

## 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.
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## 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.
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## 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.
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### Voting Results

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

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