

Wainwright SDMC Agenda 9/20/23

Minutes

4:15-5:15

1. Introductions/Good Things

Ms. MacKay likes the new curriculum, she's an Art of Thinking teacher. She also likes our new tardy/attendance calls the campus makes every day.

2. NES-A Updates

Smaller class sizes, four teachers per grade level, two assistant principals, two counselors, five learning coaches, four teacher apprentices.

Administration staff are in classes 80% of the day.

Timers are imbedded in slide decks

Teacher grades DOL (demonstration of learning), learning coaches assist with other grading

Special education teachers and resource are fully staffed along with a sped support position. Class sizes are 12, 8, and 9.

3. Staffing Updates

Thirty-one remaining staff members from last year, currently we have two on leave and one resignation.

Enrollment is at 381 and we are projected at 405, we remain steady.

4. Community Support

DYAD support is every Tuesday and Thursday, community members with matching skill sets provide students with opportunities in videography and STEM.

Students still receive recess in addition to music, art, and physical education.

PTA recruitment is always on going, JOIN PTA!

Campus is sharing and supporting a positive culture.

HOT (Here on Time) weekly winners; five students and one teacher is announced every Friday. Students receive a bag of hot chips and the teacher receives a Starbucks gift card donated by our community partner, Gethsemane Lutheran Church.

Twelve Scarborough High School students volunteer their services to support or mobile library.

Open House/Thursday, Sept 28, 2023 5-7pm. The Children's museum and the Harris County Public Library Cruiser will be on campus.

5. Lead System Feedback

Leader Effectiveness and Development (LEAD) video was viewed.

Campus will receive four surprise visits.

Quality of instruction points possible is 30%.

Teachers received training last week on the teacher evaluation system, T-TESS.

Teachers should continue to review and refer to T-TESS.

MAP is 20% = BOY/MOY 8%, MOY/EOY 12%

STAAR is 15% = 10% Accountability, 5% Closing the gap

Closing the gap looks at growth metrics for sub population of students example bilingual, sped, emerging, showing growth

Lesson plans are provided, teachers will internalize and follow but they can add on.

Copies of lesson plans are provided two weeks in advance.

Teachers receive two planning times, one hour each (one as a group and one traditional, meeting with parents etc.

6. Launch

“Alone we can do so little, together we can do so much”, Helen Keller.



Overview

Leader Effectiveness and Development (LEAD)

LEAD

HISD's principal evaluation system, **Leader Effectiveness and Development (LEAD)** aims to accomplish the following:

- Increase principal effectiveness in raising student achievement and improving the quality of instruction.
- Assess the principal's ability to grow and maintain teacher effectiveness in order to narrow opportunity gaps and prepare students for a Year 2035 workplace and world.
- Utilize data to align professional development, principal recruitment and retention, and principal compensation.

PRINCIPAL ANNUAL EVALUATION RATING

Annual evaluation rating: The four components below will factor into a principal's annual evaluation rating in SY 2023-24. The evaluation rating is the sum of the component scores to include: **Student Achievement, Special Education Performance, Quality of Instruction, and School Action Plan.**

Component	Measure	Points Possible
Student Achievement (35%)	Student achievement growth in the first semester in reading, math, and science as measured by the NWEA MAP assessments taken in the MOY	8%
	Student achievement annual growth as measured by the NWEA MAP assessments taken at the EOY	12%
	The school's overall state accountability score	10%
	The school's "closing the gap" score as measured by the STAAR exam and calculated by the State	5%
Quality of Instruction (30%)	Composite of the spot observations, day-to-day coaching, and general, informal observations of the quality of instruction in a school	30%
Special Education (20%)	Special Education Achievement as measured by the NWEA MAP assessment in reading and math	10%
	Special Education Compliance as measured by the HISD SPED rubric	10%
School Action Plan (15%)	Goals and measurable indicators of success. All teachers will also receive the same school action plan score as the principal	15%

OVERALL EFFECTIVENESS LEVEL

- **Overall effectiveness level:** Each principal will be assigned to an effectiveness level based on the average of the last two annual evaluation ratings. Until two years of data are available, the effectiveness level will be associated with the one evaluation rating derived during the 2023-2024 school year. The six effectiveness levels are outlined below.
- **Target distribution:** The LEAD effectiveness levels will be subject to a target distribution, and we anticipate most principals will be proficient or distinguished right from the start of the LEAD system. After establishing the target distribution, the district will then set the cut-points for each evaluation component so that the actual distribution of principal scores will approximate the target distribution.

Prog I	Prog II	Prof I	Prof II	Exemp. I	Exemp. II
51 - 57	58 - 65	66 - 73	74 - 81	82 - 89	90 - 100