



WELCH MIDDLE SCHOOL

11544 S. Gessner Rd.




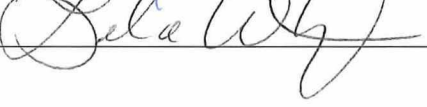
Houston, TX 77071

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SDMC Meeting
9/26/2023

Sign-In Sheet

Print Name	Signature	Member Role
Michelle Lewis-Ferry		SPEL Rep
Hegina Young		Teacher
Kathy B Haynes		Admin
Lela Whigham		Teacher



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