



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: McKibben Lane Elementary

Solution Tree Coach: Kim Bailey

	Plus	Delta
Principal	The principal is very knowledgeable about quality instruction and the need for continuous improvement at her school. She is open to suggestions and works collaboratively with the academic coach to further the work of teams. There is also a willingness to confront ineffective practices with individual teachers.	Like most districts, there are always new initiatives and activities taking place that impact site leadership as well as teachers, so there is a continuous challenge to make connections with the work, and prioritize the time.
Teachers	<p>The teachers are starting to gel in their teams and see their purpose for collaboration. Some teams are further in the process and driving the work with a clear focus; however, some grade level teams are going through the motions without a clear sense of the “why.” The teachers who are new to the school this year have brought in a relatively strong skill set which has enriched the conversations/focus of certain teams.</p> <p>The academic coach is very strong and has credibility with the teams. She has been instrumental in implementing several of the processes with the teams.</p>	<p>The school specialists (PEC) aren’t currently working in collaboration with the other teams primarily because their schedules do not allow common time. We’ve discussed the possibility of modifying the schedule next year.</p> <p>The teachers could continue to benefit from examining effective practices to increase student ownership of learning and overall engagement.</p>

Students	The students at Lane seem to enjoy coming to school and respect their teachers.	While it has improved, there is still a need to increase engagement of students, particularly in higher level thinking activities. I'd like to see an increase in strategies that engage students using collaborative structures (such as think-pair-share pick sticks, etc.) rather than those relying on traditional responding one-way communication with the teacher/hand-raising, etc. Over time, the integration of these strategies would decrease the number of students off-task and/or requiring redirection.
Goals	Lane has shown significant increases in student achievement for the last two years. They are aligning their instruction to the standards and delivering instruction at a higher level of rigor.	There is evidence of inconsistent expectations for students from class to class and even grade to grade. For example, written work across the grades doesn't exhibit a progression of quality.
Other Outside Support		