



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: MLK Jr. Elementary School

Solution Tree Coach: Karen Power

	Plus	Delta
Principal	<ul style="list-style-type: none"> -Principal Watkins has been very clear on her expectations for a student-focused climate with high expectations for improved instructional practices -Principal Watkins accepts coaching and seeks support when wanted from Coach Power -Coach Power has provided templates, documents, reading resources and Power Points to support the workflow plans -Workflow plans have been used to increase collaboration, instructional focus and assessment practices -A shared leadership model has continued to develop with Mrs. Watkins including her administrative team and instructional coach in some planning meetings -Every visit includes a revisit of the 30/60/90 day goals and the work plans to continue to meet the 3 priorities established for 2017-2018 	<ul style="list-style-type: none"> -I have only attended a couple of PLC meetings with Principal Watkins however, based on my January visit, I am confident that teachers are collaborating with the guidance and support of the principal and her administrative team -Overall, I have not been able to coach the teams, however, Dr. Watkins has sought coaching and resources to support the PLC process and this is evident in the level of implementation observed on January 19 -The returning instructional coach had an opportunity to attend all PLC meetings with Coach Power last year and should be able to coach the process this year with Dr. Watkins support - I am concerned about my lack of involvement in the PLC process at the school however I feel that Dr. Watkins is doing great work and working on so much that she seeks support in. She has set her priorities and this is the work we are engaged in.
Teachers	<ul style="list-style-type: none"> -Teachers continue to work to increase their classroom practice effectiveness -Teachers collaboratively plan lessons -There appears to be more intentional support for classroom instruction and the use of data to inform instruction this year -Teachers clearly are focused on what the right work is at MLK Jr 	<ul style="list-style-type: none"> -Teachers continue to work to increase their instruction and assessment practices- this will be a work in progress at MLK -Teachers will continue to need support to understand how to respond to data during core instruction and to ensure that they are working at the level of rigor identified in prioritized standards -I believe that collaborative time is still more focused on instructional planning

		however there is some growth in teams using data to inform their practices (moving from Questions 1 to Questions 2,3) – A decision was made that in February I will support PLC teams
Students	<ul style="list-style-type: none"> -A student-centered culture is more apparent at the school this year -Students are observed to be more engaged in learning and are responding well to overall expectations, practices and procedures that have been put in place this year -Student data is being closely monitored by Principal Watkins -During my November visit, she was able to celebrate some growth with students and teachers - During the January visit, some data was reviewed once again as part of our practice together 	<ul style="list-style-type: none"> - The need to identify root cause of student deficits and to provide intense support (Tier 3) while increasing Tier 2 and Tier 1 instructional practices continues to be a need a MLK Jr. (Mrs. Watkins is well aware of this and all are working on it) -I know that Principal Watkins intends for the school to be more data driven to respond to student needs. It is a work in progress. We have worked on this during my visits and there is evidence that teachers are beginning to respond in a more timely manner based on evidence
Goals	<ul style="list-style-type: none"> -30/60/90 day goals were developed based on the three workflow plans in the first semester 30 day- PLC development, 60-day- Instruction and 90-day- Assessment -The January visit included a refocus on 30-60-90 day goals -DOE support staff were present while goals were being created (initially) 	<ul style="list-style-type: none"> - Principal Watkins wanted to create goals based on her workflow plans and what the DOE was also requiring in order to have alignment of the intentional focus of the school - I know that the teachers are collaboratively planning however I am not confident that they are able (yet) to work through the PLC process using quality common formative assessments that are aligned to the rigor of prioritized standards
Other Outside Support	<ul style="list-style-type: none"> -The school welcomes support from the Georgia DOE, Bibb County district staff and Coach Power -The district provides templates for collaborative planning and instructional walkthroughs -The district provides feedback from instructional walkthroughs -Dr. Watkins continues to use research and resources to build common understanding of effective practices - Dr. Watkins also participates as a SAM principal 	<ul style="list-style-type: none"> - I am sure that Dr. Watkins finds all of the support a bit overwhelming at times however I do believe that she is managing it very well