Training Course on Leading Professional Learning Communities (PLCs)

Professional Development Training Course Outline

Category	Educational Leadership and Management	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Professional Learning Communities (PLCs) are essential frameworks in modern education that promote collaborative learning, data-driven instruction, and shared accountability among educators. Training Course on Leading Professional Learning Communities (PLCs) is designed to empower school leaders, instructional coaches, and educators with the tools and strategies needed to lead effective PLCs that drive student achievement, teacher development, and school-wide improvement. With the rise of digital transformation, equity-focused teaching, and continuous professional development, this course bridges the gap between theory and practice in leadership, instructional collaboration, and organizational culture.

This course incorporates the latest trending strategies in collaborative leadership, data-informed practices, teacher empowerment, and student-centered growth. Participants will engage with real-world case studies, interactive planning templates, and leadership simulations. Whether you're a new leader or an experienced administrator, you'll walk away with actionable plans to implement and scale high-impact PLCs aligned with 21st-century educational needs.

Programme Curriculum

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Course Objectives

1. Understand the core principles of high-functioning PLCs.
2. Explore collaborative leadership strategies for sustained PLC success.
3. Analyze data-driven decision-making within instructional teams.
4. Develop actionable team norms and shared values for PLCs.
5. Enhance skills in facilitating reflective conversations and inquiry cycles.
6. Foster teacher leadership and collective efficacy.
7. Implement equity-centered teaching practices within PLCs.
8. Utilize assessment literacy and formative data to guide instruction.
9. Apply digital collaboration tools for virtual and hybrid PLCs.
10. Build trust, accountability, and conflict resolution skills in teams.
11. Measure PLC impact using key performance indicators (KPIs).
12. Align PLC efforts with school improvement plans and district goals.
13. Cultivate a growth mindset culture through ongoing professional development.

Target Audience

1. School Principals
2. Assistant Principals
3. Instructional Coaches
4. Department Heads
5. Curriculum Coordinators
6. District Leaders
7. Teacher Leaders
8. Professional Development Specialists

Course Duration: 5 days

Course Modules

Module 1: Foundations of Effective PLCs

- Define the vision and purpose of PLCs
- Explore the 3 big ideas and 4 critical questions
- Understand roles and responsibilities of PLC members
- Establish shared norms and protocols
- Differentiate between traditional meetings and PLCs
- **Case Study**: A school’s journey from dysfunctional teams to model PLCs

Module 2: Collaborative Leadership in PLCs

- Identify leadership behaviors that promote team learning
- Promote shared leadership and distributed accountability
- Use trust-building tools and collaborative agreements
- Address resistance and build psychological safety
- Model vulnerability and growth mindset
- **Case Study**: Transforming toxic staff culture through collaboration

Module 3: Data-Driven Dialogue and Inquiry

- Analyze various types of student data
- Facilitate data discussions to inform instruction
- Set SMART goals based on data findings
- Track progress with data walls and scoreboards
- Embed inquiry cycles in PLC routines
- **Case Study**: Boosting student literacy through formative assessment

Module 4: Designing Learning-Focused Agendas

- Use templates for strategic meeting planning
- Center meetings on student learning outcomes
- Integrate time for protocols and focused tasks
- Avoid “sit-and-get” formats with active structures
- Implement rotational team roles and accountability
- **Case Study**: Streamlining weekly PLCs to increase teacher ownership

Module 5: Facilitating Reflective Practice

- Promote reflective dialogue and self-assessment
- Embed peer observation and feedback structures
- Use video analysis for teaching reflection
- Address fixed mindsets and encourage vulnerability
- Build capacity for facilitating difficult conversations
- **Case Study**: Empowering teachers through video coaching PLCs

Module 6: Equity-Centered PLC Work

- Explore identity and bias in collaborative planning
- Use equity audits to guide PLC focus
- Analyze disparities in student achievement data
- Plan culturally responsive instructional strategies
- Build PLC inquiry into inclusive pedagogies
- **Case Study**: Narrowing achievement gaps through equity-focused PLCs

Module 7: Digital Tools for Virtual PLCs

- Integrate Google Workspace and Microsoft Teams
- Use shared drives and digital agenda templates
- Track student progress with real-time dashboards
- Promote asynchronous collaboration through Flip, Jamboard
- Ensure digital equity in remote PLC settings
- **Case Study**: Sustaining virtual PLCs across a multi-school network

Module 8: Sustaining Impact and Scaling PLCs

- Align PLCs with district and state initiatives
- Use KPIs to assess PLC effectiveness
- Mentor new leaders into facilitator roles
- Plan long-term sustainability strategies
- Embed PLC work into strategic school culture
- **Case Study**: District-wide PLC scaling using a coaching framework

Training Methodology

- Interactive workshops with real-life scenarios

- Group discussions and action-planning exercises
- Digital tools for collaboration and feedback
- Video-based case study analysis
- Leadership simulations and facilitation practice
- Downloadable templates, checklists, and implementation guides

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com