

# River Oaks Elementary

SDMC Meeting  
February 12, 2025  
3:10 pm - 4:10 pm



## Agenda

- Welcome and Introductions
- School Guiding Statement
- TES – Teacher Excellence System
  - Overall review of the first draft
  - Review of Distinguished Teacher Review rubric
  - Review of Planning & Professionalism rubric
  - TES Exit Ticket Submission
- General Updates
  - Staffing
  - ROE Expo
  - Growth Data
  - Magnet Update
- Q & A/Next Steps



## SDMC Meeting Minutes

2/12/2025

The meeting began at 3:15 pm.

### Welcome and Introductions:

- In attendance: Mr. Dedrick, Mr. Fuller, Ms. Culver, Ms. Hertz, Ms. Behelfer, Ms. Nuncio, Ms. Scholler, Timmy Yip, Christen Bagley, Erica Burnette, Katherine Haneef

### TES - Teacher Excellence System:

- Attendees watched a 15 minute video of Alyssa Murray, Deputy Chief of Academics at HISD, and Mike Miles. The video included follow ups on focus groups related to TES.
  - HISD has removed student surveys from the scoring rubric due to unpopularity with teachers.
  - Student growth will be measured using MAP, Dibbles (K & 1st Grade Reading), and STAAR.
  - Distinguished teacher review- teachers can apply to receive this designation which includes a significant pay bump. To apply, these teachers must submit a 1 page statement and qualify as top 30% in evaluations.
  - There will be no more step raises.
  - Teachers at the meeting pointed out that this pay-for-performance system affects teacher retirement, because the pension system averages the 3 highest years of salary.
  - Mr. Dedrick visited Roberts Elementary, ROE's IB sister school, to compare and contrast implementation of IB teaching. He noted many similarities and differences between the two schools' methods.

### General Updates:

- Staffing
  - Mr. Dedrick sent out the Teacher Intent to Return and learned that 2 teachers will be resigning from ROE/HISD- one 3rd and one 5th grade teacher (not named). This number is much smaller than last year. A couple of teachers indicated their preference to switch grade levels.

- There will be more general reshuffling of duties for administrators in the near future, but no further information was given to the committee.
- ROE Expo
  - The ROE PTO gave feedback to Mr. Dedrick on the implementation of the GT Expo at ROE, and the language was resubmitted to all ROE Parents to make the project inclusive of all students. The GT Expo is now referred to as “ROE Expo” at ROE, and participation is compulsory for all students. ROE PTO felt strongly that this was a more inclusive way to approach the student differences at ROE.
- Growth Data
  - ROE showed growth on MOY MAP testing and scored well. The school rating will likely stay the same as “A,” or go up to “A+” based on the district’s algorithm that interprets growth data and data from the independent review team.
- Magnet Update
  - 400 incoming kinder students applied to ROE’s magnet program and 35 of those applicants were identified as GT. All 35 GT identified students will be admitted to ROE next year.
    - Kinder spots will also be filled with 32 sibling hardship transfers, and neighborhood children.
    - Kinder may be smaller next year.
    - Smaller class sizes are a goal of ROE due to the aging building infrastructure, and small classroom sizes.
  - In addition, Mr. Dedrick is leaving 1 magnet spot open per grade so that he will have access to the pool of magnet applicants from HISD, in case ROE experiences attrition and needs to fill spots in 1st-5th grades.
  - This year ROE has 783 students (down from 800 at the beginning of the year), and the goal is to get the number down to 737 for the 2025-2026 school year.

#### Q&A/Next Steps:

- ROE SDMC asked Mr. Dedrick to follow up on TES Administrators to find out:
  - Who will be grading the one-page essays for distinguished teacher applications?

- What guide or rubric can be provided to teachers so that they can anticipate how the essays will be scored objectively?

The meeting adjourned at 5 pm.