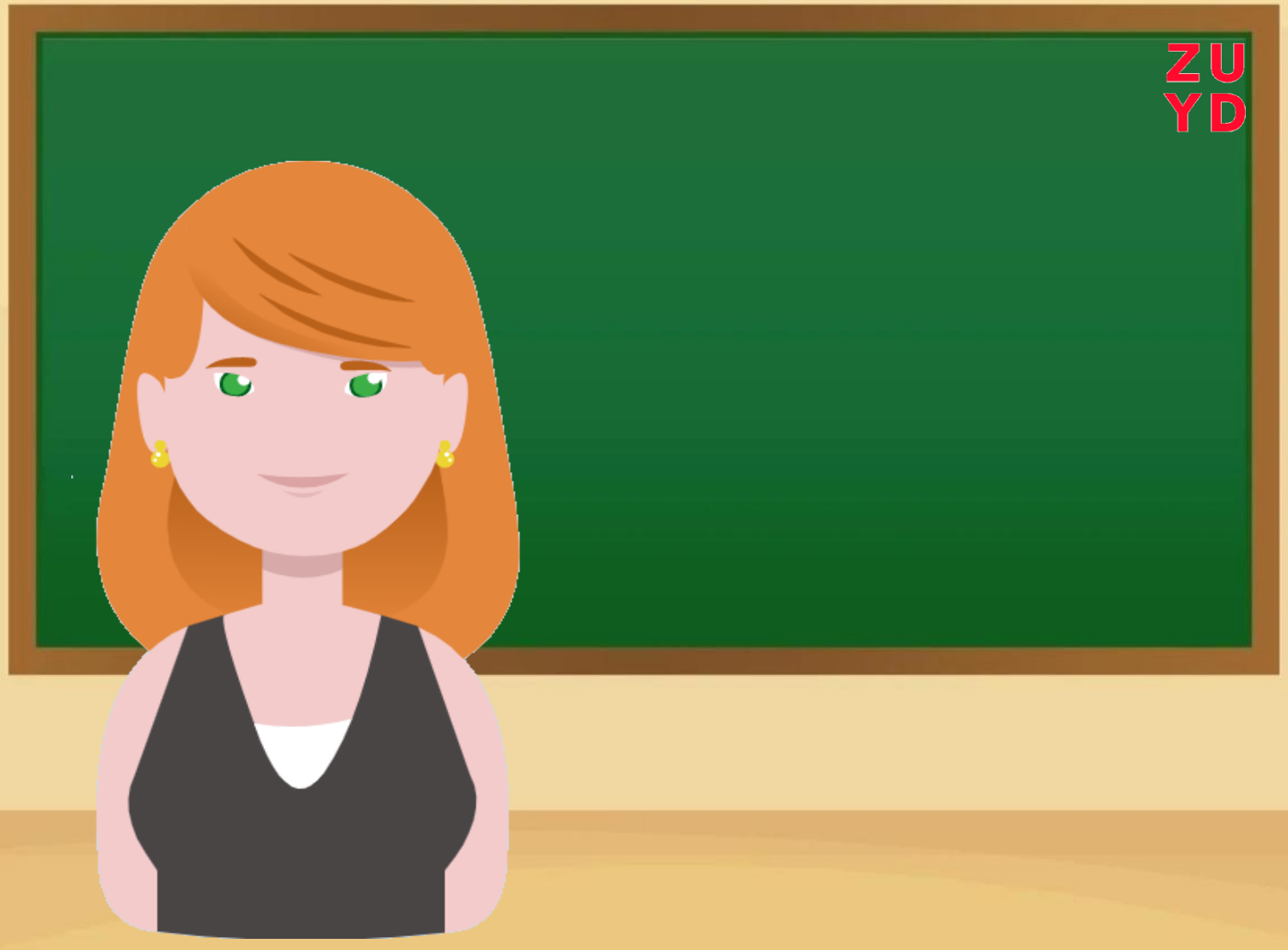
Learning and developing teaching competencies in a Professional Learning Community

