Pleasantville Elementary School

SDMC Minutes

February 4, 2019

- Discussion and feedback on power-point from the Human Resources Department regarding changes to the Teacher Appraisal and Development Instrument (TADS) in the form of a Modified TADS. Input is requested from all SDMC’s via completion of a survey by March 1, 2019.

- In response to feedback gathered from stakeholder groups across the district, modify the existing Teacher Appraisal and Development System (TADS) to recognize and reward effective and highly effective teachers in Houston ISD. This requires revision of DNA(LOCAL).

- The slides were discussed by Mrs. Hunter, giving background information and allowing feedback and input from teachers as well as the committee, the impact of change and the available options to address the changes were discussed.

- SDMC members discussed possible changes and agreed to meet after this session to follow-up with Mrs. Hunter about the Modified Teacher Appraisal and Development System and to input answers to the required survey questions.

- Members of the SDMC were all in favor of a Modified TADS system. Making note of the following:

  EXPERIENCE THRESHOLD: To be eligible for M-TADS, a teacher must –
  a. Have at least 3 years of teaching experience overall,
  b. Have a term or continuing contract, and
c. Have at least 1 full year of teaching experience in HISD.

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WALKTHROUGHS/OBSERVATIONS: A teacher participating in M-TADS must

a. Have at least 1 formal, unannounced classroom walkthrough of at least 10 minutes in length, and
b. Have at least 1 formal, unannounced classroom observation of at least 30 minutes in length.

b. REQUIRED CONFERENCES: A teacher participating in M-TADS must meet with his/her appraiser at least 2 times throughout the course of the school year. These conferences shall be held near the beginning (goal setting conference) and end (end-of-year conference) of the school year.

Survey was completed on-line and submitted.

- Votes were tabulated and Coach Jamie Avila was voted the Pleasantville nominee for Teacher of the Year.