

DISTRICT ADVISORY COMMITTEE MEETING MINUTES
September 16, 2010

Members Present: José Contreras, Tony D'Angelo, Mary Hacopian, Ruth Henderson, Earl Jimmison, Christine Johnson, Joyce Jones, Keith Kalman, Roslyne Kennedy-Taylor, Stacy Kent, Danette Maldonado, Ron Parnell, Wanda Thomas, Mark Smith, and Chip Zullinger.

Mark Smith opened the meeting at 3:35 p.m. He announced that our current enrollment is 203,203 students; 1200 more students than last year. It is predicted we will have 204,000 students by the end of October.

Updates from the spring meeting:

- All regional offices have closed and have been repurposed;
- The East and South field offices house the content specialists;
- The former North region office is the site for Atherton ES while their new school is being constructed;
- The former Central region office is the Special Education Annex. Child Study, Assisted Technology, Auditory/Speech, Psychological Services, etc. are housed there;
- The former West region office is the Technology and Business Annex. Risk Management, Medicaid, etc. are housed there;
- The former Alternative region office (Turner ES) will be demolished; and
- Cooley Center, Milam ES, Doris Miller Center and Alamo ES are being sold.

Presentations:

Special Education Program Evaluation – Sowmya Kumar, Assistant Superintendent Special Education

Ms. Kumar reported that her department is looking at the strengths and weaknesses of the program and that Tom Hare, from Harvard University, is conducting the evaluation. He is working closely with the Research Department on data. By the end of the month he will start the on-site evaluations and by the end of December will bring forth broad issues, findings and recommendations.

Magnet Program Review – Lupita Hinojosa, Assistant Superintendent School Choice

Ms. Hinojosa stated that a similar review is occurring with the magnet program. Magnet program reviews have been done throughout the years, but now an outside entity is looking at the following program questions:

1. Are we attracting students from outside the school's attendance zone?
2. Is this magnet program different from other schools?
3. Is the funding equitable?
4. Are we providing an opportunity for all students that apply?

These are the questions asked of the Request for Proposal (RFP). Magnet Schools of America is pulling consultants from all over the country to conduct this evaluation. It should begin the first week of October and will focus on the four questions above plus input gathered from parents/community members at four evening events across the city as well as daytime meetings. They will visit with all 113 school principals and magnet coordinators, review budgets and the criteria for selecting students for the magnet program – a desktop audit. A final report will be submitted by the end of the semester.

Professional Development – Sharon Koonce, Assistant Superintendent Professional Development.

Ms. Koonce discussed the professional development opportunities available to teachers and demonstrated how to use the Professional Development catalog online. The catalog contains 250 pages of training opportunities. She also mentioned that every Tuesday PDScope is sent to the principals letting them know what training events have been added.

Leadership Development – Kevin Hobbs, Assistant Superintendent Leadership Development. Mr. Hobbs stated that his department's goal is to develop teacher leaders into administrators. They are in the process of developing a program to grow our own administrators so that when a leadership position opens we have qualified applicants from within.

School Improvement Plans (SIP) – Dr. Chip Zullinger, Director Academic Services

Dr. Zullinger said that the purpose of a SIP is to build a system to make sure students learn. In the past the focus has been on compliance but that needs to change and we need to simplify the process. The district needs to know the following:

- What do we want our students to learn?
- How do we know they learned?
- What do we do if they haven't learned?
- What do we do for those that have learned? What's next?
- What's working?

The SIP needs to be simple and continuous; a user friendly system.

District Improvement Plan (DIP) – Matilda Orozco, Assistant Superintendent Special Populations and Bernadette Cárdenas, Senior Program Specialist

Ms. Cárdenas reviewed the handouts in the folder that were distributed at the meeting and stated that the first sheet contained comments that she had received from the DAC at the spring meeting. The DIP is required by law and will incorporate the Strategic Direction Plan next year. The yellow sheet shows the alignment of the Strategic Direction with the SIPs and the DIP. The purple sheet contains the purpose/intent of the goals and where to find the DIP on the portal.

New Teacher Project - Ann Best, Chief Human Resources Officer, Dr. Julie Baker, Chief Major Projects Officer, and Dina Hasiotis of the New Teacher Project.

Ms. Best stated that the district is designing a process for a new appraisal and development system to put an effective teacher in every classroom, one of the district's core initiatives. The district wants to develop an appraisal process that:

- Is fair, accurate and useful to both teachers and principals;
- Provides all teachers with individual support to do their best work;
- Creates new career pathways and compensation offerings; and
- Improves the teacher recruitment efforts by hiring from programs that have a proven track record of producing good teachers.

The DAC and the SDMCs are required to be engaged in developing the appraisal process and the performance criteria for the new appraisal system. The criteria will be principles by which teacher performance is evaluated. The process will be the set of rules and procedures under which educators will be evaluated. The Board will approve the final product but the DAC and the SDMCs will develop the process.

Stage 1 – Process and Criteria Development – now through January 2011
Public Engagement – month of January
Stage 2 – Tools and Instrument Development – November through the end of February
Stage 3 – Board Approval – March

Implementation by fall 2011.

The SDMC will convene four times over a four-month period---two at the school site and two with outside groups.

Concern: the time commitment for SDMC members should have been communicated before these members agreed to serve on the committee.

Response: we're breaking ground and have consulted with the State and the legal department and we need to have these committees involved. This is a great opportunity for the district to create its own system. Ms. Best replied that teachers should be excited that they'll be developing this system. It's a challenge but a unique opportunity.

Concern: Will this replace PDAS?

Response: Yes.

The DAC will meet twice a month; the regularly scheduled meeting plus another one, to develop the process. The New Teacher Project will develop a website to post information and updates and allow employees to provide feedback.

SDMC Design Meetings:

September 27 - October 1

*October 23 and 25

*November 20 and 22

January 24

*regional meetings to be held on Saturdays or evenings.

Concern: Will teachers be compensated?

Response: Looking into it.

SDMC Working Periods:

October 4 -13

October 25 - November 5

November 23 – December 10

January 24 – 26

SDMC Recommended Submissions:

October 13

November 5

December 7

January 26

DAC preview of upcoming content for design meetings (don't need to attend if serving on an SDMC):

September 27

^October 21

^November 18

February 3

DAC Review of SDMC Recommendations:

October 18

November 11

^December 16

January 31

^already scheduled DAC meetings

Mark mentioned that the DAC elections will be held in November and if your term expires this year can stay on if you want to help in the development of the teacher appraisal system.

The meeting ended at 5:00 p.m. The next meeting will be held Monday, September 27, 2010, at 3:30 p.m. in the Board Auditorium.