

## The Features of a Scientific Professional Learning Community

Rate your organization

<p><b>A. Shared goals, norms, theories, and practices</b>                      -Members have a clear, common understanding of their objectives and shared hypotheses about how to achieve them.                      -Members have a collective commitment to their work and a sense of shared responsibility (as opposed to individual responsibility).</p> <p><b>1. How would you rate your organization on this feature?</b></p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 12.5%;">Weak</td> <td style="width: 12.5%;"></td> <td style="width: 12.5%; text-align: center;">Moderate</td> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> <td style="width: 12.5%; text-align: right;">Strong</td> </tr> <tr> <td style="text-align: center;">1</td> <td style="text-align: center;">2</td> <td style="text-align: center;">3</td> <td style="text-align: center;">4</td> <td style="text-align: center;">5</td> <td style="text-align: center;">6 7</td> </tr> </table> <p><b>2. What evidence leads you to that rating?</b></p>	Weak		Moderate			Strong	1	2	3	4	5	6 7	<p><b>C. Strategic knowledge management</b>                      - Certain members harvest and manage the learning of others in the organization and make this learning visible.                      -Certain members facilitate the spread of the most promising ideas that emerge from the collective learning of the organization.</p> <p><b>1. How would you rate your organization on this feature?</b></p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 12.5%;">Weak</td> <td style="width: 12.5%;"></td> <td style="width: 12.5%; text-align: center;">Moderate</td> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> <td style="width: 12.5%; text-align: right;">Strong</td> </tr> <tr> <td style="text-align: center;">1</td> <td style="text-align: center;">2</td> <td style="text-align: center;">3</td> <td style="text-align: center;">4</td> <td style="text-align: center;">5</td> <td style="text-align: center;">6 7</td> </tr> </table> <p><b>2. What evidence leads you to that rating?</b></p>	Weak		Moderate			Strong	1	2	3	4	5	6 7
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<p><b>B. Disciplined Inquiry</b>                      -Members use systematic methods of inquiry to test their theory about what strategies will be most effective at achieving their goals.</p> <p><b>1. How would you rate your organization on this feature?</b></p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 12.5%;">Weak</td> <td style="width: 12.5%;"></td> <td style="width: 12.5%; text-align: center;">Moderate</td> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> <td style="width: 12.5%; text-align: right;">Strong</td> </tr> <tr> <td style="text-align: center;">1</td> <td style="text-align: center;">2</td> <td style="text-align: center;">3</td> <td style="text-align: center;">4</td> <td style="text-align: center;">5</td> <td style="text-align: center;">6 7</td> </tr> </table> <p><b>2. What evidence leads you to that rating?</b></p>	Weak		Moderate			Strong	1	2	3	4	5	6 7	<p style="text-align: center;"><b>Questions for reflection</b></p> <p>Thinking about these three features of scientific professional learning communities...</p> <ol style="list-style-type: none"> <li><b>1. What are your organization's relative strengths?</b></li> <li><b>2. What are your organization's weaknesses?</b></li> <li><b>3. What actions might you take to build on your strengths and/or improve your weaknesses?</b></li> </ol> <p><b>Note:</b> You can use the next page to jot down your ideas. You can also use the framework on page 3 to generate ideas about what action steps you might take.</p>												
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