



KNOW YOUR CONTRACT

PLCs

WHAT DOES YOUR CONTRACT SAY?

Article 23: PLCs or Professional Learning Community is a collaborative process well defined in our contract. PLCs should not be directed by an administrator or even only one teacher, but should be a team approach to help educators make instructional decisions or to address student learning. Educators should feel empowered to add items to the agenda and to guide decision making. Educators are guided by the “four essential questions”:

1. What do we want students to learn?
2. How will we know when they have learned it?
3. What will we do for those who do not?
4. What will we do for those who already know it?

DO WE HAVE TO TAKE A LOT OF NOTES?

The contract mentions that members “may be required” to provide a brief statement of progress after each meeting. There is no mandatory form nor mandatory length. We can define a brief statement to have a similar length to a tweet or short social media post. If your administrator provides you something and you would like to use it, go for it, but there is no need to do that.

THIS SEEMS TO BE GEARED TOWARD THE "CORE" GENERAL EDUCATION TEACHER.

This PLC model is easier to follow for a General Education teacher, but the PLC language does allow for members and administrators to work together for members like Special Education teachers to build flexible schedules to allow them to work with other Special Education teachers or to collaborate with General Education teachers.

The district will also prioritize explore or elective educators working together as well. We encourage “singletons” to work with their administrators to provide PLC time with educators at other school sites.

A TOSA OR ADMINISTRATOR IS DICTATING PLC AGENDAS, WHAT DO I DO?

Because PLCs are spelled out in your contract, these concepts are protected just like anything else in your contract. If you feel like your PLC does not follow the constraints of the contract, you can start the grievance process. The first step is a problem solving meeting with your site administrator. Contact your site representative if you need help with this.

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