



## 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: Southwest**

**Solution Tree Coach: Tamie Sanders**

Principal	<ul style="list-style-type: none"><li>● Fully capable</li><li>● Seeks to improve teacher quality</li><li>● Hired excellent instructional coaches</li></ul>	<ul style="list-style-type: none"><li>● Not present at many of the collaborative</li><li>● Delegates to a new administrator</li><li>● wants to be handle a solution/product</li><li>● Resistant to the SDE support</li></ul>
Teachers	<ul style="list-style-type: none"><li>● provided collaborative time</li><li>● understand the school improvement process</li><li>● receive extensive PD on instructional improvement</li></ul>	<ul style="list-style-type: none"><li>● although some quality instructors have been hired, teacher quality is still an issue</li><li>● resentful and reluctant about the school improvement process</li><li>● struggling to be compliant with all of the items and practices being monitored</li></ul>
Students	<ul style="list-style-type: none"><li>● compliant and ready to learn</li></ul>	<ul style="list-style-type: none"><li>● most are not on grade level in reading or math</li><li>● struggle with completion of tasks required to attain college acceptance</li></ul>
Goals	<ul style="list-style-type: none"><li>● goals are established and posted</li><li>● teachers are familiar with their academic goals</li></ul>	<ul style="list-style-type: none"><li>● second semester goal sheet is not complete</li></ul>

Other Outside Support	<ul style="list-style-type: none"> <li>● Naomi Henry is their SDE support person</li> <li>● she provides on site resources</li> <li>● she makes herself available</li> </ul>	<ul style="list-style-type: none"> <li>● school is resistance to outside support</li> <li>● second semester goal sheet is not completed</li> </ul>
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