

SDMC-TES Presentation Meeting Notes

Date: January 14, 2025

Time: 6:00 p.m.

Meeting Ended: 7:03 p.m.

Agenda and Discussion Points

1. Student Achievement (*Required Component*)

- The current **Student Achievement** component was discussed and explained in detail.

2. Quality of Instruction (*Required Component*)

- **Current Implementation at WBMS:**
 - Teachers receive two observation opportunities:
 1. A 45-minute observation using the T-TESS framework.
- **Proposal for TES:**
 - Monthly average of spot observations.
 - One optional 45-minute observation.

3. Professionalism and Planning (*Required Component*)

- **Discussion Points:**
 - Criteria for planning and professionalism include:
 - Teachers' planning during PLC (Professional Learning Communities).
 - Administrators' observations of teachers during PLC sessions.
 - Teachers providing support for quality instruction.
 - Adherence to campus protocols (e.g., dress code, lesson plan submission, attendance).
 - **Recommendation:** Professionalism component should have a maximum weight of **15%**.

4. Campus Action Plan (*Currently Not Included*)

- **Proposal for TES:**

- Award points to teachers based on the school's performance in the Campus Action Plan.

5. Student Survey (Potential Component)

- **Current Status:**
 - Not included in T-TESS.
 - **Proposal for TES:**
 - Include student surveys for grades 3–12.
 - Discussion on survey correlation:
 - Does student survey data accurately reflect teacher performance?
 - Concerns raised about balancing **Teacher Popularity vs. Effectiveness**.
 - Suggested exploring whether both metrics can coexist.
 - **Outcome:**
 - Committee voted **against** including the student survey.
-

Teacher Excellence System Overview

- **Overview Handout:**
 - Comparison between two models:
 - **Hospital Model:** Followed by NES (Network of Educational Systems) schools.
 - **Pay-for-Performance Model:** Followed by non-NES schools.
 - **Evaluation and Compensation:**
 - Two distinct processes were explained for clarity.
-

Framework Deliberation

- **Options A–E:**
 - Presented and explained, highlighting similarities and differences.
- **Deliberations:**

- **Mr. Holloway:**
 - Raised concerns about teachers who teach EB (Emergent Bilingual) students or intervention classes.
 - Suggested these teachers may need special consideration in the **Quality of Instruction** component.
 - **Mr. Smith:**
 - Proposed maximizing **Student Achievement** at **35%** and **Quality of Instruction** at **30%**.
 - **Ms. Hellman:**
 - Asked for clarity on criteria for **Planning and Professionalism**.
 - **Campus Action Plan:**
 - Discussion on how this impacts the evaluation of the entire staff.
 - **Student Survey:**
 - Recommendation that surveys should only be considered if the majority of students respond.
-

Voting Results

- **Final Decision:** Committee voted for **Option C**.
 - **Second Choice:** Option A.
 - **Third Choice:** Option D.
-

Next Steps

- **Next SDMC Meeting:** Proposed for **February 6, 2025**.