



Bibb County Mid-Year Associate Reflection

Please provide feedback about each of the following categories over the first semester of work in your school in Bibb County. Feel free to be succinct and use bullet points. You may be contacted for additional information as needed.

School: Hartley

Solution Tree Coach: Maria Nielsen

	Plus	Delta
Principal	<p>Principal Dillard is great to work with at Hartley. She seeks guidance in the PLC process and implements best practices.</p> <ul style="list-style-type: none">• Teacher teams are monitored to ensure that lesson plans align with essential standards and learning targets.• Lesson plans are written in a digital format to ensure that grade level plans are available for all team members.• Teachers are expected to embed common assessments throughout the unit of study and look at data to inform student and adult learning.• Engagement strategies are used as formative checks for understanding.• Data is collected on questioning that is consistent with the rigor of the standard.• Principal Dillard seeks best practices when it comes to reading and literacy.• Classroom walkthroughs are conducted together in order to debrief and check for rater reliability.	<ul style="list-style-type: none">• Professional learning communities are an ongoing process that takes consistent effort over time. Hartley is moving forward!
Teachers	<ul style="list-style-type: none">• Grade level teams design units of study and plan lessons aligned with essential standards.• Grade level teams are receptive	<ul style="list-style-type: none">• Teams are emerging in their understanding of professional learning communities and will need continued support from

	<p>to feedback.</p> <ul style="list-style-type: none"> • Grade level teams are advancing in their knowledge of using common assessment data to guide student and adult learning. • Teachers are planning engagement strategies to check for understanding throughout the lesson. 	<p>administration and coaches.</p> <ul style="list-style-type: none"> • Teacher teams need additional scaffolding in planning formative assessment to guide learning at a higher rigor level.
Students	<ul style="list-style-type: none"> • Principal Dillard expects all students to behave in a courteous manner. • Students are learning to monitor their progress toward attainment of the standards. 	<ul style="list-style-type: none"> • Self-efficacy is evident when students don't believe they can learn at high levels.
Goals	<ul style="list-style-type: none"> • The 30-60-90 Plan was completed at the beginning of the school year. • The focus goal is to increase student mastery of essential standards through the implementation of the learning-assessing cycle. 	<ul style="list-style-type: none"> • A January review of goals will ensure we are on track for success.
Other Outside Support	<ul style="list-style-type: none"> • The school has support from the state and the district. 	<ul style="list-style-type: none"> • There is a lot for a principal to juggle when multiple teams are coming to the school to offer support.