

Role of Professional Learning Community for School Improvement

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Abstract - Teacher's collaboration in schools increased due to positive role of Professional Learning Communities. This step lead to the improvement of students' academic achievement. Professional learning community (PLC) helps in the way to encourage collective learning of the cluster of individuals having same work setting or field. This article aims to present a through conceptual framework of the role played by professional learning community for the improvement school and students learning and development.

Key words: Professional learning, students learning, school improvement etc.

1. Introduction

The Professional learning community usually known as "PLC" has been recommended by the world wide that reforms in educational system depends on the teacher's professional growth. Teachers' collective efforts leads to school development and students learning. Professional learning community (PLC) helps in the way to encourage collective learning of the cluster of individuals having same work setting or field. It is often used in schools where different types of groups are made and they share their experiences. These groups include educators and they meet regularly, and works together to improve skills in teaching and also for the academic performance of all the students in the school.

In Shirley M. Hord's 1997 definition, says "extending room apply into the community; transfer community personnel into the college to reinforce the program and learning tasks for students; or participating students, teachers, and administrators simultaneously in learning". Professional learning communities are very beneficial to the educators and as well as for the students, like it helps in reducing separation of teachers from the students, dedicated teachers, and students also gets good academic achievement.

Professional learning communities have tendency to perform following two wide ranging purposes:

- (1) Firstly, it upgrades the potential and thinking of teachers of the school by providing the opportunity of exchanging the experience with other educators and also give a chance for performing professional dialogue.
- (2) Secondly, it upgrades the academic desire to get good grades which can be fulfilled by giving strong as well as effective directions and education.

Review of Literature

Mahimuang (2018) studied about professional learning community of teachers: a hypothesis model development and reported that various factors i.e. lesson study, storytelling, catching the key points of the story, reflection, after-action review leads to the overall improvement of Schools.

Jones, Stall, and Yarbrough (2013) examined about The Importance of Professional Learning Communities for School Improvement and concluded that some of the structural changes in schools like policies, procedures can enhance the overall development of schools.

Dufour And Colleagues (2006) conducted a study on Learning by doing: A handbook for professional learning communities at work. contend that student's commitment and dedication towards learning is considered as an important key in learning communities.

Schlager & Fusco (2003) conducted research on Teacher professional development, technology, and communities of practice: Are we putting the cart before the horse? And reported that the faulty curriculum and teaching methods plays a hindrance for teachers to meet the professional development. The study further revealed that proper planning and instructions plays an important role in overall development of teaching practices.

2. Plc's in School

Professional learning communities mainly works as action analysis to some extent i.e., as we can say that it is the way by repeatedly questioning and reevaluating and make a result which would help in the betterment of teaching plan as well as facts and skills. For the function, the curtain riser starts by conducting meeting of school staff and teachers. These Conferences are aim directed and these are made smoother with the help of educators those has the experience to conduct professional learning communities. Therefore, participation in these types of conferences varies, sometimes there is own will who want to be the part and in other schools the particular type of educators are chosen or it can be the school who wants all the educators to participates.

Often in these communities the center of attraction of these groups are the particular issues related to students performances like the way to train a specific scholar with more greater quality so that the aim is not only to get good score but also the scholar should understand the theory properly and remain in his mind for long time.

The specific aim or objective of professional learning communities varies from different level of education of the student like college and school. Some of the task that mainly take place in these communities are: -

2.1 Examination of the educator's work: -

The students are often provided with the chance to give the feedback of the particular educator by reviewing the work of educator and also by reviewing the assignments provided to the student by those educators, this helps in improving the educators work so that the work can be more effective.

2.2 Examination of the students work: -

The educators evaluate the work of the students in the class room and conclude the results are better or not as compared to the past and then council the student to look for the more effective way of teaching, so that their performances can be enhanced.

2.3 Examination of the data of whole group: -

The educators examine the performances of the class to the know the trend in the class like which of the students scoring very low marks every time or preform very rarely and then the PLC collectively flourish teaching practices to cooperate with the student facing problems in their studies.

2.4 Examination and applying of written work by professional: -

Educators select a written work or a research based on the unique teaching methods and concluded the way by discussing it in the conferences that how it can be helpful in enhancing their skills of teaching.

Initiative's

- Teachers should conduct regular meetings it will be helpful in expanding their methods and also the way of teaching skills for the betterment of their work.
- Meetings are mainly conducted by the persons, who has the knowledge that how to help group so that they can share their plans in positive ways with other members of the conference and also the other members can also understand their ways that they want to prefer.
- The conferences mainly run on the previously decided plan for the particular teacher or it can be student which are developed by the person under whose assistant these conferences work.
- The time for the conferences is mainly organized regular throughout the school working days, and participation in these conferences are considered as an important part in the whole day activity. They are not be considered as the optional activity.
- The discussion in these conferences are properly aimed.
- Organizers have also to sure that the discussions are practically realistic and fact based instead of theoretical.
- The conference organizers make sure that the discussion remains humble and gentle and always focuses on the goal and be productive and if anything goes out of the track, they can step forward to make the things goes properly.

3. Challenges

Administrators, organizers and lecturers can face many problems while applying these learning communities in their school.

Some of them are like: -

- As absence of the support for these conferences from the higher authority of the school like administration or it can also be the person who has the duty of conducting these conferences can lead to the wastage of time and money.
- The broken initiative by the school or members can also put deep impact on these conferences as it can lead to the clash between the community members, enhances stress and strain and also the issues that put a negative impact on these learning communities.
- The absence of clear aim and objective can also lead to the wastage of time and the blurred conferences with no proper goal.
- Highly different beliefs, Techniques or methods shows disputes between the members of the communities, as the sharing and believing others are very important part to make the professional learning communities successful.

4. Suggestion

For proper working, PLC's good efforts are required from both teacher and the school staff. The lack of support from the school leaders may lead to the wastage of a lot of time and efforts. Effective PLC's work with proper trust between all the authorities and also positive environment should is required.

5. Conclusion

It is concluded that professional learning communities provides the opportunity of exchanging the experiences with other educators which helps in improving the potential and teaching skills. It also helps the students fulfill their academic desire with the support of teachers and the proper initiatives should be made by the teachers and school authorities. The discussion in these conferences should aimed and goal oriented.

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