The Team

Problem



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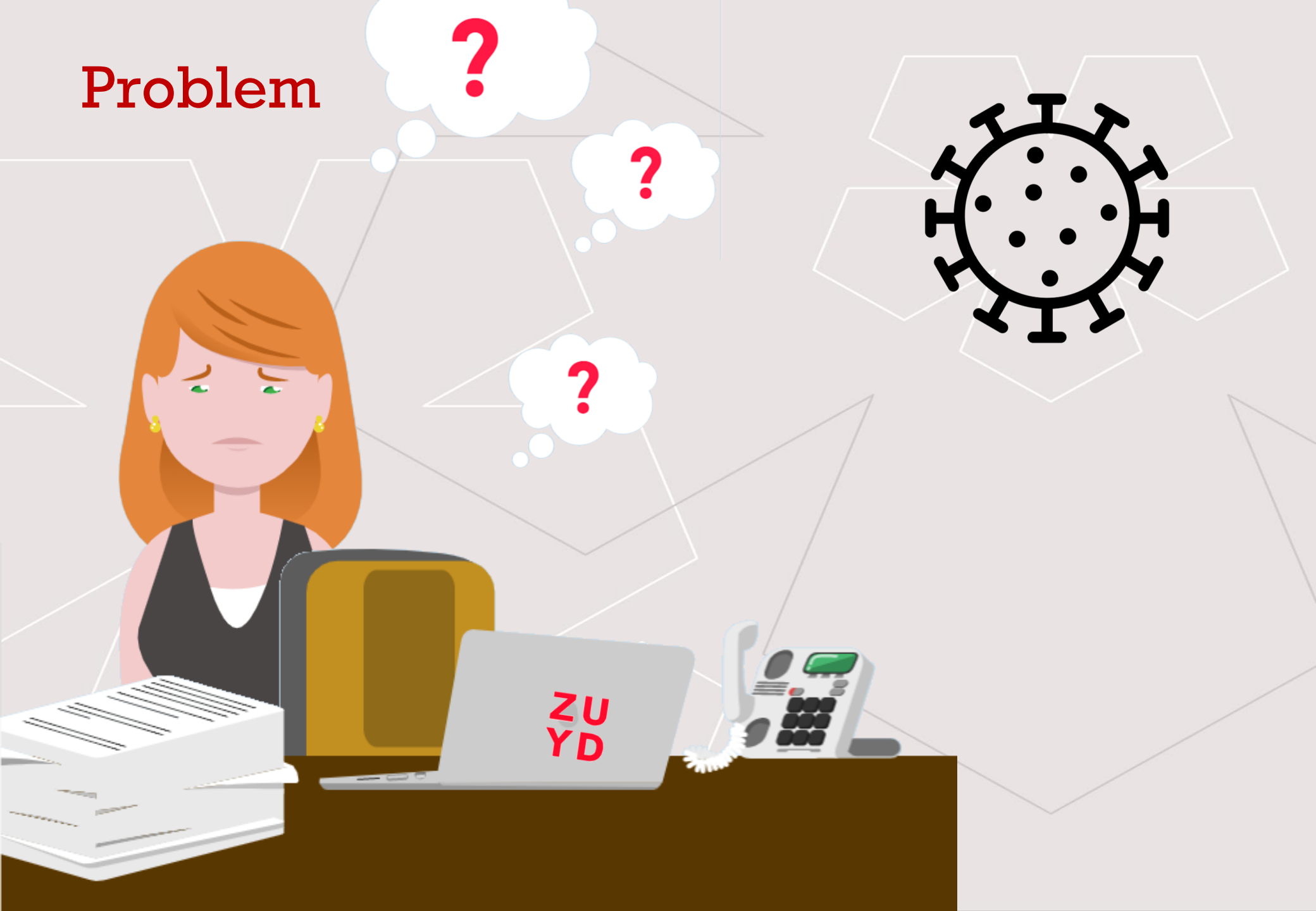
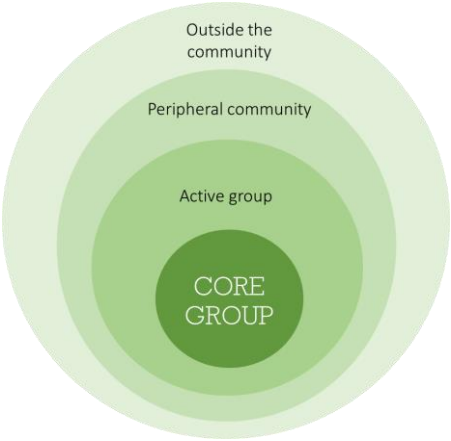


Solution + Assignment

What is a Professional Learning Community?



