



The Professional Learning Communities Survey Exercise

Developed by Fred Neuman, Sharon Kruse, Karen Seashore Louis and Anthony Bryk

Think about your own school (if you do not work in one school, think about one particular school you do work in, or your own context). How would you assess your school on the five elements of professional community? Use a scale of 1-6 with 6 being **totally there** and 1 being **not even close**. What is your evidence? What questions do you have?

Critical Element	Assessment of your school/context	What is your evidence? What are your questions?
Reflective Dialogue	1 2 3 4 5 6	
De-privatization of Practice	1 2 3 4 5 6	
Collective Focus on Student Learning	1 2 3 4 5 6	
Collaboration	1 2 3 4 5 6	
Shared Norms and Values	1 2 3 4 5 6	

Now assess your school/context on the structural conditions and the social and human resources as outlined in the article. Again, what is your evidence? What questions do you have?

Structural Conditions	Assessment of your school/context	What is your evidence? What are your questions?
Time to Meet and Talk	1 2 3 4 5 6	

Physical Proximity	1	2	3	4	5	6	
Interdependent Teaching Roles	1	2	3	4	5	6	
Communication Structures	1	2	3	4	5	6	
Teacher Empowerment and School Autonomy	1	2	3	4	5	6	

Social and Human Resources	Assessment of your school/context						What is your evidence? What are your questions?
Openness to Improvement	1	2	3	4	5	6	
Trust and Respect	1	2	3	4	5	6	
Cognitive and Skill Base	1	2	3	4	5	6	
Supportive Leadership	1	2	3	4	5	6	
Socialization	1	2	3	4	5	6	

Share your thinking with a small group of colleagues. Talk together to expand your understanding of the critical elements of professional community, as well as the necessary structural conditions and human/social resources.