



Ashford Elementary School

Houston Independent School District

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Mr. Deshaun D. Harris, Principal | Assistant Principals – Dr. R. Farooq, Dr. T. Napoleon, Ms. S. Garza

SDMC Meeting Q 1 Minutes

Mr. Harris:

Discussed HISD Core Values

Mr. Harris:

Principals, SDMC* Members, and DAC* Members will be able to obtain a high-level overview of the key components of the LEAD Appraisal System, including the four effectiveness areas and the congruence metric, so that they can provide feedback critical to the implementation of this system.

Mr. Harris:

The LEAD system is designed to support the growth and development of campus administrators by following the principles below:

Multiple Sources of Data

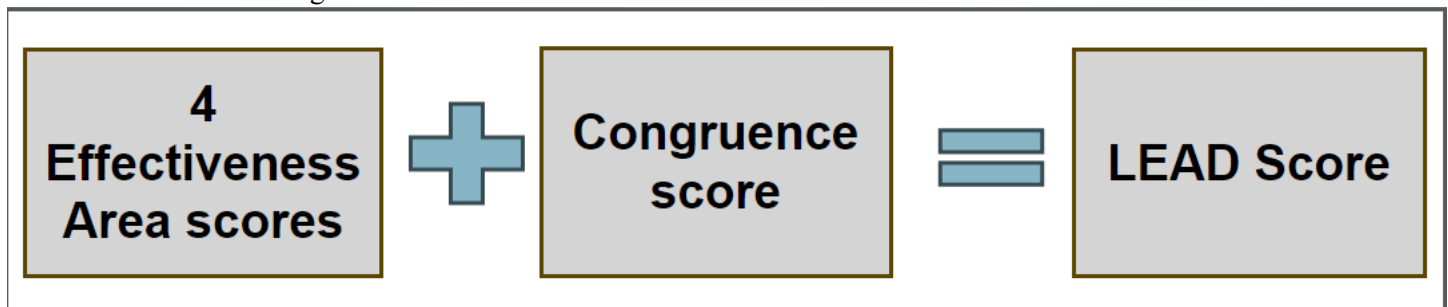
Team Approach

Frequent, Timely

Clear Standards

Mr. Harris:

LEAD Evaluations at a higher level.



Mr. Harris:

4 components to measure principal and AP effectiveness and weight:

Quality of Instruction- 30%

Action Plan- 15%

Student Achievement- 35%
SPED-20%

Mr. Harris:

Walkthroughs vs. Day to Day Coaching

Mr. Harris:

Key Dates Fall and Spring

Mr. Harris:

Discussed rating scale.

The image shows two tables side-by-side. The top table is titled 'Average Teacher Evaluation Rating' and has seven columns: Unsatisfactory, Progressing I, Progressing II, Proficient I, Proficient II, Exemplary I, and Exemplary II. Below these are two rows of descriptive terms and score ranges. The bottom table is titled 'School Student Achievement Score' and has six columns: Unsatisfactory, Progressing I, Progressing II, Proficient I, Proficient II, Exemplary I, and Exemplary II, with corresponding score ranges below.

| Average Teacher Evaluation Rating | | | | | | |
|-----------------------------------|---------------|----------------|--------------|---------------|--------------|---------------|
| Unsatisfactory | Progressing I | Progressing II | Proficient I | Proficient II | Exemplary I | Exemplary II |
| Improvement Needed | Developing | | Proficient | | Accomplished | Distinguished |
| 10-24 | 24-50 | 50-74 | 74-98 | 98-122 | 122-146 | 146-170 |

Teacher evaluation ratings have been adjusted to align TTESS with LEAD.

| School Student Achievement Score | | | | | | |
|----------------------------------|---------------|----------------|--------------|---------------|-------------|--------------|
| Unsatisfactory | Progressing I | Progressing II | Proficient I | Proficient II | Exemplary I | Exemplary II |
| 3.5 - 6.6 | 6.7 - 10.5 | 10.6 - 15.0 | 15.1 - 20.2 | 20.3 - 25.1 | 25.2 - 30.0 | 30.1 - 35 |

Mr. Harris:

SDMC Dates:

November 29, 2023

Concerns:

Dual Language

Tutorials

Field Trips