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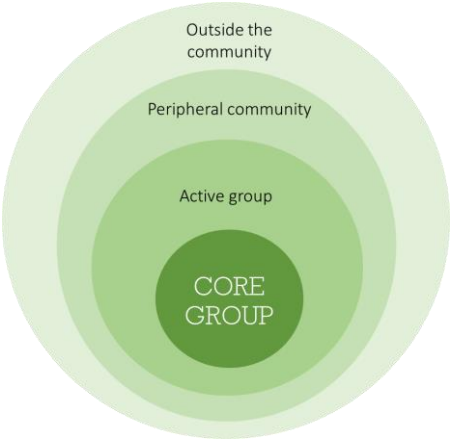

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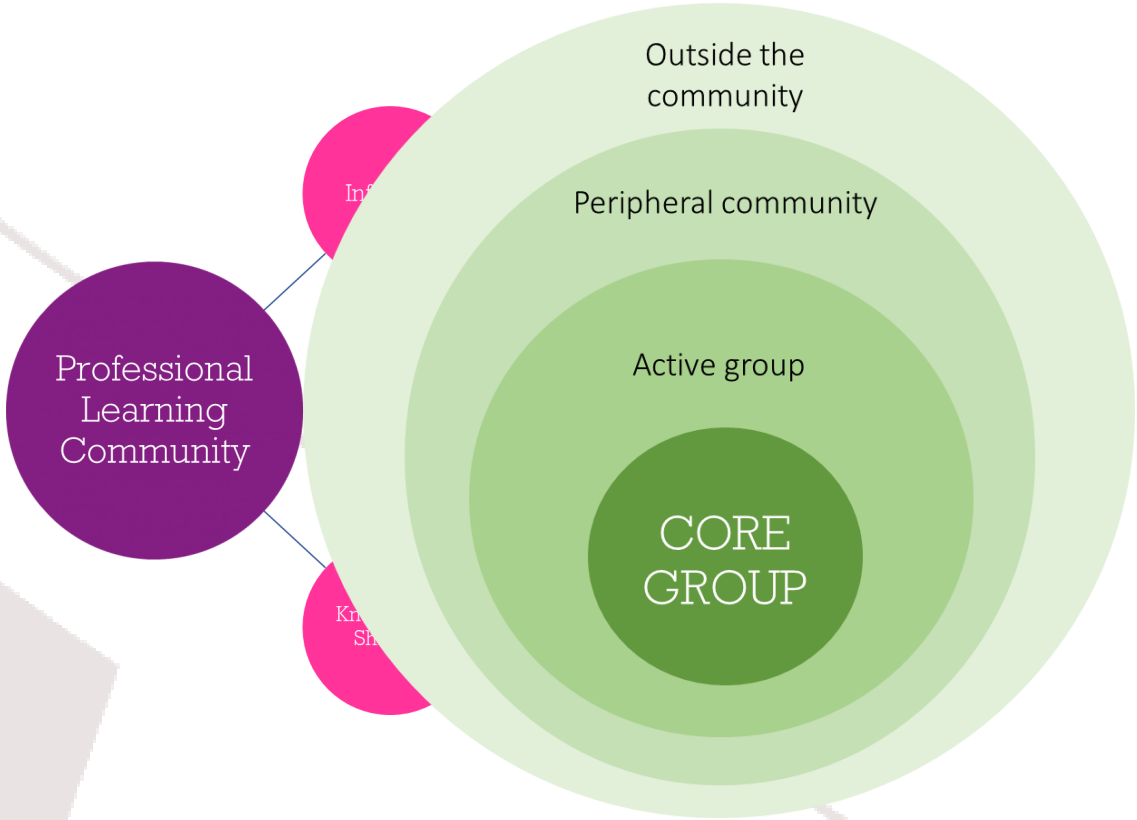
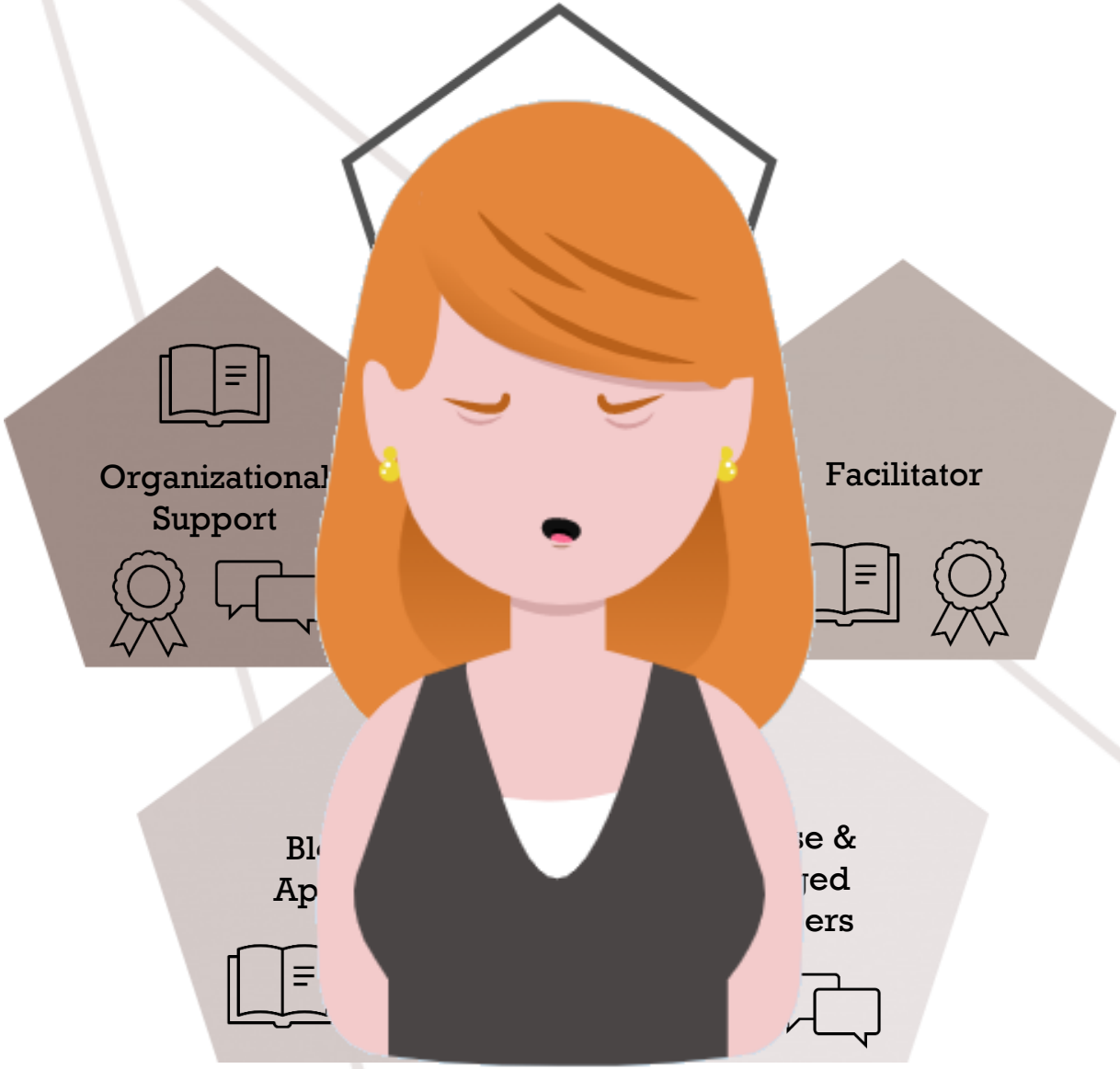


