



Luther Burbank Middle School

“Achieving Success as a Team - 110%, No Excuses”



SDMC Meeting

January 14, 2025

Minutes

- Required:  [SDMC \(TES Portion\) Q2.pptx](#)
- **10 min-** Play recording of slides 1-12 here: SDMC (TES PORTION) Q2
 - *5 potential categories*
 - *Student achievement 25-35%*
 - *Quality of Instruction (based on monthly SPOT observations and 45 minute observation with SPOT rubric) 30-50%*
 - *Planning and Professionalism (currently in T-TESS but will move to be a separate category on TES) 5-15%*
 - *Campus Action Plan (teachers would be awarded points based on the school's performance on the Campus Action Plan)*
 - *Student Surveys (administered in the fall and the spring with the spring results being used in teacher evaluations)*
- **5 min-**
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](#)
-  [Q&A TES Stakeholder Questions vSHARE.docx](#)

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- 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.*

- **10 min**- Preview TES framework options, context, and discussion questions (slides 15-20)
- **30 min**- 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.
 - **SDMC Points of Consideration**
 - *We would like more weight on the categories that we have control over such as Quality of Instruction and Planning and Professionalism.*
 - *While Student Achievement is linked to the quality of instruction, it is out of our control how a student may test. There are factors beyond our control that could affect a student's performance.*
 - *Including the Campus Action Plan allows accountability on everyone's part. Campus Action Plan needs to be communicated with staff*
 - **SDMC Rankings**
 - *Choice 1: Option A: Quality of instruction 45%, Student Achievement 30% and Campus Action Plan 10%*
 - *We felt that this allowed teachers to have a greater percentage of control.*
 - *Choice 2: Option B: Quality of instruction 45%, Student Achievement 35% and Campus Action Plan 5%*
 - *Choice 3: Option C: Quality of instruction 40%, Student Achievement 35% and Campus Action Plan 10%*
 - *Choice 4- Option D: student surveys 5%*
 - *Choice 5- Option E: Student surveys 10%*
- **5 min**- Principal submits the exit ticket: Submit your SDMC's vote and feedback using the provided exit ticket [link](#).

Next Meeting Date:

Voting Members Present:

David Knittle

Lidia Drury

Alondra Robinson

Shonda Snoddy-Walker