

# PEER LEARNING COMMUNITIES (PLC's)

## Guidelines

### *PLC Process*

- **GROUP COVENANT** - Agree with others in your PLC to form a close knit, high-trust peer group that will encourage each other and hold each other accountable throughout the PLC experience and hopefully beyond. To facilitate this relationship, each group will develop a covenant among its members to agree upon the terms of member's adherence to the activities and requirements of the group. Terms of the covenant should cover when and how often the group meets, the regularity of members to these sessions, the accountability members will have with the group, agreement about fulfilling goals and plans each member sets for himself/herself, etc. This covenant will be developed by the groups over the period of the first 2-3 meetings.
- **REGULARITY OF MEETINGS** - Each PLC group will set its regularity, time, and location of meeting. Though regularity of sessions may vary, certainly they should be no less frequent than every quarter to accomplish the greatest benefit. Every month or two would be better. The coach/facilitator working with each PLC will call the peer team members between group sessions with the regularity established between him and the PLC member. These individual sessions will be for the purpose of discussing progress toward goals and general updates one-on-one.
- **POTENTIAL OUTCOMES** - Selecting from a list of ten potential outcomes, each participant will choose at least five areas for personal and church concentration. These must include Church Health, Team Leadership, and Personal Spiritual Growth. Participants will prepare and commit to a plan with measurable goals for improvement in the five Potential Outcomes on which they choose to focus. An outline of the five outcomes on which participants will focus along with a plan with goals related to each outcome should be submit to the PLC facilitator/coach by the beginning of the second PLC session.
- **READING** - Over the period of the first year the PLC's will read and process four books: Deep Change by Robert E. Quinn (1996); Emotionally Healthy Spirituality by Peter Scazzero (2006); The Five Dysfunctions of a Team: A Leadership Fable by Patrick Lencioni (2002); and Leadership that Works by Leith Anderson (1999). These books will be provided without cost to group members. Other reading is encouraged to promote development in the areas on which members are focusing for certain outcomes. A reading list is provided to offer suggestions for reading in these areas.
- **REPORTS** - Participants will submit to their PLC facilitator the Quarterly Key Indicator Reports and the Action Planning Document. These documents are available on the association web site. In fact all documents related to the PLC process will be available on the web site. Reports should be sent to the facilitator/coach at least 24 hours prior to the monthly coaching call.
- **PRECENTORS/TRAINING** - Precentors and training events will be engaged throughout the PLC process to address special areas on which the groups are concentrating. Training needs that surface in the PLC's will guide all training that takes place in the association. Training that will fit well into what we are doing is taking place at Roseville BC starting in January. It is Next Level Leadership Training and will address team leadership, etc.