

12 Cultural Norms of a Professional Learning Community

3 Norms that are the Foundation of a PLC*

1. Honest, Open Communication in a Trusting Climate that Facilitates Risk-Taking and “Out of the Box,” Thinking.
2. Involvement in Decision Making
3. Distributed Leadership & Initiative

*These 3 norms allow the remaining 9 Cultural Norms to develop and become part of the organization’s culture.

5 Norms that are Important to generate Affiliation & Engagement

1. Protecting that which is Important - the things that Shareholders Value
2. Respect & Confidence
3. Appreciation & Humor
4. Celebrating, Caring, Humor, Traditions, Rituals, & Ceremonies
5. High Expectations & Accountability for Adults

4 Cultural Norms that Lead to Collaboration & Improvement

1. Systematic Examination of Data
2. Non-Defensive Self Examination/Reflection of Practices
3. Reaching Out to the Knowledge Base
4. Experimentation, Analysis, Study of Practices, and Self Critique in Groups: Sharing, Listening & Encouraging

