

Agenda Items	Details
5 min	<ul style="list-style-type: none"> • Welcome and Check In • Group Norms <ul style="list-style-type: none"> ◦ All engage and participate ◦ Be fully present ◦ Open mindedness • Check In • Sign In
50 min pre-work	<ul style="list-style-type: none"> • Watch December TES Optional Webinar Recording if SDMC members were unable to join optional webinars in December and/or would like to gain more context. • TES pre-work video
12 min HISD video	<ul style="list-style-type: none"> • TES video explaining vital components and options • TES Deck explaining components and options
10 min 30 min 5 min	<ul style="list-style-type: none"> • Preview Options • Deliberate on Options • Principal submits campus exit ticket • Principal Exit Ticket
Minutes	<ul style="list-style-type: none"> • 2nd meeting of SDMC, 1/14/25 • Sign in sheet is attached. • Discussion of Teacher Evaluation System <ul style="list-style-type: none"> ◦ Showing HISD video re: TES for 2025-2026 school year ◦ Pie Chart graph of new system ◦ Various options were presented ◦ The two main categories which teachers noticed can change are student survey and school action

	<p>plan.</p> <ul style="list-style-type: none">• Deliberations began. Many on the committee expressed concern about student surveys weighing into teacher performance pay. Teachers worried that students who know their opinions count could sabotage a teacher who pushes them or is strict with students. Parents expressed concern about our school being a PBL school and so much of the rating relies on spot performance.• Committee expressed concerns about elective teachers having an easier opportunity regarding student achievement because they do not have the same metrics as STAAR teachers and AP teachers.• Lori mentioned that at the Trailblazer meeting, the leaders are working on high school subjects and electives that are not tested which will also have rigorous learning measures that students must hit.• Community rep wanted to know if there were other ways for teachers to earn added dollars for services that go beyond instruction - like robotics sponsors who spend four days out of the week and weekends at the school supporting that program.• Overall, committee appreciated that a system is starting that will begin to address the need for performance pay for hard working teachers.
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