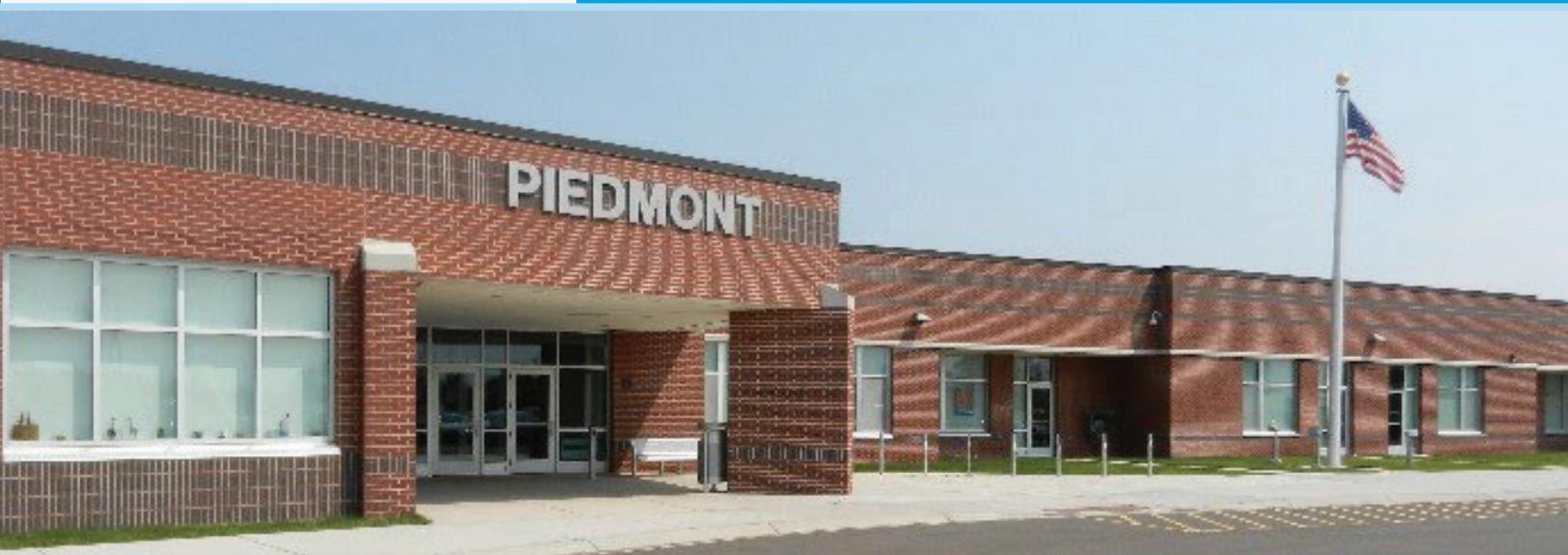




# PLC AT WORK™

EVIDENCE OF EFFECTIVENESS



## Piedmont Elementary School

DULUTH, MINNESOTA

Piedmont's Multiple Measurements Rating increased from 4.62% to 44.83%.

## DEMOGRAPHICS

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- 25 Teachers
- 512 Students
- 0.2% Limited English proficient
- 13.9% African American
- 9.6% Native American/Alaska Native
- 2.0% Asian/Pacific Islander
- 3.0% Hispanic
- 71.5% White
- 65.4% Free and reduced lunch
- 14.9% Special education

## CHALLENGE

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In 2011, Piedmont's Multiple Measurements Rating (MMR)—the primary measurement used for federal school accountability under No Child Left Behind—was 4.62%, putting Piedmont in Focus School status. Focus Schools must work with the Minnesota Department of Education to implement interventions aimed at improving the performance of the school's lowest-performing subgroups.

the achievement gap head-on. Piedmont's goal is to significantly raise its MMR until it is considered a Reward School.

Essentially, Focus Schools are mandated to attack

## IMPLEMENTATION

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Piedmont set out to attack their achievement gap using the following strategies:

- Strong school leadership
- Improved parent and community support
- Structured time for teacher collaboration
- Ongoing review of individual student data and identifying appropriate interventions

To address the last two strategies, Piedmont chose to adopt the PLC at Work™ process, pioneered by Richard DuFour, Robert Eaker, Rebecca DuFour, and Mike Mattos. They sent key staff to a PLC at Work™ Institute hosted by Solution Tree. They also adopted Global PD, an online tool that streamlines the work of PLCs.

Piedmont established a calendar that enabled teacher teams to meet for one hour every eight school days. Teacher teams worked together to establish essential standards and to unpack those standards into granular learning targets on which their units would be focused.

