



# Implementation Impact

January, 2018 [www.moplc.org](http://www.moplc.org)

---

*Missouri Professional Learning Communities create sustainable collaborative cultures to ensure high levels of learning for all.*

Implementation is a priority for Mo PLC trainers, and it makes a difference. Schools who receive our support continuously engage in action planning and reflection which is designed to ensure implementation. We understand that it's not about the training, it's about what is implemented in schools, and our support and coaching is designed with that in mind.

***Does implementation make a difference?*** According to an [analysis of implementation and achievement data](#) from 181 Missouri PLC schools, the answer is **yes**. Factor analyses confirmed that: "collaborative leadership process(s) and data-driven systems for learning, both of which correlated with student achievement and together provided unique variance in mathematics beyond school variables and achievement scores from before the PLC began." The Missouri Assessment Program Data used in this study predates recent changes in the test. ***This research confirms that attention to implementation pays off in terms of increased student achievement.***

---

In addition to support provided by consultants, ***what other influences might be leveraged toward deeper implementation?*** This question provides us an opportunity to engage in our own action research. Like most educators, we observe differences in schools as they engage in our work. An informal observation has been that when we are able to work with several or all buildings in a district, we notice a greater impact of the PLC process. A first glance at our data would seem to confirm this:

- In our general group of schools, 70% of the buildings we work with are part of district implementations, where either all or a majority of buildings are connected to Missouri PLC.
- In our group of exemplary and sustaining exemplary schools, ***94% are part of district implementations.***

So, as part of our next cycle of action research, we plan to explore this data more specifically. Recently our team of consultants identified [targeted indicators for each year of our training process](#). This spring we will collect data from those indicators, as well as all indicators on our Mo PLC rubric from our site reviews. This data can then be examined through the lens of district implementation.

***What can every school do to deepen implementation?*** Each year we recognize schools which have reached proficient and deep levels of implementation through our Exemplary PLC recognition process. We also recognize Sustaining Exemplary Schools, which have maintained implementation over time. These schools are showcased on our website, and the [web pages devoted to these schools](#) contain valuable ideas, descriptions of effective practices, as well as real world templates and student impact data. We invite you to dig into these resources to move your PLC implementation forward.

