

SDMC September 26, 2023

11:30 am – 12:30 pm

Hobby Elementary Library and MSTEAMS

Notes:

- Introduction of members
- LEAD Evaluation System 23-24 power point
- Leadership Effectiveness and Development handout
- NWEA testing (Math and reading) – students are in the testing window currently.
- School Action Plan
- New items on campus – All classes have view sonics and cameras. They are not recording but are on so administration can view classes and the instruction. Art of Thinking class – critical thinking class which embeds social studies. Three classes still need clever touches.
- Next meeting will be held in November or December

Questions:

- What are the new security measures? Do we have an armed officer on campus? Answer – we do not have an officer on campus. If we need assistance, we call the officers from Madison High School to assist.
- Have we had an active shooter drill? Answer – we have not had an active shooter drill, but have had multiple fire drills, one which was not a drill. We have an active shooter drill soon. Teachers must take a compliance course which instructs them on what to do in that situation, should it ever happen.
- Windows are also being tinted for security. We can see out, but outsiders cannot see in.
- VIPS – be sure to fill out forms as field trips will be coming up soon.
- Was this time of day a good meeting time? - committee stated yes, this is fine.



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

11:30 am - 12:30 pm

Sept. 26, 2023

SDMC MEMBERS

Name	Email	Position	Sign in
Hadnott	Deja.hadnott@houstonisd.org	teacher	
Vickers	Cvicker1@houstonisd.org	teacher	
King	Shkela.wiseman@houstonisd.org	teacher	online - Teams
Burroughs	Jasmine.burroughs@houstonisd.org	Teacher apprentice	
Xie	Thu.xie@houstonisd.org	teacher	
Molina	Devin.molina@houstonisd.org	SPED	
Ramsey	Dwayne.ramsey@houstonisd.org	SPED TA	
Miller	Jazsmene.miller@houstonisd.org	Counselor	
Marlon Johnson	marlon@theteachersocial.com	Business Partner	Online TEAMS
Mrs. Ogbor	lmays@houstonisd.org	Principal	
Mrs. Creeks	Katherine.creeks@houstonisd.org	Assistant Principal	

William Proctor	wproctor34@gmail.com	Parent	
Sonia	montemayorsonia1985@gmail.com	Parent	

Chaitra
Hightower

Chightow @
houstonisd.org

Chaitra D.
Hightower

Berika Johnson -online (secretary of
Mr. Johnson)

1. Summary

Meeting title SDMC

Attended participants 6

Start time 9/26/23, 11:30:55 AM

End time 9/26/23, 12:25:40 PM

Meeting duration 54m 45s

Average attendance 33m 3s

2. Participants

Name	First Join	Last Leave	In-Meeting Email	Participant Role
Hightower,	9/26/23, 1:51m 9s	9/26/23, 1:51m 9s	CHIGHTOW	Organizer
Berika Johr	9/26/23, 1:50m 22s	9/26/23, 1:50m 22s		Presenter
Burroughs,	9/26/23, 1:34m 21s	9/26/23, 1:34m 21s	Jasmine.Bu P00161557	Presenter
The Teach	9/26/23, 1:29m 27s	9/26/23, 1:29m 27s		Presenter
Hadnott, D	9/26/23, 1:15m 5s	9/26/23, 1:15m 5s	Deja.Hadn P00158288	Presenter
Wiseman,	9/26/23, 1:17m 56s	9/26/23, 1:17m 56s	Shkela.Wis P00086866	Presenter

3. In-Meeting Activities

Name	Join Time	Leave Time	Duration	Email	Role
Hightower,	9/26/23, 1:51m 9s	9/26/23, 1:51m 9s		CHIGHTOW	Organizer
Berika Johr	9/26/23, 1:50m 22s	9/26/23, 1:50m 22s			Presenter
Burroughs,	9/26/23, 1:34m 21s	9/26/23, 1:34m 21s		Jasmine.Bu	Presenter
The Teach	9/26/23, 1:29m 27s	9/26/23, 1:29m 27s			Presenter
Hadnott, D	9/26/23, 1:15m 5s	9/26/23, 1:15m 5s		Deja.Hadn	Presenter
Wiseman,	9/26/23, 1:17m 56s	9/26/23, 1:17m 56s		Shkela.Wis	Presenter