

# CALIFORNIA PRINCIPALS SUPPORT NETWORK

## Building culture, equity, and effective systems of support in a PLC

Currently accepting registrations for the 2024/2025 Year 1 Sonoma Cohort



### What is the CAPS Network?

The CAPS Network is a three-year professional learning opportunity for principals and teacher leaders to develop and deepen their understanding and implementation of professional learning community (PLC) practices. Teams learn how to use their limited time, energy and resources on the strategies and practices that most impact teaching and learning.

Each session will:

- Focus on how to align PLCs with the creation of equitable school systems with intervention/extension systems of support
- Examine practices that improve school culture, enhance teacher practice, and address the inevitable resistance that comes with deep, systemic change
- Develop evidence-based action plans to address those needs, and bring artifacts/evidence of these actions for accountability

Many schools struggle in their attempts to implement the PLC principles and end up as “PLC lite” schools. In the CAPS Network, leadership teams learn the highest leverage, evidence-based actions they can take to move their schools to “PLC right” and create the kind of schools that make a positive and lasting difference for teachers and students.

### WHAT'S INCLUDED

- Lessons from **expert presenters** and educators who have led PLC at Work® schools
- Three years (six full PD days per year) of hands-on, in-person professional development
- A cohort model of **collegial support** among 25–30 K–12 school teams
- Practical tools, protocols, and resources to **implement immediately**
- Accountability and **personalized feedback** embedded into each session
- One **complimentary book** per year

*Dr. Cruz is a renowned speaker on institutional change, specializing in linking PLCs with equitable school systems. With a background as a teacher and principal, he's recognized for co-authoring "Time for Change: Essential Skills for Transformational School and District Leaders" (2019). Dr. Cruz brings extensive experience in fostering high-performing, collaborative cultures that prioritize narrowing achievement gaps.*



Dr. Luis Cruz



Dr. Cindy Pilar

*Since 2004, Dr. Pilar has led learning networks for school and district leaders, resulting in significant academic gains across participating schools. With an award-winning career spanning from teacher to principal and superintendent, Dr. Pilar's CAPS Network was recognized as a "Promising Practice" at the International Conference of the American Educational Research Association.*

To register or receive additional information, please contact:

Dr. Cindy Pilar, Executive Director of the CAPS Network  
 Phone: (707) 694-4318  
 Email: cindy.pilar@solutiontree.com



## CAPS YEAR 1 AT A GLANCE

### Session 1 and 2: Leading a Learning Culture in a Professional Learning Community

- Explore the Big Ideas, structure, practices, and culture of high performing teams in a PLC
- Examine the link between equity and PLCs
- Understand the leverage of PLCs to improve teaching and learning
- Clarify the role and purpose of the Guiding Coalition in fostering school improvement

### Session 3: Building a Learning-Focused Culture (Part 1)

- Understand and practice how to prioritize and deconstruct standards and set learning targets
- Design valid and reliable common assessments of student learning
- Examine the skills and practices of transformational leaders

### Session 4: Building a Learning-Focused Culture (Part 2)

- Creating an essential standards unit plan
- Understand and design effective tiers of student support (academic and behavior)
- Develop schedules and access to intervention and extension supports

### Session 5: Responding When Students Do / Don't Learn (Guest Presenter Paula Maeker)

- Examine the essential action of collaborative teams when students do / don't learn
- Identify common missteps when implementing RTI / MTSS
- Explore identification methods and strategies for students needing intensive support

### Session 6: Building a Culture of Collective Responsibility (Guest Presenter Nicole Dimich)

- Analyze methods for promoting a results-orientation in your school
- Utilize protocols and tools to support a robust results-orientation and address both rational and irrational resistance to change

### GUIDING COALITION RECOMMENDATIONS

Elementary School: 1 principal, 3-4 teachers  
 Middle School: 1 principal, 4-5 teachers  
 High School: 1 principal, 5-7 teachers

### 2024/2025 CAPS SESSION DETAILS

**Dates:** Sep 12, Oct 15, Dec 9, Jan 15, Feb 20, Apr 30  
**Time:** 8:30am - 3:30pm  
**Location:** Sonoma County Office of Education  
**Address:** 5340 Skylane Blvd, Santa Rosa, CA 95403  
**Fees per year:** \$4,000 per principal, \$1,000 per teacher

### How is the CAPS Network Different?

- Network design is based on research supporting deep, powerful, and reflective learning
- Multi-year program and action planning develops the effectiveness of a school's guiding coalition and helps build equitable policies, practices, and procedures
- Built-in collaboration time to connect with colleagues in your area
- Superintendents and district staff are welcome to attend as guests to learn how to create district-wide systems of support for principals and teacher leaders



To register or receive additional information, please contact:

Dr. Cindy Pilar, *Executive Director of the CAPS Network*  
 Phone: (707) 694-4318  
 Email: cindy.pilar@solutiontree.com

