

## Fonville Middle School

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Principal, Karol Galindo

### Fonville Norms:

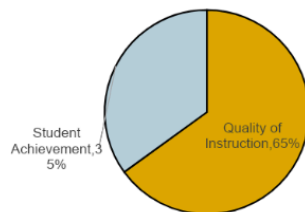
1. Be Ready
2. Be Respectful
3. Be Responsible

**SDMC Meeting: December 12, 2024**

Topic	Notes/Next Steps								
1. Teacher Excellence System (TES)	<p><b>Goals of today's meeting:</b></p> <ol style="list-style-type: none"><li>1. TES High Level Overview</li><li>2. Internalize TES Materials &amp; Additional Component Resources</li><li>3. Submit questions &amp; feedback to your TES Trainer</li></ol> <p><b>Purpose of today's meeting:</b></p> <ol style="list-style-type: none"><li>1. HISD is building a new teacher evaluation system for the district.</li><li>2. We need the voices of those who this system impacts most.</li><li>3. There are over 10,000 teachers in the district!</li></ol> <h3>TES creation high-level milestones</h3> <table><tr><td><b>Researching &amp; scoping</b> <i>May-August 2024</i></td><td><ul style="list-style-type: none"><li>• Conduct research on evidence-based teacher evaluation practices &amp; assess current state of T-TESS.</li></ul></td></tr><tr><td><b>Small-group information gathering &amp; engagement</b> <i>September-November 2024</i></td><td><ul style="list-style-type: none"><li>• Partner with a group of opt-in principals and campuses to gather baseline feedback &amp; test hypotheses.</li></ul></td></tr><tr><td><b>Large-scale information gathering &amp; engagement</b> <i>November 2024-February 2025</i></td><td><ul style="list-style-type: none"><li>• Ask broader district for feedback &amp; input.</li><li>• Release first draft of Evaluation System.</li><li>• Further refine Evaluation System based on feedback.</li><li>• Release final draft of proposed Evaluation System.</li></ul></td></tr><tr><td colspan="2"><b>Board Vote</b> <i>March 2025</i></td></tr></table>	<b>Researching &amp; scoping</b> <i>May-August 2024</i>	<ul style="list-style-type: none"><li>• Conduct research on evidence-based teacher evaluation practices &amp; assess current state of T-TESS.</li></ul>	<b>Small-group information gathering &amp; engagement</b> <i>September-November 2024</i>	<ul style="list-style-type: none"><li>• Partner with a group of opt-in principals and campuses to gather baseline feedback &amp; test hypotheses.</li></ul>	<b>Large-scale information gathering &amp; engagement</b> <i>November 2024-February 2025</i>	<ul style="list-style-type: none"><li>• Ask broader district for feedback &amp; input.</li><li>• Release first draft of Evaluation System.</li><li>• Further refine Evaluation System based on feedback.</li><li>• Release final draft of proposed Evaluation System.</li></ul>	<b>Board Vote</b> <i>March 2025</i>	
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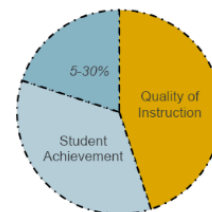
# T-TESS vs. TES

SY23-24 & SY24-25



Evaluated using T-TESS

Proposed for SY25-26 & Beyond



Evaluated using TES

At least 70% of the TES evaluation will consist of Student Achievement and Quality of Instruction. Based on feedback, there is potential to add additional components.

## TWO DISTINCT PROCESSES

### Evaluation

One evaluation system: TES

Applies to all teachers

NES

Non-NES

### Compensation

Two compensation plans

Hospital model incentive pay

Pay for Performance

NES

Non-NES

NES

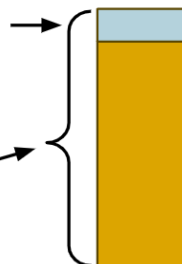
Hospital Model

Non-NES

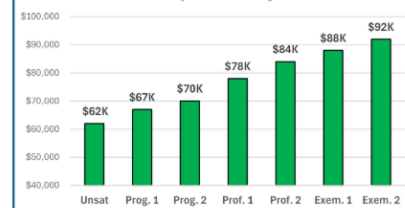
Pay for Performance

Incentive

Base Salary



Proposed Salary



#### 4. Saturday Tutorials

- Saturday tutorials will begin in January 2025.
- Students who scored lower than “approaches” will have to attend.
- Teachers will receive compensation for working on Saturdays.

#### 5. Questions/Concerns

- When will teachers hear more information about TES?
  - The TES Trainer will provide periodic updates and info.
- How much will teachers earn to work Saturday tutorials?
  - We are waiting to hear back from central office.