

Independent Receiver Summary Form

Topic	Response
Name of Pre-Qualified Organization or individual	PLC Associates, Inc.
Contact Information	<p>Penny Ciaburri, CEO PLC Associates, Inc.</p> <p>New York: PO Box 130 Pittsford, New York 14534 Florida: PO Box 720 Naples, Florida 34102 Phone: (585) 264-0886 Direct: (585) 703-7521 pciaburri@plcassociates.com www.plcassociates.com</p> <p>PLC Associates, Inc. is working in partnership with the New York State Leadership Group. Contact: Robert Christmann, CEO rwchrist45@gmail.com Direct: (716) 777-0451</p>
Schools for Which the Organization or Individual Have Been Pre-Qualified	We are awaiting assignments and have capacity to serve a number of schools, due to the depth of our group and qualified Associates.
Overview of Organization or Individuals' Qualification	<p>PLC Associates, Inc., led by CEO Penny Ciaburri, has worked in over 19 states and 650 schools nation-wide, and is currently a provider to numerous school systems ranging in size from the Big 5, to suburban/rural districts, charter and special act schools. In addition providing school and district diagnostics, PLC Associates, Inc. provides strategic planning services, facilitates high-stakes, multi-year school turnarounds and is considered exemplary in their delivery of professional learning at all levels. The company has successfully facilitated strategic plans and school turn-around models, bringing schools into good standing. A major focus of their work is building capacity as schools are led into a positive status and then, able to sustain results.</p> <p>The company has developed numerous proprietary tools and methodologies used successfully by schools which include the PLC Model for Strategic Planning, Data Triangle (metrics from staff, students and families), SEDH Assessment, PLC Organizational Assessment, The Instructional Picture, Class Visit Tool, Leveraged Leadership and the Foundational Five which is an intensive, high-impact model for professional learning that promotes immediate, measureable gains.</p>

	<p>PLC Associates, Inc. utilizes an expert team of 40 plus Associates, all with exceptional knowledge and expertise. This cadre of professionals expands to over 50 when partnered with The New York State Leadership Group. All Associates are considered an expert in the area of work they represent with most over 25 years of experience in the educational field.</p> <p>The PLC approach is “hands on,” comprehensive, and results-based. Our Associates not only have vast educational experience as practitioners, but also are current on research and best practices. Results matter and that is why we “dig in” with our schools to make sure we achieve the intended outcomes.</p> <p>Success Excerpts (Examples):</p> <ol style="list-style-type: none"> 1. Urban Western New York area district with over 6500 students and 12 schools. School leaders participating in one of PLC’s Signature Programs, Leveraged Leadership® - results show an increase in the specific leadership competencies on the Leveraged Leadership Inventory - 24/25, 96% of the indicators improved. Correspondingly, Instructional Look Fors, over the course of the year, simultaneously showed double digit gains, including many moving from less than 10% to over 90%. This had a measureable impact on each school. 2. District of 8500 plus students, with high needs populations, 56% Hispanic/Latino, 34% Black/African-American and between 50-60%, by school, students receiving free/reduced lunch. PLC has provided 18 months of intensive pedagogical support. Year over year data is noting ELA and Math gains, grades 3-8, show 9/11 schools in ELA and Math posting gains, with 4 schools posting double digit gains, including 1 school up 24 percentage points. Plus, 6 of 8 schools moved to good standing. 3. Mid-sized suburban district of 2300 students. This district was designed by SED in consecutive years, one of “the fastest gap-closing schools in New York State.” This was attributed largely to the system reform designed in a strategic plan facilitated by PLC Associates.
<p>Overview of Approach to Serving as Independent Receiver</p>	<p>As a point of initiation, PLC will meet with school leaders and conduct a comprehensive review of the school’s current state. This will include academic data, behavioral data, attendance, cultural metrics, curriculum, family connections, resource allocation and leadership. PLC operates from a systems thinking/coherence model. The group will also identify the advocating and restraining forces which must be addressed in order to make progress. Following, PLC will explicitly map out the project strategy including timeframe, deliverables and expectations tied to a measurement system.</p> <p>PLC Associates will examine and analyze the current design of the school. That is, the way in which structures are in place and integrated into a system. This refers specifically to: leadership reporting structure, collaborative practices, design for grade level and content area meetings, organization of staff, utilization of support staff, resource allocation, staff feedback, data systems, model for professional learning and other components that are part of an intact organizational infrastructure. Within each of these structures PLC will examine practices and intentionally guide implementation of critical changes.</p>