



## PROFESSIONAL LEARNING COMMUNITIES (PLC) Scenarios:

### I. SHOW THAT YOU VALUE EVERY VOICE.

To avoid power struggles, try to even the playing field between your introverted and extroverted staff members. Just as a teacher would do in the classroom, find a method for each of your members to process and communicate comfortably. This may include sending out reading materials 24 hours before a meeting so those who do better with time to prepare a response have that option. Try conducting a live poll during a meeting or a survey after a meeting so that introverts can share their opinions and feel heard without having to speak in front of the entire staff. The goal is for each member to know that their voice is heard, appreciated, and equal to others.

#### How will you SHOW THAT YOU VALUE EVERY VOICE?

1. Answer the prompt with a response that demonstrates an in-depth reflection on, and personalization of, the theories, concepts, and/or strategies presented in the course materials to date. Viewpoints and interpretations are insightful and well supported. Clear, detailed examples are provided, as applicable.
2. Respond to a minimum of 2 of your peers.

### II. FOSTER THE RIGHT SCHOOL CULTURE.

Logistics keep the school running; the mission drives the school's purpose. But the culture defines the school's feeling. I cannot overstate the importance of a positive school culture. The culture weaves its way through the halls, staff room, playground, classrooms, and of course, the administration office.

#### What kind of feeling do you want your students, staff, and parents to embrace as they walk into your school?

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### III. BE AWARE OF THE POWER IMBALANCE.



As the leader, beware of the imbalance of power between you and your staff by empathizing with the person. The rule of thumb is to listen 80% and talk 20% of the time. This ratio aids in turning the leadership office from a complaint zone to a solution zone. Your staff members will feel heard and valued as you work together toward a solution.

**How will you turn your leadership focus from a complaint zone to a solution zone?**

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