**How can I foster teacher learning?**

Research has shown that the most effective professional development for in-service teachers is situated in their school context and builds on their knowledge and day-to-day classroom challenges. Participants in a school-based professional learning community (SBPLC) collaboratively develop an inquiry stance toward their own practice.

The school structure that supports high-level SBPLC is one in which hierarchy is flattened and leadership is decentralized, allowing every teacher to take an active leadership role, thus enhancing teachers’ self-efficacy and collective efficacy, and increasing motivation to invest efforts in improving their practice. Leaders support teacher learning with structures and routines for evaluation, knowledge management, staff

involvement, and professional development.

