

## Part Six

### Questions to Guide the Work of Your Professional Learning Community

#### To Assess the Commitment to a Results Orientation in Your School or District, Ask:

1. What evidence do we have that district goals are directly impacting the work of schools and collaborative teams within the school?

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2. Does every collaborative team have a goal that aligns with district and school goals?

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3. Are team goals SMART: strategic, specific, measurable, attainable, results-oriented, and time-bound?

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4. Is there a plan in place to monitor the progress of each team? Does the plan include monitoring products created by the team as it works towards its goals?

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5. Are teams provided with relevant and timely feedback regarding their progress? Remember that goals are effective motivators, but only if teams receive feedback (Kouzes & Posner, 1999).

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6. Is a plan in place to identify, acknowledge, and celebrate small wins as teams make progress toward their goals?

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7. Do district goals include stretch goals?

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