

PLC ASSOCIATES, INC.

PENNY L. CIABURRI, CEO
(585)264-0886
PLC ASSOCIATES, INC.

FLORIDA * NEW YORK
PLC200@PLCASSOCIATES.COM

FEDERAL ID: 16-1474033



WWW.PLCASSOCIATES.COM



About PLC Associates:

PLC Associates, Inc. is a results-based consultancy that works in the field of education and business, including both the public and private sectors. The company is privately owned, solely, by Penny L. Ciaburri. PLC has served as top advisor to organizations in a variety of fields including education, law, government, insurance, retail, manufacturing, medical and financial. PLC Associates, Inc. is a sought-after group for facilitation of high-stakes strategic/coherence planning and school turn-around. The primary market of PLC Associates is education, serving vast numbers of schools across the country. This includes 27 states and over 1500 schools.

PLC Associates is supporting work in an extensive number of schools in New York State. As an example, in the recent Focus District Cohort identified by the New York State Department of Education, of the over 80 districts identified, PLC Associates has been providing Focus District services and support to over 50 of these districts. This is an impressive close to 70 percent of the market share. Additionally, PLC Associates was commissioned by the New York State Department of Education to investigate educational best practices and report findings to the Board of Regents.

PLC Associates, Inc., led by CEO Penny Ciaburri, is a provider to numerous school systems ranging in size from the Big 5 in New York State, including Rochester City Schools and Buffalo Public Schools, to suburban and rural districts, charter, and special act schools. The company has a vast range of experiences in urban, suburban and rural districts.



The company is known especially for strong diagnostic capabilities; that is, identifying challenges, needs and strengths in systems and then, planning accordingly in order to create efficacy and results within the district or school. To this point, the PLC Associates, Inc. Team has successfully provided over 250 DTSDE Reviews and facilitated the required school and district-based plans (SCEP/DCIP). PLC Associates, Inc. was designated by NYSED as the first team of Outside Educational Experts (OEEs) to review schools as NYSED initiated the DTSDE process. Subsequently, the PLC Associates, Inc. Team was asked by the NYS Education Department to lead a panel discussion during NYSED Training at the state capitol on diagnostic and planning and best practices.

PLC Associates Inc. is well-known for their capacity to engage in explicit diagnostics and provide reports and recommendations with the level of detail and specificity that leadership requires to move schools into good standing and sustained high performance. Currently, they are engaged in targeted, multi-year school turn-arounds and key initiatives with several districts. These involve a wide range of districts and include districts such as Elmira City Schools, Fulton City School District, Clyde-Savannah CSD, Salamanca CSD, Troy City School District, Holley CSD, Westbury Public Schools, Port Jervis City Schools, Elmira Heights CSD, Utica Public Schools, City of Niagara Falls School District, Albany City Schools, Shelter Island CSD, Bridgehampton Schools, Saranac Lake CSD, Trumansburg CSD...the list continues.

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), PLC Organizational Assessment, PLC Data Dashboards, the Instructional Picture, Class Visit Tool, Leveraged Leadership Program, Foundational Five, Special Education Audit, Curriculum Audit and The PLC Comprehensive Model for School Turn-around. PLC Associates, Inc. has previously been certified by the New York State Department of Education for The Data Triangle to be utilized in their school review processes. In particular, with the PLC Model for Strategic Planning, the company provides two publications – The Strategic Planning Workbook and The Task Force Handbook. These comprehensive resources allow strategic planning processes to progress in a methodical and streamlined process, providing clear guidance, examples and protocols.

As evidence of PLC's capacity to produce valid and reliable instruments to collect data and information, the PLC Data Triangle has been widely used by schools and has a response rate of greater than one million. The Data Triangle is research and best practices based. It contains research-based Performance Benchmarks and allows for both quantitative (rating scale) and qualitative data (commentary). This information supports data-informed decision making that may be used by the district, school or with particular parent and student groups.

PLC Associates, Inc. utilizes an expert team of over 50 Associates, all with exceptional knowledge and expertise. Each is considered an expert in their area of work with most over 25 years of experience in the educational field. Additionally, the company is supported by a top-notch Advisory Council, Technical Team, Graphics Design Team, Client Services Coordinator and Coordinator of Data and Media Services.

