

The Collaborative Teacher Team

**Priority 1 Workshop:
Professional Learning Communities**

Belton ISD Board of Trustees

Board Workshop

October 19, 2026



Purpose

Engage with the Board of Trustees in a collaborative discussion around the core principles and implementation of Professional Learning Communities (PLCs) across Belton ISD to improve student learning outcomes.

PROFESSIONAL LEARNING COMMUNITY (PLC)

A collaborative teacher team, of the same grade level, course, or subject who have collective responsibility for every student.

Cultural Mindset Shift

Move from 'my students' to 'our students'.

Teacher Support

Eliminate isolation through weekly structured planning.

Systemic Alignment

Connect board goals directly to classroom practices.

THE 4 CORE COMPONENTS OF COLLABORATIVE TEAMS

Driving foundational **culture and shared ownership** across Belton ISD.

QUESTION 1

What do we want all students to learn?

Developing shared agreement on exactly what that is

QUESTION 2

How will we know if they have learned it?

Checking for understanding

QUESTION 3

How will we respond when students do not learn it?

Providing immediate targeted support

QUESTION 4

How will we respond when students already know it?

Providing extensions and acceleration to deepen learning

VIDEO OBSERVATION

What Do We Want Students to Learn?

Use the reflection guide to observe the team at work. Take note of dynamics, collaborative responsibility, and instructional discussions during the observation session.

FOCUS POINTS

Observe behaviors that:

- Identify evidence of shared ownership and collective responsibility.
- Note how teachers refer to all learners as “my students” or “our students”.
- Watch for defensive-free sharing.



VIDEO OBSERVATION: Collaborative Team Tool

Observe how teachers leverage the CTT tool to guide instructional data analysis and alignment during meetings.

OBSERVATION FOCUS POINTS

- Analyze mid-unit quizzes and student work samples to spot trends.
- Watch how the team immediately designs targeted interventions.
- Notice how data immediately drives a change in teaching strategy for the very next day.



SHARED OBSERVATIONS OF COLLABORATIVE TEACHER TEAMS

CURRENT METRIC

87%

Collaboration Level

Developing or Effective Performance

CELEBRATIONS

Strong Foundation

- Teams are successfully establishing core practices.
- Meet consistently with structured agendas.
- High utilization of Collaborative Team Tool (CTT).
- Teachers openly share successes across grade levels.

DASHBOARD

OUR NEXT LEVEL WORK

Celebrating strong foundations while focusing on action-oriented next-level growth.

■ Data-Driven Execution

Moving from looking at data to acting on it with immediate action plans.

■ Strategic Alignment

Connecting gaps and growth needs to specific performance targets.

■ Evidence-Grounded Response

Develop extension action plans grounded in real-time evidence for intervention and extension.

■ Internalization and Rehearsal

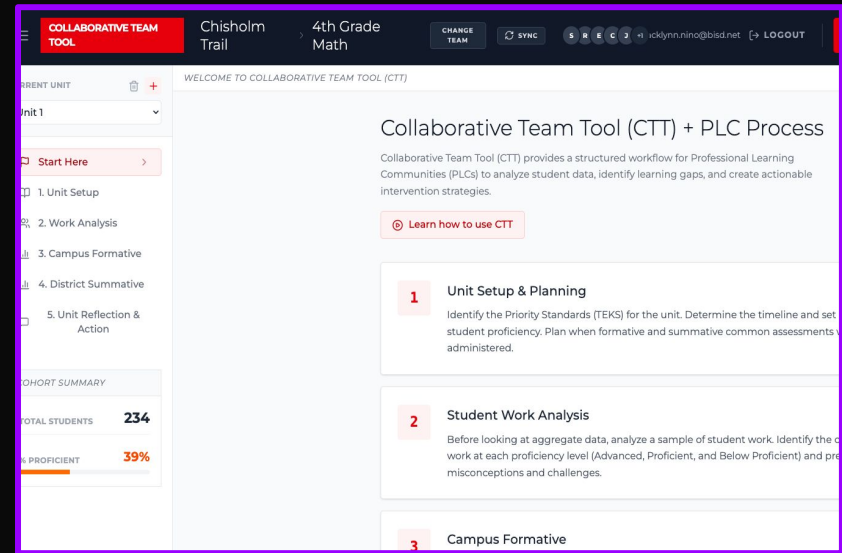
Effective allocation of time allowing for intentional focus on the design and execution of lessons and learning experiences.

COLLABORATIVE TEAM TOOL (CTT)

Owned by the collective team to drive instructional experiences.

Shared Expectations

- Maintain one CTT for every collaborative team.
- Complete unit planning before instruction begins.
- Enter and analyze common formative assessments.
- Update action plans to drive intervention and extension.
- Guide the conversation during the meeting, not after.



PROFESSIONAL LEARNING AND RESOURCE SUPPORT

to ensure every team has the tools needed to engage in highly effective collaborative teams.

Developing Video Library

Short tutorials for implementation

One Pager

Quick reference guide for teams.

FAQ - Playbook

Answers to common questions.

Live Support

Coordinators available to help.

Feedback Loops

Helps us improve continuously.

ROLE ALIGNMENT FOCUSED ON STUDENT LEARNING AND CONTINUOUS IMPROVEMENT

GOVERNANCE & DIRECTION

School Board of Trustees

Collaboratively sets direction, establishes goals, aligns policies.

LEADERSHIP & SUPPORT

District & Campus Leadership

Provides instructional direction, allocates resources, protects time, provides coaching.

INSTRUCTIONAL EXECUTION

Collaborative Teacher Teams

Unpacks standards, design and deliver instruction, assess for learning, respond with intervention and acceleration.

DISCUSSION

