



WESTSIDE HIGH SCHOOL

KNOWING STUDENTS PERSONALLY ~ INDIVIDUALIZED COACHING AND DIRECTION ~ DEVELOPING GRIT

SITE BASED DECISION MAKING COMMITTEE

MEETING AGENDA

<p><u>LOGISTICS</u></p> <p>DATE: SEPTEMBER 27, 2023 TIME: 3:30-4:30 PM LOCATION: Principal's Conference Room</p> <p>MATERIALS: Agenda</p> <p>NEXT MEETINGS: 3:30-4:30 PM NOVEMBER 29, 2023 FEBRUARY 28, 2024 MAY 1, 2024</p>	<p><u>Chairperson:</u> Alisa Zapata</p> <p><u>Instructional Staff</u> Heather Barrow Cory Bowyer Kayla Harvey Danielle Jones Marie Wadih Kurt White</p> <p><u>School-based Professional Staff</u> Tyrone Davis Samantha Johnson Erika Williams</p>	<p><u>Non-Instructional Staff</u> Dora Felix</p> <p><u>Community Member</u> Sarah Castro Nathan Smith</p> <p><u>Parent Representatives</u> Stephanie Brewster Vivian Cashion</p> <p><u>Business Member</u> Sherry Campbell</p>
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AGENDA ITEM	TIME	KEY OUTCOMES	PERSON RESPONSIBLE
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<ol style="list-style-type: none"> 1. Welcome 2. Introductions of New Members 3. Presentation of LEAD Evaluation System 4. Action Plan Overview 5. LEAD Feedback Survey 			
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<p>PROFESSIONAL EXPECTATIONS:</p> <ul style="list-style-type: none"> • Meetings start and end on time • Power down until break • Follow through with commitments before and after meetings 	<p>MEETING NORMS:</p> <ul style="list-style-type: none"> • Listen respectfully, even when we disagree • Depart as a united voice • Communicate time conflicts in advance • Have timely courageous conversations • Professionalism above emotion • Speak about others as if they are present
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Minutes:

Dr. Zapata welcomed meeting participants and introductions were made. Dr. Zapata shared that Mrs. Nassab would be sending links for 2 agenda items via email: Action Plan and LEAD Feedback Survey

Dr. Zapata presented the LEAD Evaluation System and did an overview of the School Action Plan.

Challenge: students do not take tests seriously. Last year Renaissance was administered, this year is the NREA test, the difference in the tests this year, is that students just run through the tests. Many students are re-testers. We are working on closing gaps, growth measures, we need to be hands-on with students and make adjustments.

Once our budget is set, we plan to hire teachers that can help us by adding extra classes to help students with testing. Key actions to prioritize high quality instruction in math, storing data and increasing reading and writing scores.

Motion to adjourn 4:40 PM.

Minutes submitted by: Dora Felix



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



WESTSIDE HIGH SCHOOL

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SDMC Meeting: September 27, 2023

Sign-In Sheet

NAME	Signature
Barrow, Heather	
Bowyer, Cory	
Brewster, Stephanie	SB
Campbell, Sherry	Rose Yannakis for Sherry
Cashion, Vivian	VC
Castro, Sarah	
Davis, Tyrone	T.D.
Felix, Dora	
Harvey, Kayla	
Johnson, Samantha	
Jones, Danielle	
Smith, Nathan	
Wadih, Marie	
White, Kurt	
Williams, Erika	
Zapata, Alisa	