

Katherine Smith Elementary

SDMC 1st Quarter
09.27.2023

SDMC AGENDA	NOTES
Welcome / Attendance (Roll Call)	See attachment
Student Enrollment	<p>Student enrollment is at 731 and our 2023-2024 goal is 740. We are working together with District to support families who live in the corner of Antoine and Tidwell as they are in a dangerous zone.</p> <p>We have received immigrant student (first year in the US) from both Honduras and Venezuela. We expect to grow in numbers.</p>
Budget	<p>Ms. Daugherty is in contact with our Budget Analyst in concerns with our new process. At the moment, we have made little to no purchases as we are fully stocked from purchases done at the end of the year.</p> <p>We are still waiting in response to ESSER Funds as last year was suppose to be the last year to receive funds.</p>
Learning Center/Student Incentive/Testing	<p>THINK TANK!</p> <p>We are creating an incentive plan to keep our students motivated and wanting to level up. We started with verbal motivation, candy incentives, and we are now looking into Field Trips to help students stay motivated.</p> <p>Positive Note: students know when they level up and are self-motivated to level up and go to the Think Tank.</p> <p>Once we are done creating an incentive chart, we will give everyone a copy of the incentive menu.</p> <p>Learning coaches are doing a great job monitoring and ensuring they are staying on task.</p> <p>We have purchased items to facilitate grading work. Ms. Criterio will look into purchasing stamp markers instead of round stickers.</p> <p>Teachers must ensure that students are corrected, and they understand what they did wrong on their work.</p>
Leader Effectiveness and Development (LEAD)	<p>Video/One Pager available</p> <ul style="list-style-type: none"> - Division leaders will meet with ADMIN 3 times a week, walk and observe the quality of instruction.
Questions/Concerns	
Closure	

KATHERINE SMITH ELEMENTARY

SDMC SIGN UP SHEET

DATE: 9.27.23

	NAME	GRADE OR TITLE	
1	Diana Rodriguez	PK Assistant	
2	Corina Benavides	PK Assistant	
3	Pragya Bhalla	Second Grade	
4	Evelyn Andrews Cavemall	4th	
5	Cynthia Richardson	1st gr.	
6	Jaquetta Watson	3rd	
7	Rosa Criterio	OM	
8	Cynthia Rodriguez	AOM	
9	Melissa Daugherty	Principal	
10	Karin Atina	SLL - SPED	
11	Arely Castro A.	Madre de Fam.	
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Overview

Leader Effectiveness and Development (LEAD)

LEAD

HISD’s principal evaluation system, Leader Effectiveness and Development (LEAD) aims to accomplish the following:

- Increase principal effectiveness in raising student achievement and improving the quality of instruction.
- Assess the principal’s ability to grow and maintain teacher effectiveness in order to narrow opportunity gaps and prepare students for a Year 2035 workplace and world.
- Utilize data to align professional development, principal recruitment and retention, and principal compensation.

PRINCIPAL ANNUAL EVALUATION RATING

Annual evaluation rating: The four components below will factor into a principal’s annual evaluation rating in SY 2023-24. The evaluation rating is the sum of the component scores to include: **Student Achievement, Special Education Performance, Quality of Instruction, and School Action Plan.**

Component	Measure	Points Possible
Student Achievement (35%)	Student achievement growth in the first semester in reading, math, and science as measured by the NWEA MAP assessments taken in the MOY	8%
	Student achievement annual growth as measured by the NWEA MAP assessments taken at the EOY	12%
	The school’s overall state accountability score	10%
	The school’s “closing the gap” score as measured by the STAAR exam and calculated by the State	5%
Quality of Instruction (30%)	Composite of the spot observations, day-to-day coaching, and general, informal observations of the quality of instruction in a school	30%
Special Education (20%)	Special Education Achievement as measured by the NWEA MAP assessment in reading and math	10%
	Special Education Compliance as measured by the HISD SPED rubric	10%
School Action Plan (15%)	Goals and measurable indicators of success. All teachers will also receive the same school action plan score as the principal	15%

OVERALL EFFECTIVENESS LEVEL

- **Overall effectiveness level:** Each principal will be assigned to an effectiveness level based on the average of the last two annual evaluation ratings. Until two years of data are available, the effectiveness level will be associated with the one evaluation rating derived during the 2023-2024 school year. The six effectiveness levels are outlined below.
- **Target distribution:** The LEAD effectiveness levels will be subject to a target distribution, and we anticipate most principals will be proficient or distinguished right from the start of the LEAD system. After establishing the target distribution, the district will then set the cut-points for each evaluation component so that the actual distribution of principal scores will approximate the target distribution.

Prog I	Prog II	Prof I	Prof II	Exemp. I	Exemp. II
51 - 57	58 - 65	66 - 73	74 - 81	82 - 89	90 - 100