



## **PERSHING MIDDLE SCHOOL**

### **SHARED DECISION-MAKING COMMITTEE MINUTES**

**9/26/2023**

Meeting started at 4:20 p.m.

Members present: Steven Shetzer, Christie Vaclavik, Neala Fogarty, Alison Moorhead, Jessica Reyna, Lisa, Lim, Alexis Guerra, Larry Taylor, Judy Long, Patrick August, Kristy Bridges, Alberto Fernandez

1. Introduction of Members – all members introduced themselves. Dr. Shetzer shared with group the members that were not present.
2. Pershing Middle School BOY Information – Dr. Shetzer shared that Pershing's current enrollment is 1274, a little over 100 students less than 2022-2023. The school currently has 77 full-time teachers and 1 part-time teacher. Dr. Shetzer shared that Pershing is not an NES school; however, like all schools, Pershing has implemented the few required practices that were introduced to principals and teachers during summer professional development. Those practices are posting of learning objectives, posting and execution of demonstration of learning objectives, and incorporating multiple-response strategies. He also shared that Pershing is following the district's curriculum scope and sequence and that teachers are utilizing the district's curriculum slide decks but allows teachers to modify as they see fit. Ms. Long asked the teachers if they feel they still have the freedom to teach like they did before. The teachers present shared that they felt comfortable that they could modify lessons as they saw fit.
3. LEAD Principal Evaluation Presentation – Dr. Shetzer presented the district's Leader Effectiveness and Development (LEAD) appraisal system to the SDMC members. Key points included:
  - a. Four Effectiveness Areas: Quality of Instruction, Action Plan, Student Achievement, Special Education.
    - i. Dr. Shetzer shared the four effectiveness areas and noted that these are all areas that a principal should be evaluated on each year. The one concern brought up was special education compliance and whether the district will evaluate compliance to make sure principals are not held accountable for out of compliance students who are new to the district, come out of compliance, and/or are out of compliance due to evaluation.
  - b. School Action Plan: while discussing this effectiveness area, Dr. Shetzer shared Pershing's Action Plan. Ms. Long asked if this was our School Improvement Plan and Dr. Shetzer shared that the district has asked for Action Plans and if a more in-depth SIP is needed, they will let us know and work with us on getting that completed. Dr. Shetzer shared that Pershing's action items are directly related to past and current data and trends. The four action items are:

- i. Raise the level of student-teacher engagement, especially the use of multiple response strategies.
  - ii. Increase student growth in reading.
  - iii. Improve proficiency in student writing across the curriculum.
  - iv. Align academic, behavior, and discipline systems to support a safe campus culture and maximize student learning.
- c. Student Achievement: Dr. Shetzer shared information about the NWEA MAP testing all students would be participating in. The data from the Reading, Math, and Science MAP tests will be used to inform instruction and tutorials.
- d. The committee was asked if there were any questions. The committee agreed that the LEAD appraisal system seemed fair and were asked to complete the feedback survey provided by HISD.

The meeting adjourned at 5:25.