

Oak Forest Elementary School  
SDMC 1/9/2025 Minutes

**Agenda:**

- Teacher Evaluation System
  - Overview
  - Discuss/Deliberate
  - Exit Ticket

**Attendees:**

Andrew Casler - Principal  
Amy Ford - Assistant Principal  
Wendy Paule - Teacher  
Stephanie Rhodes - Teacher  
Denise Rangel - Teacher  
Jenny Thompson - Parent  
Emily Olaloko - Parent  
Jason Roberts - Community Partner  
Seema Patel - Parent

**Minutes**

Mr. Casler opened the meeting at 3:20 PM to introduce agenda topics.

Mr. Casler began the meeting by showing a district-led TES training video for SDMC members. The training video explained different components of how teachers can be evaluated with different areas that could be selected based on feedback from all stakeholders. In addition to student achievement and quality of instruction, the video asked “Should HISD teachers be held accountable for student survey data and the success of their campus action plan, and teacher contributions to the campus.?” The video explains the evaluation process and then the compensation process.

Mr. Casler asked for questions after the video played? No questions were asked. He proceeded to explain the quality of instruction and what this looks like in a classroom with spot observations being at least once a month for teachers but often times more. The average is taken to give a teacher a score. Mr. Casler explained the levels of performance with points that range from 0-15 and the proficiency levels of these scores that go through a targeted distribution. Mr. Casler also explained that teachers get one formal observation that is 45 minutes.

One question a parent asked, “If this targeted distribution is going to be applied at the district level or the campus level.” Mr. Casler replied that this is a question we also have for the district to answer.

Mrs. Patel asked if targeted distribution was a forced level and he replied yes.

Lastly, Mr. Casler explained other categories in the potential TES frameworks regarding professionalism and planning, campus action plan, and student achievement plan. Under the student achievement plan he explained growth versus achievement on NWEA Map and STAAR.

SDMC looked at Option A, B, C, D, and E and discussed how each may benefit what is best for our students here at OFE and our campus teachers.

Mr. Casler and asked what input SDMC has for the components.

As a whole, we did an SDMC vote on which component we wanted to submit on our exit ticket and as a group Component C was selected.

### **Additional Concerns**

Mrs. Patel did have questions about the MAP testing in regards to seeing our overall score in comparison to others in the district. Mr. Casler showed the scores we had from the BOY.

The meeting adjourned at 4:26 PM