



Luther Burbank Middle School

"Achieving Success as a Team - 110%, No Excuses"



SDMC Meeting

February 18, 2025

Minutes

SDMC Quarter 3 Presentation

➤ TES Updates

○ Draft

- *Student Achievement 35%*
- *Quality of Instruction 45%*
- *Planning and Professionalism 15%*
- *Campus Action Plan 5%*

○ Feedback from:

- *Trailblazer Program*
- *TES Trainer*
- *TES Talks*
- *SDMCs*
- *Focus Groups*

- *TTESS is rigorous but there is much more to teaching that isn't included so the TES is going to address those components.*

- *Student surveys will not be included.*

- *If you would like to have input, you can go to the campus TES Trainer, participate in the focus groups coming up in the next couple of weeks, or discuss your questions/concerns with your principal.*

(1) Overall review of the first draft

Needs clarification on wording across the documents. Examples would be helpful to clarify what the district is looking for. How can teachers document the different aspects of both rubric?

(2) Review of Distinguished Teacher Review rubric

- *How does a teacher who doesn't have a leadership role on campus qualify?*
- *Calibration between appraisers*

- *Potential for all spots from all appraisers to count*
- *If you don't have every aspect (leadership, lifelong learning, contributions to the profession, and student impact) under the rubric, can you still qualify for distinguished teacher?*
- *Targeted distribution bringing scores of teachers down*
- *Potential minimum/maximum amount of points to be eligible for review*

(3) Review of Planning & Professionalism rubric

- *What is the total possible points that a teacher could receive?*
- *How do differentiate between majority and consistently?*
- *How do you account for misconceptions in real time that are different from the traditional misconceptions?*
- *How would one document that they are doing the necessary work to get maximum points?*
- *The language needs to be standardized throughout the document.*
- *What would be the evidence for the intervention component.*
- *The aspects of Professionalism: High Performance Culture seems subjective.*

➤ Questions or Concerns

Next Meeting Date: April 24, 2025

Voting Members Present:

David Knittle

Lidia Drury

Alondra Robinson