsistently collect, analyze and monitor data for increased student achievement, or do so in a limited fashion.	Little or no evidence of implementation
D. Celebration	School wide systematic celebration of student and staff accomplishments is goal oriented and occurs throughout the school year.	Celebration of student and staff accomplishments is goal oriented and occurs throughout the school year.	Teams inconsistently celebrate growth and successes across all PLC components, or do so in a limited fashion.	Little or no evidence of implementation
E. Fidelity	The monitoring results from teams are utilized to adjust adult actions and structures, and are communicated openly.	Teams monitor the fidelity of implementation across all PLC components using an appropriate assessment instrument (i.e. Implementation Rubric, MO PLC Benchmark Assessment Tool, etc.) on an ongoing basis.	Teams inconsistently monitor fidelity across all PLC components, or do so in a limited fashion.	Little or no evidence of implementation