

SDMC Minutes 9/27/2023

Members Present: Gerardo Medina, Anita Samuy, Robert Jolly, Stewart Teague, Michael Johnican, Charles Ademolu, LaTonya Wolfe, Corina Liu, Masooma Razzak, Alexandre Nguyen, Casandra Green, Deanna Woollen, James Wigfall, Andrea Winard, Kenneth Anderson

- I. Introduction by Principal Medina
- II. Objective: Go over Lead Appraisal System
 - A. Get input on Lead Appraisal System
 - B. Appraisal System for School Leadership
 - C. Look at feedback to see if any changes are needed.
 - D. 2023-2024 LEAD At-A-Glance PowerPoint
 - I.E. Growth from BOY to MOY to EOY
 - Execution of MRS Strategies
 - ELA, Math, and Science- Goal is students show grow
 - E. Principal's incentive is to ensure that all students grow
 - F. 4 AREAS of Effectiveness Areas for LEAD:
 - 20% Special Education
 - 30% Quality of Instruction
 - 25% Students Achievement
 - 15% School Action Plan
 - G. Use STAAR and NWEA to measure achievement.
- III. Effectiveness Area: Quality of Instruction

4 times a year teachers are graded by the Executive Director (40 observations total)

Scored how well the Principal is “coaching in the moment”.

Why is this important? HISD believes the quality of instruction is the most important factor in raising student achievement.

How is this measured? Quality of Instruction is measured via classroom walkthrough data and quality of day-to-day coaching.
- IV. Principals ensure that faculty and staff have the support needed to ensure that teachers are successful.
- V. School Action Plan Goals
 - A. Execution of MRS
 - B. Growth for EB's
 - C. Growth for SPED

D. Internalization

VI. What role do teachers play in this to meet their goals?

Questions: Mr. Wigfall: "Regarding the Math Curriculum, follow the Carnegie Application System, pacing calendars, and TEKS. "

When do we receive the SAP? School Action Plan

Mr. Medina will share the SAP with faculty and staff tomorrow, September 28th

VI. Special Education

A. Compliance and Progress Monitoring

B. NWEA Growth for Special Education Students

C. Questions? How do we embed accommodations into the slide decks?

Science and Social Studies do not have extra time.

D. Ms. Samuy will receive clarification. Mr. Medina asked Ms. Samuy to ensure with fidelity that this is being

E. Mr. Medina: Asked Ms. Samuy to ensure that accommodations are documented into the Gradebooks.

F. Create a Video Exemplar

G. Mr. Medina will have an open lab to show how to document accommodations in the Gradebook and ensure how to read the IEP.

H. Ms. Samuy: One of the things to improve- give feedback and provide you with the resources. Document if people are not following through and/or go back to provide the training again if the information is not understood.

I. Dr. Johnican: How to provide equity.

VII. How do we bridge the gap?

VIII. Member concerns:

A. Regarding the quality of the curriculum and only receiving the Slide Deck Lesson

B. Plans the day before.

C. Concerns from staff and parents about the content in the LSAE and the use of the N word in reading passages.

XI. Target Distribution for Principal Target Distribution (Slide 10)

XII. Congruence Metric

A. HISD believes that effective teacher instruction will lead to student achievement.

B. Principals will receive a congruence score that measures their ability to ensure that

quality of instruction aligns with student outcomes.

C. Information provided in the Appendix: Congruence Metric

XIII. Mr. Medina: Please scan the bar code and complete the survey prior to leaving today.
Remember to share feedback via the survey.

XIV. Comments, questions, or concerns?

SDMC discusses Congruence Metric and how the campus, students and teachers are measured. How we can continue to bridge the gap.