Approach

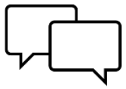
SWOT

Result of all 3 sources

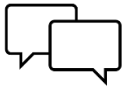


3 Golden Tips

1. Clear Strategic Objective



2. Blended Approach



3. Shared Leadership

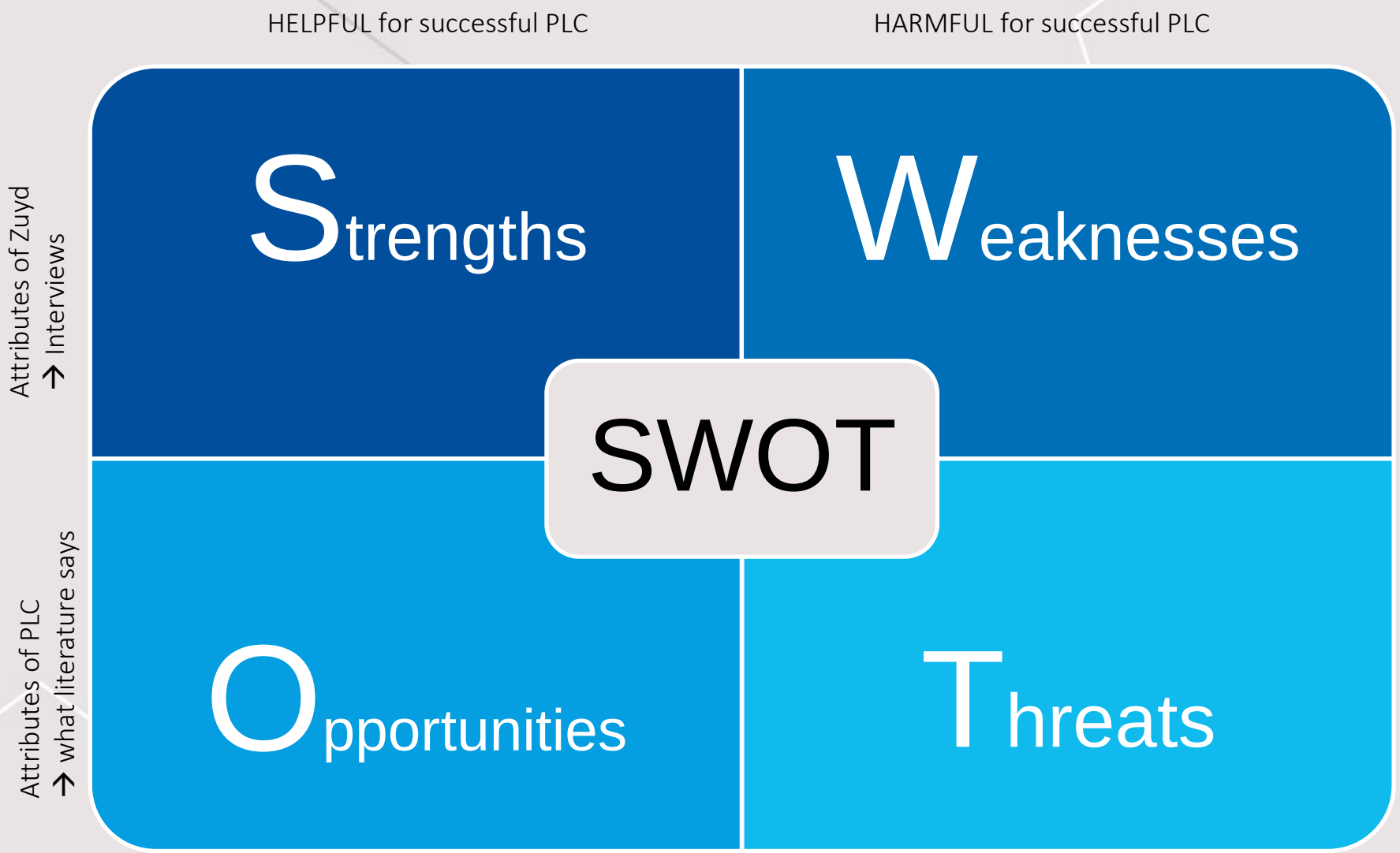
What is next?

Spreading the word
Communicate the change
Giving the right support
Find the right support
find facilitator & collect allies

Conclusion

1. Learning from colleagues
2. Higher engagement
3. More satisfied with work
4. Improved capabilities!
5. Sustainable growth

SWOT


HELPFUL for successful PLC
HARMFUL for successful PLC
Attributes of Zuyd
→ Interviews
Attributes of PLC
→ what literature says
Strengths
Weaknesses
SWOT
Opportunities
Threats

Onsite vs. Online PLCs

Onsite PLCs	Virtual PLCs
Face-to-face meetings	Through online platforms
Reduce feelings of isolation	More flexibility
Construction of new ideas	Members can all be kept on the same information level
Foster shared responsibility	Barrier to share knowledge is smaller
Feedback culture	Tacit knowledge might get lost

→ As soon as the current situation allows it: **blended approach**

Best practices

1. When the **formation** does not emerge naturally, it needs to be **facilitated** (e.g., through an external force, like a consulting agency)

2. **Purpose**, goal, vision and mission should be **communicated** clearly to all members

3. A **facilitator** is needed – someone who guides the group towards their goal

4. Participation is **voluntary**

5. Meetings should be **scheduled** regularly

6. **Informal meetings** – to ensure natural discussions and that everyone can speak up

Benefits of a PLC

Short term benefits

Individual level:

- Members feel less isolated
- Members engagement at work increases + their happiness

Long term benefits

Employee level:

- Increase in teaching quality (even teachers outside the community can benefit)

Organization level:

- Optimal use of human capital at the Domain
- PLC can expand to different domains of Zuyd to increase teaching quality organization wide
- Positive changes in organizational culture