Teams then created common formative assessments, which were graded prior to team meetings so that teachers would have data to share. Assessments were scored in Global PD. The data in Global PD was used in two ways:

1. Teachers reviewed the results to determine which individual students needed extra time and support to master the essential standards. Students were then grouped according to their needs and provided targeted interventions or enrichment. Afterward, students were reassessed to measure their progress.
2. Teachers compared their results to determine which teaching methods were most effective. Teachers shared their successful methods among all team members, and were assigned to lead interventions or extension activities based on their results, which automatically categorized students into Above Proficient, Proficient, or Below Proficient segments.



“Thanks to technology and **Global PD**, we can instantly analyze our students’ data not only as the school as a whole, but by each grade level, by each classroom, and by each individual student.”

—Stephanie Larsen, teacher, Piedmont Elementary School

## RESULTS

As a result of their efforts, Piedmont’s MMR increased from 4.62% to 44.83%. This designation raised them from Focus School to Continuous Improvement status. They continue to refine their PLC and practices with a goal of becoming a Reward School—the highest achievement in Minnesota.

### SCHOOL DESIGNATION

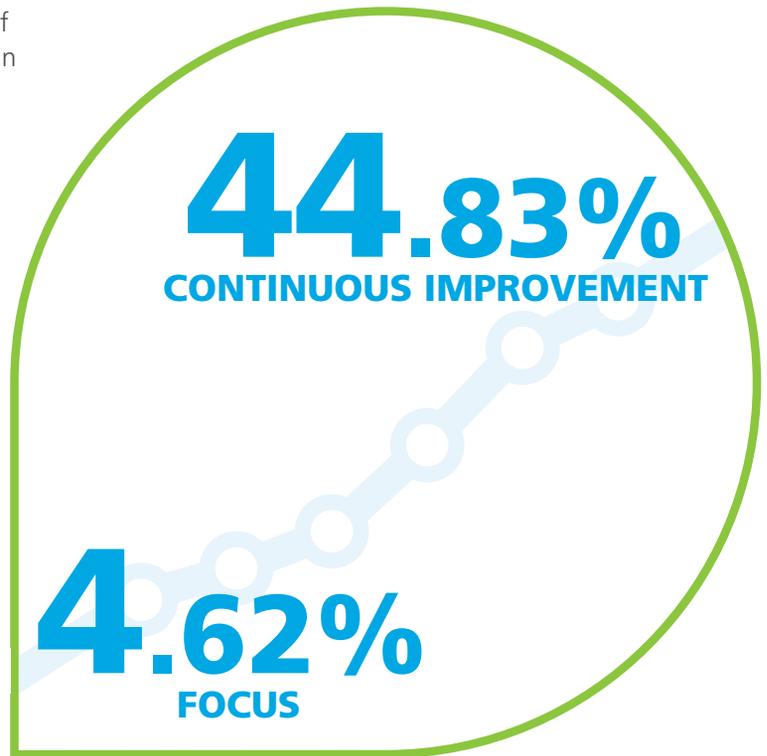
**REWARD SCHOOL**

**CELEBRATION ELIGIBLE**

**CONTINUOUS IMPROVEMENT**

**FOCUS**

**PRIORITY**



The Multiple Measurements Rating (MMR) is 0 to 100% for all schools in the state and includes data on proficiency, growth, achievement gap reduction, and graduation rates. The Focus Rating (FR) is 0 to 100% for all schools in the state and includes data on proficiency and growth for only students of color, special education students, students in poverty, and English learners.

# Reach new heights of student learning

You're dedicated to helping your students succeed. At Solution Tree, our experts are committed to equipping you with solutions that directly impact student achievement. We invite you to explore the best of content-rich, research-based professional development and discover just how rewarding the journey can be.

Here are just a few ways we can work together:

## Customized Workshops

Bring an expert to your school! Plan a dynamic one-day session or a series of trainings. Just tell us your goals, and we'll customize an experience for you and your team.

## Standard Workshops

Ever attended one of our workshops and wished you could bring it back to the rest of your team? Now you can! Let our experts come to you.

## Keynotes

Bring a keynote speaker into your school, and inspire your team to take the next steps on your professional learning journey! Keynotes typically include a slide presentation and a general question-and-answer segment.

## Interactive Web and Video Conferencing

Get top-notch PD from the comfort of your office or classroom! Discover personalized, research-based support from our experts on more than 100 topics, including Common Core, RTI, and 21st century skills.

## Long-Term Sustainable Plans

Let us put you on the path to long-term success. We'll partner with you to develop a comprehensive and sustainable professional development plan based on your most critical challenges.

## Hybrid Events

Experience a PLC at Work™ Institute from the comfort of your own school! Live streaming video will deliver dynamic and engaging keynotes, breakouts, and panel discussions to your entire team.

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