

Midland ISD - PLC at Work® Districtwide Project

Coaching Reflection

Associate Name: Chad Dumas

School: Midland High School

Date(s) of Coaching Work: March 28-29, 2022

Please feel free to be succinct and use bullets while answering the reflection questions.	
What was accomplished during this coaching visit?	<p>The first day was coaching the principal, one-on-one. She provided a state-of-the-school update on where they have been, where they are, and where they are going. We reviewed her plans and revised them based on including a larger guiding coalition to lead the work. We also revised the plan for training the next day because of this.</p> <p>The second day was training for most of her guiding coalition focused on why collaboration is important, what it means to be a professional learning community, the big ideas, and the four pillars. The principal and I debriefed at the end of the day to solidify next steps and the content of my next visit.</p>
Do you have any issues, concerns, or hurdles that you will be working on in future coaching visits?	Yes: Engaging the guiding coalition to lead the work—and systematically planning for how to then engage the full staff. It's a large high school with a lot of staff, and most staff lack clarification on what PLCs are and the motivation to execute them accurately. It will take significant de-programming and re-engaging of staff in what the work is.
What are your next steps for your next visit?	We will train the guiding coalition on the first day (continuing the pillars work and getting into the critical questions with some tools to assist). The second day will be coaching the principal to follow up from that training and assist with her guiding coalition meetings in between that visit and the last visit in May.
What homework did you leave the school to focus on until your next visit?	The guiding coalition will meet twice before the next time, and they will solidify the mission they drafted, consider how to get feedback from staff, and identify a draft of what they will be loose and tight on.
What support do you need as a coach from Solution Tree at this point?	None that I can think of.
Additional Questions or Comments	It was a great couple of days, and the principal expressed her appreciation on numerous occasions.