



Ray K. Daily Elementary School



SDMC Quarter Meeting

2nd Quarter AD HOC Meeting

January 13, 2025

1. Roles and Duties

- a. Chairperson – Yasmeen Khaliq
- b. Minutes – Kathy Hernandez
- c. Timekeeper – Madison Courts
- d. Attendance – Brewer

2. SDMC Meeting Schedule 2024-2025 SY

- ~~a. Wednesday, September 18, 2024 (Public)~~
- ~~b. Wednesday, November 13, 2024~~
 - ~~i. Date Change: Wednesday, December 4, 2024~~
- c. Monday, January 13, 2025, AD HOC – TES Framework
- d. Wednesday, February 12, 2024
- e. Wednesday, May 21, 2024

3. Teacher Excellence System Framework

a. January SDMC Video

SDMC will vote on a new TES framework for the 25-26 academic school year. There will be 5 possible frameworks to vote on, and SDMC can also recommend a different framework as long as it meets the restraints.

Required: Change “Quality of Instruction” from monthly average spot observation and one 45-minute observation with T-TESS rubric to monthly average spot observation and one optional 45-minute observation with spot rubric.

Required: Change “Planning and Professionalism” from EOY T-TESS Domain 4 rubric to EOY HISD created rubric

Addition: Points awarded to teachers based on school’s performance on “Campus Action Plan”. This will encourage teachers working together to contribute to the whole campus plan, could be 5-15% of TES framework.

Addition: Points awarded to 3rd- 12th grade teachers based on EOY “Panorama Student Survey”.



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January 17th, the proposal will be drafted. SDMC will have a chance to provide input in February on the proposal draft.

b. Explore additional resources

Distinguished Teacher Review (DTR) adds up to an extra 20 points. The principal then recommends those top score teacher.

c. Preview TES framework options

Option A: 15% Planning/Professionalism, 10% Campus Action Plan, 30% Student Achievement, 45% Quality of Instruction

Option B: 15% Planning/Professionalism, 5% Campus Action Plan, 35% Student Achievement, 45% Quality of Instruction

Option C: 15% Planning/Professionalism, 10% Campus Action Plan, 35% Student Achievement, 40% Quality of Instruction

Option D: 15% Planning/Professionalism, 5% Campus Action Plan, 5% Student Survey, 35% Student Achievement, 40% Quality of Instruction

Option E: 15% Planning/Professionalism, 10% Campus Action Plan, 10% Student Survey, 30% Student Achievement, 35% Quality of Instruction

d. Campus Deliberation on options

SDMC has decided to take out options D and E due to the student survey portion. SDMC also did not create a custom option F.

SDMC has decided to take out option C due to the “Quality of Instruction” being only 40% instead of 45% in options A and B.

e. Vote

SDMC voted in favor of Option A

Results where the following:

- 10 in Favor
- 0 Opposed
- 0 Abstain

f. Closeout / Exit Ticket Submission

The principal will submit the SDMC vote for Option A. SDMC strongly advises against using “Student Survey” in any form to evaluate teacher performance.