**Coaching a PLC: Anticipating and Addressing Issues**

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| **Behavior** | **Suggestions** | **Coaching Notes** |
| *Resistant to Change* | * Use data as a third point to highlight strategies that are working or not * Celebrate the small wins * Allow equal voice and active listening to all members * Clarify what is “common” and what is the “loose parts of the curriculum |  |
| *Compliance vs. Commitment* | * Consistency of expectations across all staff * Accountability through feedback in PLC notes and also in coaching conversations * Making meetings meaningful * Encourage to trust the process |  |
| *Lack of Trust* | * Leaders share their data/mistakes and what they are going to improve * Get to know one another activities are beneficial for new members (ex. Determine group dynamics) * Using PLC protocols maintains honesty and safety |  |
| *Lack of follow through* | * Reflect upon why the person isn’t following through. Knowing-doing gap? Lack of clear expectations? * Develop group norms specific to follow through; hold each other accountable * “Show don’t tell”--require members to bring back data artifacts not just talk about what they did |  |
| *Lack of engagemen*t | * Assign roles/jobs that play on individual strengths of members * Provide think time for all members before asking each person to share out |  |