

Teacher Leader Alignment Discussion Series

It is helpful to keep these conversations low pressure, but structured. Capturing everyone's ideas at the table is essential. Using protocols or what I've coined as *Structured Conversations* gives the process fidelity.

Begin by simply asking the teacher leaders what is working in their teams currently. Ask them to describe a success they've experienced with their team. You can use the [Success Analysis](#) protocol to do this if you want more structure. Sticking with what's working initially builds trust and buy-in.

Next, you can follow with the activity that was done with the Admin/Leadership team, discussing texts about PLC characteristics. Be sure to use a protocol with this group as well. By using the articles, you are not putting anyone on the spot regarding what their team needs to work on, it comes from an outside source.

If you survey your staff about their collaborative teams using the survey I shared in the Admin/Leadership Alignment section, this might be a good time to look at results. Be sure to use high level results. Do not dig into specific teacher responses.

Lastly, share the *What? Why? How?* Document developed by the Admin/Leadership team and ask for feedback. **Warning:** Do not ask for open feedback! Again, a structured approach is always better. You can use the *Notice and Wonder protocol* or the [4 As Protocol](#) work well for this part of the discussion. I like to use the 4 As Protocol Chart below.

Note: As I begin using protocols with this group, it is important to discuss protocols. How do using these protocols impact the discussions? How might the discussion be different without the protocol?

Assumptions What assumptions do you feel the author made in this document?	Agree Where do you agree with the author and why?
Argue What do you want to argue with in the text and why?	Act What parts of the text do you want to act upon?