

Minnesota Elementary School Principals' Association  
Institute  
February 4-6, 2009

Keynote:  
The Foundation of All True  
Professional Learning Communities:

*The Stages of Community*



*...the heart of change is a change of heart...*

*Rob Bocchino*

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Three  
Attributes  
of a  
Professional

What Does  
Professional Learning Community  
Really Mean?

Learning  
from  
Experience

Stages  
of  
Community

# Phases of Community

- Pseudo Community
- Chaos
- Trust, Listening, Emptying
- True Community



Background Information

*All Systems-Predictable*

*Integration*

*Ability to Listen*

*Concerns Drive Attributes*

# Phases of Community

- Pseudo Community



- Chaos



# Phases of Community

- Trust, Listening, Emptying



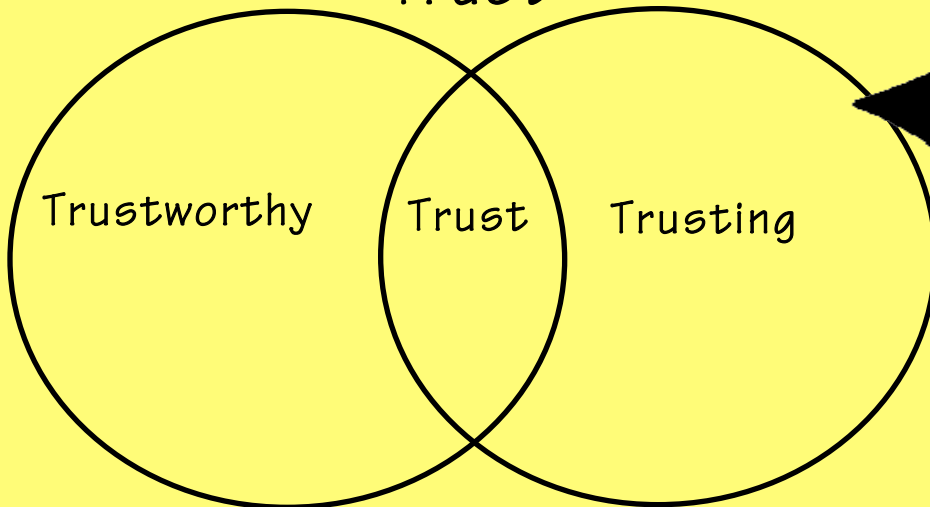
Quiz

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

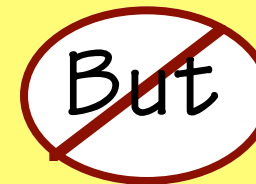
## Accuracy and Completeness

It is foolish and naive to deny  
the other person's reality  
.....Barry Johnson

## Trust



## Facilitation Tip:



# Phases of Community

- True Community



# Phases of Community

- Pseudo Community
- Chaos
- Trust, Listening, Emptying
- True Community



Diagnosis Tool: Phases of Community

What Phase Are We In...?	What Evidence Is There?	What Do We Need To Do To Move Forward...?

# Diagnostic Assessment Tool

## Diagnosis Tool: Phases of Community

What Phase Are We In...?	What Evidence Is There?	What Do We Need To Do To Move Forward...?

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and we will answer within 48 hours.

For additional follow up information or for on-line articles go to our website:  
**[www.heartofchange.com](http://www.heartofchange.com)**

# Feedback

What are some things you would like to tell the Council Planning Committee about this keynote and/or your learning?

What are some things you would you like to tell Rob about the keynote?

What are some things you would share with a colleague?

If you have additional questions or if you would like to continue the dialog, please list your contact information and the questions you have.