PLC has successfully facilitated and executed strategic plans in numerous school districts of all sizes, including expansive organizations such as Nassau County BOCES with 56 component districts and the New York State Council of Superintendents (NYSCOS) to large suburban districts such as Webster Central Schools, East Syracuse-Minoa, Corning-Painted Post, Westbury, as well as mid-size and smaller districts including Honeoye Falls-Lima, Hannibal, Readington and Cincinnatus. The company is consistently sought out for their work in the areas of diagnostics and planning and has been named by the Western New York Educational Service Council (WNYESC), SimpliCollege and the New Jersey Association of School Administrators (NJASA) as partners in providing results-based services to districts. The company offers their very comprehensive PLC Associates, Inc. Strategic Planning Survey which canvasses respondents from a variety of areas. For school districts, this includes staff, students, families and community; for BOCES, the survey extends to component districts, agencies and others connected to the organization. This data not only informs planning, but serves as a baseline for progress monitoring.

All Associates have extensive knowledge in the diagnostic processes and research-based best practices. The company holds regular sessions to make certain the entire team is continually updated on research and successful organizational practices. Associates are carefully selected for their expertise and capacity to deliver. The Associates have experience in a variety of settings, including working with student populations and subgroups at risk. This collective expertise highly qualifies PLC for assessment of school wide systems and practices. The members of the PLC Associates, Inc. Team are known for providing extremely specific and detailed analytics with clear, precise recommendations. All are very skilled in teamwork and partnering with various individuals and groups in order to provide precise recommendations and insights to the schools they are serving and supporting.

PLC Associates, Inc. has delivered one of its highly acclaimed Signature Programs, Leveraged Leadership in over 85 schools. This program supports school leaders in developing the competencies and infrastructure in each of their schools that predictably drive student achievement. As well, their Foundational Five Signature Program offering produces dramatic gains quickly in teaching and learning high-impact best practices.

All processes and engagements of the PLC Associates, Inc. Team are tightly monitored by Penny Ciaburri, ensuring superb facilitation and meeting deliverables. The PLC Team is extremely collaborative and confers a regular basis to share best practices, update knowledge and calibrate.

The company has a client retention ratio of greater than 99 percent, meaning clients, once contracted with PLC Associates, Inc., predictably re-contract for services. The company has an extensive listing of extremely satisfied clients.



Most exciting...is the fact that we have a proven track record of success. Why is that so important? These real results create an extraordinary outcome for ***your schools.***

- Penny Ciaburri, CEO

What Participants Are Saying About PLC Associates!



94% The facilitators were engaging and dynamic.

*-Loved the discussion and examples.
-Very informative!*



100% The facilitators were knowledgeable on the topic.

*-Each session presented great information; it was great!
-I appreciated the demonstrations on how to build tasks with tech tools and demonstrated the various tools within.*



100% The materials were well-done.

*-Enjoyed looking at the models in a different way and the articles were very good.
-The resources shared at the end. Thank you!*



The content was relevant and on target. **100%**

*-Good to be in company of others in the same situation.
-I think this session was beneficial to reflect on what we have done well as a district and what we need to review for next year.*



This session heightened my skills and knowledge. **95%**

-I found it helpful to see the many ways I can continue to check in with students even during instructional time.

I look forward to learning more in the upcoming sessions.

Demonstrated Successes and Positive Outcomes:

One of the most salient aspects of the work PLC has done, and a component we respectfully would like to point out, is the vast numbers of schools and districts that the consultancy has supported for over 30 years. PLC Associates is uniquely qualified for this work, based upon their strength and proof of process in working not with “just a few districts”- but with a wide range of schools across rural, suburban and urban venues, each with differing types of challenges.

Examples following are narratives of accurate case stories that connect to a number of key result areas: student achievement, schools/districts moving into “good standing,” pedagogical results, leadership competencies, organizational infrastructure and systems gains. We think the most significant portion of our demonstrated success, is that the story and results are consistent. There is a clear pattern, especially for those systems that adopt a “wrap-around” approach from PLC Associates.

Please note: The rationale for why we describe our clients (success stories to follow) in this manner and not publicly identify, is that we are extremely sensitive to confidentiality and disclosure. We are judicious in protecting the confidentiality of our clientele. We believe that is professionally respectful and part of how we operate - always with your interests above all else.

