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| **Agenda** | **Notes** |
| start time: 4:17 p.m. end Time: 5:32 p.m. |
| **Welcome/Roll Call** | **Notes** |
| Watch December TES Optional Webinar Recording [here](https://houstonisd-onmicrosoft.zoom.us/rec/share/HdbYrGEDiVQkWlOXAIJ8PCoJJ3fALTaA7fk8-f8X5aqMqb6hdJ5yvs-tiSG-krC7.wpt8s9Enl3fa-Slf) if SDMC members were unable to join optional webinars in December and/or would like to gain more context. | Optional |
| Play recording of slides 1-12 here: [SDMC (TES Portion) Q2.mp4](https://houstonisd.sharepoint.com/%3Av%3A/t/PerformanceManagementTeamVision2035/EYqo018WYhBEhTMjaO2T8PIBierZbfKYJt6x8y4W3GDiPA?e=gnDe1N&nav=eyJyZWZlcnJhbEluZm8iOnsicmVmZXJyYWxBcHAiOiJTdHJlYW1XZWJBcHAiLCJyZWZlcnJhbFZpZXciOiJTaGFyZURpYWxvZy1MaW5rIiwicmVmZXJyYWxBcHBQbGF0Zm9ybSI6IldlYiIsInJlZmVycmFsTW9kZSI6InZpZXcifX0%3D) | Printed and Shared  |
| Provide time for SDMC to explore additional resources [located on SDMC SharePoint and links below] (also on slide 13 of attached slide):* [TES One Pager Copy.pdf](https://houstonisd-my.sharepoint.com/%3Ab%3A/g/personal/p00293840_houstonisd_org/EUBalINGEUtBjn83ALo15bwBHK9MRu4yqIvWr6wy97SJQA?e=rO3QEV)
* Running TES FAQ: [Q&A\_TES Stakeholder Questions vSHARE.docx](https://houstonisd.sharepoint.com/%3Aw%3A/t/PerformanceManagementTeamVision2035/EfrZYDJR-TNItc4stsSHlv4BQlEiiiNkjpzBuWSEYxhNWQ?e=7IX0fv)
* Additional slides for context (slides 25 and onward in deck) – *this includes teacher and leader survey data from the November TES survey; we think this is really helpful for SDMC members to consider given teacher and leader voice should be a driver of this system; this was presented in the December optional webinar.*

\**Note that SDMC members who are not HISD employees do not have Sharepoint access, so you may want to print or download and attach linked documents for distribution.* | Printed and Shared |
| Preview TES framework options, context, and discussion questions (slides 15-20) | TES Portion Slides – Framework Deliberation Pie Chart DemonstratedQuality of instruction 30% - 50%Student Achievement 25% - 35%Potential Components 5% - 15%Planning & Professionalism Rubric 5% - 15%TES Frameworks A-E and a Build Your Own were discussed: Student surveys will only be 3-5th for options D&E Panaroma is used throughout the State of Texas Current T-TESS demonstrates 65% in Quality of  InstructionSDMC Members were allowed Independent Reading to look over the Running TES FAQ |
| Deliberate on framework options. SDMC leader (principal) should lead conversation; please feel free to utilize discussion questions. You must select a first choice; you may also submit a second or third choice. | Deliberation –Q: Framework D&E contains a 5% - 10% Student Survey (about Teacher) in grades 3rd – 5th, what about K-2nd ? * K-2nd will not be surveyed and the percentage will come from other areas.

Q: When will the surveys be administered?* All students 3rd – 5th will be surveyed in the MOY and EOY.

Q: Are we allowed to ask Teachers for their input in which option to choose?* No, SDMC members will deliberate, choose and vote for our campus.

2025-2026 NES - Incentive Pay will be given based on Student Performance. 2023-2024 Majority of the points were received from Campus Action Plan. Our ranking was received in August of this school year based on a 0-100% and we did meet at a 100%. It was focused on DOL Trackers, spot forms and written responses lead us into 100% and if we stay on track we will be able to get 100% again. Q: Will student surveys be available to teachers to see? * Unknown, generic question will be given but it is unknown if it will be available to show teachers.

Discussion over the difference of the Frameworks:* A-C, Majority of the difference are within the Campus Action Plan and the Student Action Plan.
* D&E, difference from A-C frameworks is the Student Surveys.
* We need to determine what percentage do we want to lean into.
* Without Student input we will have more control over what happens in other areas.

Indicators of Success were shown. They were chosen from the action plan. The degree of implementation of each indicator identified will be evaluated at the end of the school year. Targeted distribution, including all testing: CIRCLE, Dibels, NWEA MAP, STAARDeliberated Items: * Proposed eliminating D&E
* Proposed Customizing:

Maximizing Quality of instruction 50% (instruction breeds student achievement) Lowering Student Achievement as student performance can depend on how the students day is going. TES Frameworks Chosen:* 1st option B
* 2nd option A
* 3rd option F (customized):

50% Quality of Instruction30% Student Achievement15% Planning and Professionalism5% Campus Action Plan  |
| Principal submits the exit ticket: Submit your SDMC’s vote and feedback using the provided exit ticket [link.](https://forms.office.com/r/qrQEs3kK5f) | Submitted.  |