

**DISTRICT ADVISORY COMMITTEE  
NEW MEMBER ORIENTATION  
February 16, 2011**

**Members Present:** Sharron Breedlove, Benjamín Hernández, Christopher Brewer, Valerie Manby, Rosa DeAnda, Natalie Abrameit, Marie Pousson, Paulette Bogert, Bernadette Cooper, Michael Stackhouse, Brent McCowan, John Lengers, Todd Berry, Chip Zullinger, Ann Best, and Dina Hasiotis, and Bill Horwath.

Dr. Chip Zullinger opened the meeting at 3:30 p.m. and welcomed the new 2011-2013 DAC members. He stated that the DAC is comprised of two-thirds classroom teachers and this is the first time this has happened. The state places great value on classroom teachers and it's important they serve on this committee. Each member then introduced themselves and stated their interest in the DAC.

Ann Best, Chief Human Resources Officer, reviewed the status of the new Teacher Appraisal System and the role of the DAC and the SDMC in this process and Dina Hasiotis, from the New Teacher Project, reviewed the DAC charges.

Question: Is Cycle 4 going to finalize the process?

Response: Yes, it's to determine clarity and fairness.

Question: Will the feedback from the public be put in a document?

Answer: Yes, it will be put in a document and made public.

Question: How will teachers be held accountable? What will be tied to the assessment?

Answer: 50% will not be EVAS. Multiple rigorous measures will be used.

Question: How will Stanford and Aprenda be used?

Answer: They will be used differently than how they were used in ASPIRE.

Question: Will Dr. Grier be the only one to approve the appraisal system?

Answer: No. He'll take forward what comes out of the grass roots level to the Board.

Question: Will changes be made before the Board approves it?

Answer: No. Changes between the Cabinet, the Superintendent and the Board will be made before the plan is finalized and the final plan will be submitted to the Board for approval. The Board has been updated every Thursday at their 7:30 a.m. meetings.

Question: Is the assessment based on 50% student performance and 25% EVAS and 25% of the other two criteria?

Answer: Not necessarily. The weights aren't exact.

Question: What if you teach in a multi-grade classroom? The progress doesn't show up on EVAS. Is this being considered?

Answer: Yes. The next most reliable, rigorous measure will be used.

Question: What does 'rigor' mean? Teachers don't really know what this means.

Answer: The Detailed Instructional Practice Criteria will have rubrics for each performance level. All appraisers will be held accountable and will have to go through extensive, on-going training.

Dina Hasiotis stated that the Master Teacher/Second Observer will be a full-time professional with content expertise. They will be centrally deployed to the schools.

Question: What about the professional development dollars?

Answer: Because HISD is sanctioned, we have a fixed amount of professional development monies that can't be used for any other purpose. The foundation question is, "how can we best support teachers?"

Dr. Zullinger reminded the members of the regularly scheduled meeting tomorrow at 3:30 p.m.

The meeting adjourned at 4:45 p.m.