

The Features of a Scientific Professional Learning Community

Rate your organization

A. Shared goals, norms, theories, and practices

- Members have a clear, common understanding of their objectives and shared hypotheses about how to achieve them.
- Members have a collective commitment to their work and a sense of shared responsibility (as opposed to individual responsibility).

1. How would you rate your organization on this feature?

Weak	Moderate				Strong	
1	2	3	4	5	6	7

2. What evidence leads you to that rating?

C. Strategic knowledge management

- Certain members harvest and manage the learning of others in the organization and make this learning visible.
- Certain members facilitate the spread of the most promising ideas that emerge from the collective learning of the organization.

1. How would you rate your organization on this feature?

Weak	Moderate				Strong	
1	2	3	4	5	6	7

2. What evidence leads you to that rating?

B. Disciplined Inquiry

- Members use systematic methods of inquiry to test their theory about what strategies will be most effective at achieving their goals.

1. How would you rate your organization on this feature?

Weak	Moderate				Strong	
1	2	3	4	5	6	7

2. What evidence leads you to that rating?

Questions for reflection

Thinking about these three features of scientific professional learning communities...

1. What are your organization's relative strengths?
2. What are your organization's weaknesses?
3. What actions might you take to build on your strengths and/or improve your weaknesses?

Note: You can use the next page to jot down your ideas. You can also use the framework on page 3 to generate ideas about what action steps you might take.

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