

Coaching Reflection Form

School: Ballard-Hudson Middle

Date: December 12-13, 2016

Coach: Michelle L. Dillard

Solution Tree PLC Coach Schedule

Day 1

Monday

8:30-9:00 Meet with principal
9:30-11:00 Meet with Design Team
11:15-12:30 Meet with API and coaches
12:30-1:00 Lunch
1:15-4:00 Classroom visits
4:15-5:00 Debriefing with principal

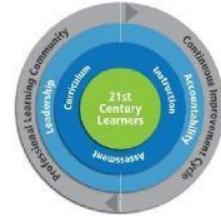
Day 2

Tuesday

7:30-8:30 PBIS meeting
9:35-10:50 7th grade Professional development: 2nd Order Change and the PLC Culture
11:45-1:10 8th grade Professional development: 2nd Order Change and the PLC Culture
1:10-1:30 Lunch
1:30-2:30 Conn. Professional development: 2nd Order Change and the PLC Culture grade collaborative planning
2:35-4:00 6th grade Professional development: 2nd Order Change and the PLC Culture
4:00-4:30 Final principal debriefing/next steps

What I learned:

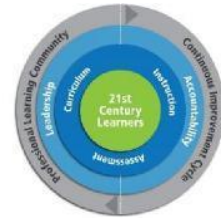
- PLC journey level varies for most teachers (ship at a sea, roller coaster, daily challenge, working on an assembly line, see saw, broken record, story that never ends, raft on a river, playing baseball with no bats, race with hurdles, maintaining a barbed wire fence, end of a road block, getting to know my job all over again, etc.
- Teachers are in different places on commitments, norms (pre-initiating-2, initiating-2, implementing-6, developing-5 & sustaining-1) no response-12
- Teachers are in different places on building a collaborative culture through high performing teams (indicator-1, pre-initiating-2, initiating-1, implementing-9-developing-13, & sustaining-1)



- Shared vision-learning for all is core purpose-teachers are in different places (pre-initiating-1, initiating-2, implementing-8 developing-8, sustaining-2)
- Shared understanding of and commitment to the school (indicator-2, initiating-1, implementing- 10, developing-5 and sustaining -1)
- Collective commitments-(Indicator-1, pre-initiating-1, implementing-6, developing-6, & sustaining-1) no response-4
- Common School Goals- (Indicator-1, Pre-initiating-1, implementing -4, developing-9 & sustaining-1) no response-5
- Students were still distracting others in some classes
- Teachers needed to have autonomy in planning during collaborative planning
- Some teachers are following the PBIS school wide strategies put in place
- Teachers still need to create a PLC calendar to include times to plan, create common formative assessments and analyze data, plan for RTI and enrichment
- Teachers were not clear on the cycle protocols because they had been given different information from leadership
- Still a trust issue with teachers and some administrators this is a huge issue to moving the work forward
- PBIS team set the next steps for celebrations
- Design team shared next steps on how the coaches were observing the tiered teachers and providing targeted support in the classrooms
- Principal David asked how would they monitor the success, and what data would be used to know if improvement has been made
- Administrators have become apart of the collaborative planning process
- Still there is No current protocol in place for students who return form alternative school or suspension but they are working on a plan

Next Steps:

- Principal, leadership team created a schedule to modify weekly planning
- Principal will roll out the modified schedule to teachers on Thursday
- Teachers will have an open planning period opportunity to plan, assess and desegregate data prior to attending collaborative planning on Tuesday's for this work on Monday's, Thursday's or Friday's
- Wednesday's will be school wide PLC professional learning



- RTI will be apart of the cycle 2 protocol process during collaborative planning
- Coaches and AP's will continue to conduct more walkthroughs and provide effective specific feedback to teachers to improve instructional practices
- Coaches and AP's will also model lessons as needed in the classroom for the teachers as needed
- Drilling down to specific standards by learning targets for students will take place once teachers analyze cycle 2 data
- Cycle 1 and cycle 2 protocols will be completed during the extra time of planning prior to teachers coming to collaborative planning
- The teachers will use the cycle protocol framework to guide the work of the collaborative planning process when they begin a unit for planning instruction, creating formative assessments and analyzing the progress and/or benchmark assessment results
- Coaches will continue to help plan instructional activities with the new teachers and long term subs in the building to ensure they are following standards to prepare students for the GA milestone
- AP's, Principal and coaches will continue to monitor the PLC process to ensure it is implemented with fidelity
- APO will create a transition plan for students upon returning from suspension and how to get work to students while on suspension as well as when the students who go to alternative school
- Counselors will meet with the students when they return from suspension that fight to do peer mediation before returning to the classroom sitting
- Counselors will refer students to inside or outside mental health services if needed working with family engagement coordinator to get paperwork completed from parents
- Principal will continue to ensure to reiterate teachers are implementing the PBIS plan adopted by the school
- Coaches will notify Mrs. Dillard when cycles are posted for review to give guidance and feedback if needed
- The Order of Change Complex Matrix will be blown up and put in the collaborative planning room
- There will be a survey created from the matrix to get teacher feedback
- There will be on going professional development to help teachers move on the continuum of the PLC journey to improve student achievement