Success Evidence:

Southern-tier city school district with 36% American Indian/Alaskan Native ethnicity. Working with PLC Associates for three years in a school/district turn-around initiative, the Assistant Superintendent recently provided the following data:

- Graduation rate subgroup population 2015-2018 increase 32% (54% to 86%).
- Advanced Regents Diploma rate 2015-2018 increase 13% (5% to 18%).
- Overall graduation rate 2015-2018 increase 17% (67% to 84%).

PLC Associates, Inc. has a successful record of school turn-around when partnering with schools being removed from the accountability list and placed “in good standing.” As an example, after two years of work in a ***large suburban district of 7,000 students, with 13 schools***, the district was notified that they were taken off the list of Focus Districts. PLC conducted intensive work in this district including diagnostics, utilizing the Data Triangle instrument to assess and monitor best practices and then subsequently, provided high-impact monthly onsite support to all school leaders. This was a systems-based initiative. Subsequent to these gains, the district was well-positioned to move into future-focused strategic planning which PLC facilitated.

Large suburban district, with 11 schools and a population of over 8,000 students. Post planning, facilitated by PLC, the district was identified as a “High Performing Professional Learning Communities District” on the DuFour national listing. The strategic plan was a driver of these results and continues to be utilized as a tool for maintaining high performance.

Mid-sized suburban district of 2300 students. This district was designed in consecutive years, according to the Superintendent, as a leader among “the fastest gap-closing schools in the state.” This was attributed largely to the systems transformation facilitated by PLC Associates. As with strategic plans developed by PLC Associates, the strategic plan, which was originated several years ago, continues to serve as a framework for its success. Ten years later, this is evidence of the capacity-building generated by PLC – all schools have been and remain in good standing.

Rural district, with significantly high numbers of economically disadvantaged students and consistent lack of historical results. The entire district was placed back in good standing after two intensive years of work with PLC. This was seen as an extraordinary accomplishment, in consideration of the long-standing history of consistent failure of the district schools. Not only did schools and the district move into good standing, the Superintendent reported moving from the bottom of the region to having the second highest math scores in the region. This was seen by all as an extraordinary accomplishment.

Urban Buffalo area district with over 6500 and 12 schools. PLC has been supporting intensive work in developing high performance structures, practices and systems. School leaders participating in one of PLC’s Signature Programs – Leveraged Leadership © - results show an increase in the specific leadership competencies of 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%. There were “like gains” when cross-walking student assessments. This is strong evidence of the impact of systems work which is what PLC is noted for.

District of 8500 plus students, with high needs populations, 56% Hispanic/Latino and 34% Black/African-American and between 50-60%, by school, students receiving free/reduced lunch. PLC has provided 15 months of intensive pedagogical support. The district is reporting in one year, an increase of 15% in “probable readers” as per STAR data. Additionally, year over year data as presented to the Board of Education is noting ELA and Math gains, grades 3-8, show 9 of 11 schools in ELA and Math posting gains, with 4 schools posting double digit gains, including 1 school up 24 percentage points. This supports clear evidence of student gains which is linked to a comprehensive effort including seven Associates from PLC, each addressing various elements of need.

Central New York District of 3600 students. Strategic plan facilitated by PLC Associates resulted in national recognition. The strategic plan of this district prompted business partnerships and allotment of significant additional resources from these business partnerships. The district now has an exemplary STEM program and was honored with: Be the Change for Kids Innovation Award for Science, Technology, Engineering and Math-related (STEM) Programs. This district is called on to presents at state and national conferences and is continuing to utilize the PLC framework for long-term planning. Most recently, the district posted its 2018-2023 strategic plan. This is especially significant as it is illustrative of a plan originated in 2008, facilitated by PLC Associates which has built demonstrated capacity. Ten years later, it continues to be a strong driver of district results.

Schools working with PLC, are consistently evidencing improvements in grades 3-8, ELA and Math scores as well as graduation rates. The company attributes these pattern gains to the well-constructed PLC Associates’ models, protocols and practices, in addition to their exemplary diagnostics and planning capabilities for leading schools to success, as capacity is built.