

## Organizational Readiness and Capacity for Professional Learning Communities

### COMMITMENT TO UNDERSTANDING

*Supporting the pursuit of questions and development of ideas related to teaching and learning, valuing multiple perspectives and using data, research and evidence.*

<b>as manifested in...</b>	<b>Beginning</b> Commitment to Understanding may be present but is unrecognized	<b>Developing</b> Commitment to Understanding appears inconsistently	<b>Deepening</b> Commitment to Understanding is recognized and becoming important	<b>Systemic</b> Commitment to Understanding is integrated throughout
<b>Discourse</b> (supporting the pursuit of questions and development of ideas related to teaching and learning)	consults selected individuals about decisions related to teaching, learning and organizational development  publicizes organizational goals	involves groups of selected individuals in discussions about teaching, learning and organizational development  consults groups of selected individuals about the implementation of organizational goals and decisions	engages mixed staff groups in conversations around teaching, learning and organizational development  promotes discussions about proposed programs, policies, outcomes, etc at all levels of the organization	uses horizontal and vertical teams to uncover different perspectives and address questions about teaching, learning and organizational development  dedicates time, space and resources to support ongoing discussion and analysis of organizational outcomes, and to assess whether they are “good enough”
<b>Behavior/Practice</b> (valuing multiple perspectives)	makes decisions about programs, policies and practices based on recent experiences and emotions  reacts to initiative-related problems or issues by attributing responsibility or blame	refers to past and current experience when making decisions  responds to initiative-related problems or issues when they arise	relies on past and current experience as well as research in coming to decisions  monitors initiatives and programs to ensure immediate response to problems/issues should they arise	considers past and current experiences needs and goals, as well as current research in determining next steps  slows down and ponders the implementation of initiatives and programs to allow for multiple feedback loops
<b>Work</b> (using data, research and evidence)	system for collecting data is in place, but used inconsistently across organization  data is collected but remains unanalyzed and unused	data collection system is in place and used consistently  analysis of data collected is superficial or spotty	data is consistently and systemically gathered  collected data is analyzed and used to support organizational decisions	systems for gathering, using and responding to data are fluid and consistent  ongoing analysis of data informs the organization’s work

This excerpt is one of six rubrics, each of which assesses a different Disposition of Practice.