

DAC Meeting

January 2025



Agenda

Agenda Item	Time Allotted
Reminders & Updates	15 min
Framework preview	5 min
Teacher Q&A	20 min
Framework deliberation	20 min

REMINDERS & UPDATES

We are engaging in wholesale systemic reform



Instructional
strategies &
practices



High-quality
instructional
materials



Coaching &
supporting teachers
& principals



Monitoring &
assessing
instruction



Evaluation &
accountability



High performance
culture

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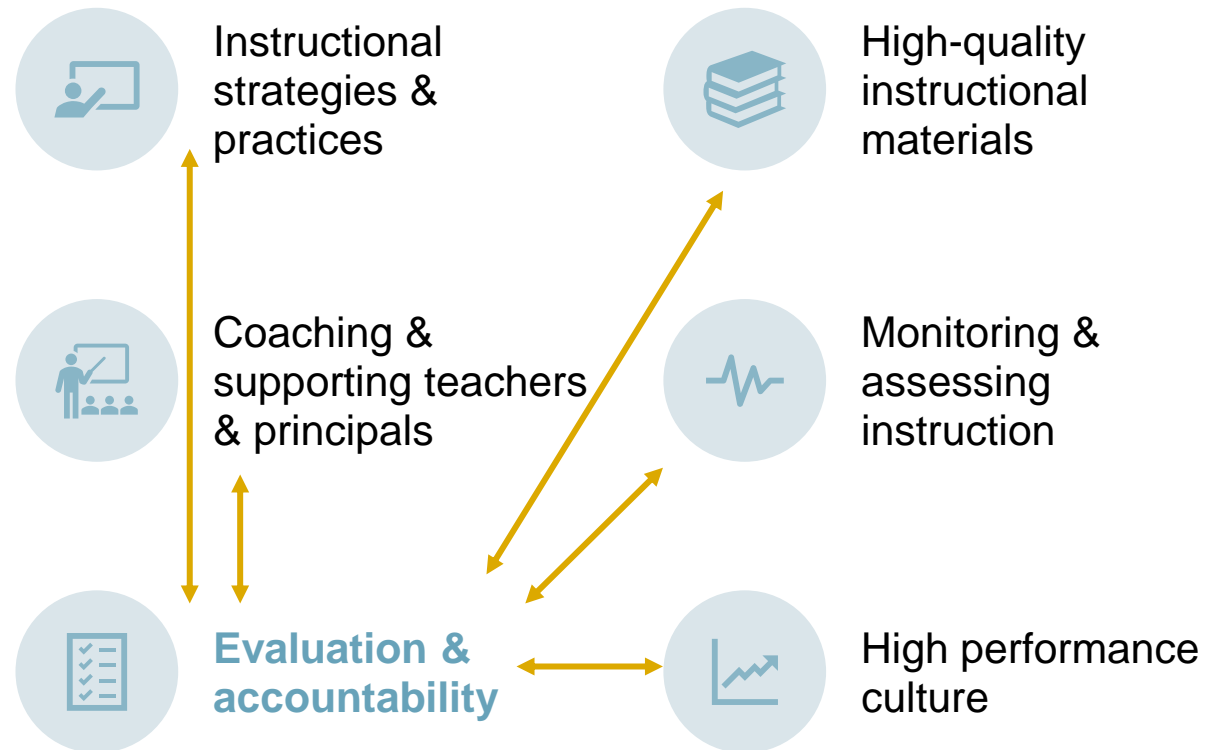
High performance
culture



“The quality of the teacher is the single most important school-based influence on a student’s academic achievement.

No district can significantly improve academic achievement or student success if it does not know who is teaching effectively and if it does not have at least some degree of accountability for teaching effectively.”

“If teacher evaluation is disconnected from or has little meaning to the rest of the system, then that misalignment will cause dysfunction throughout the entire district.”



Our charge

Build a locally designed teacher evaluation system that identifies our most effective teachers by...

- Remaining anchored in outcomes-based measures of student achievement and quality of instruction

AND

- Reinforcing the evidence-based strategies, behaviors, and systems we utilize at HISD to drive student achievement

Role of the DAC

Develop and collaborate with HISD senior leadership to build key components of the evaluation system, considering input from:

- Teachers and leaders
- School Decision-Making Committees (SDMCs)

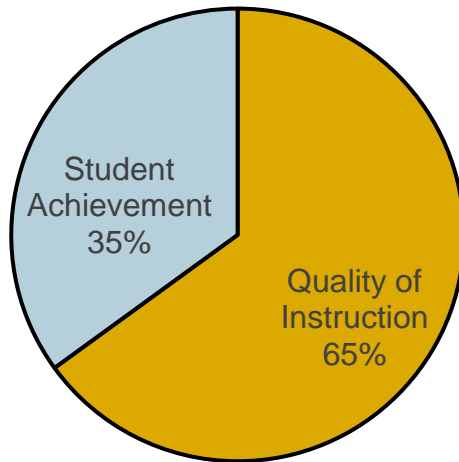
Role of the DAC

	DAC	District
December	<ul style="list-style-type: none">• Briefing• Teacher & leader survey data dive	<ul style="list-style-type: none">• Teacher, leader, & SDMC engagement
January	<ul style="list-style-type: none">• Recommendation on overall framework (components & weighting)	<ul style="list-style-type: none">• Teacher, leader, & SDMC engagement• Release first draft
February	<ul style="list-style-type: none">• Recommendation on additional components	<ul style="list-style-type: none">• Teacher, leader, & SDMC engagement• Release final draft

T-TESS vs. TES

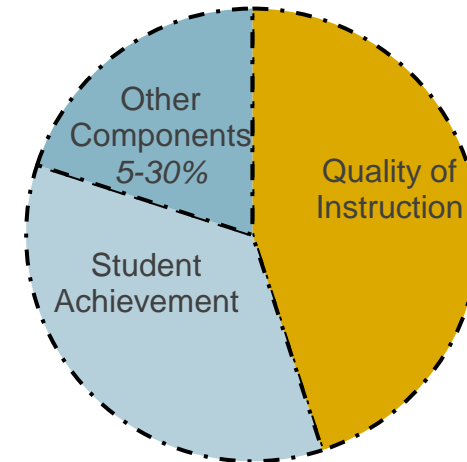


SY23-24 & SY24-25



Evaluated using T-TESS

SY25-26 & Beyond



Evaluated using TES

Two simultaneous processes



Feedback Systems

Engaging in a constant two-way
information and feedback
conversation with educators

Model Iteration

Iterating on the TES model based
on feedback

What we heard from you in December

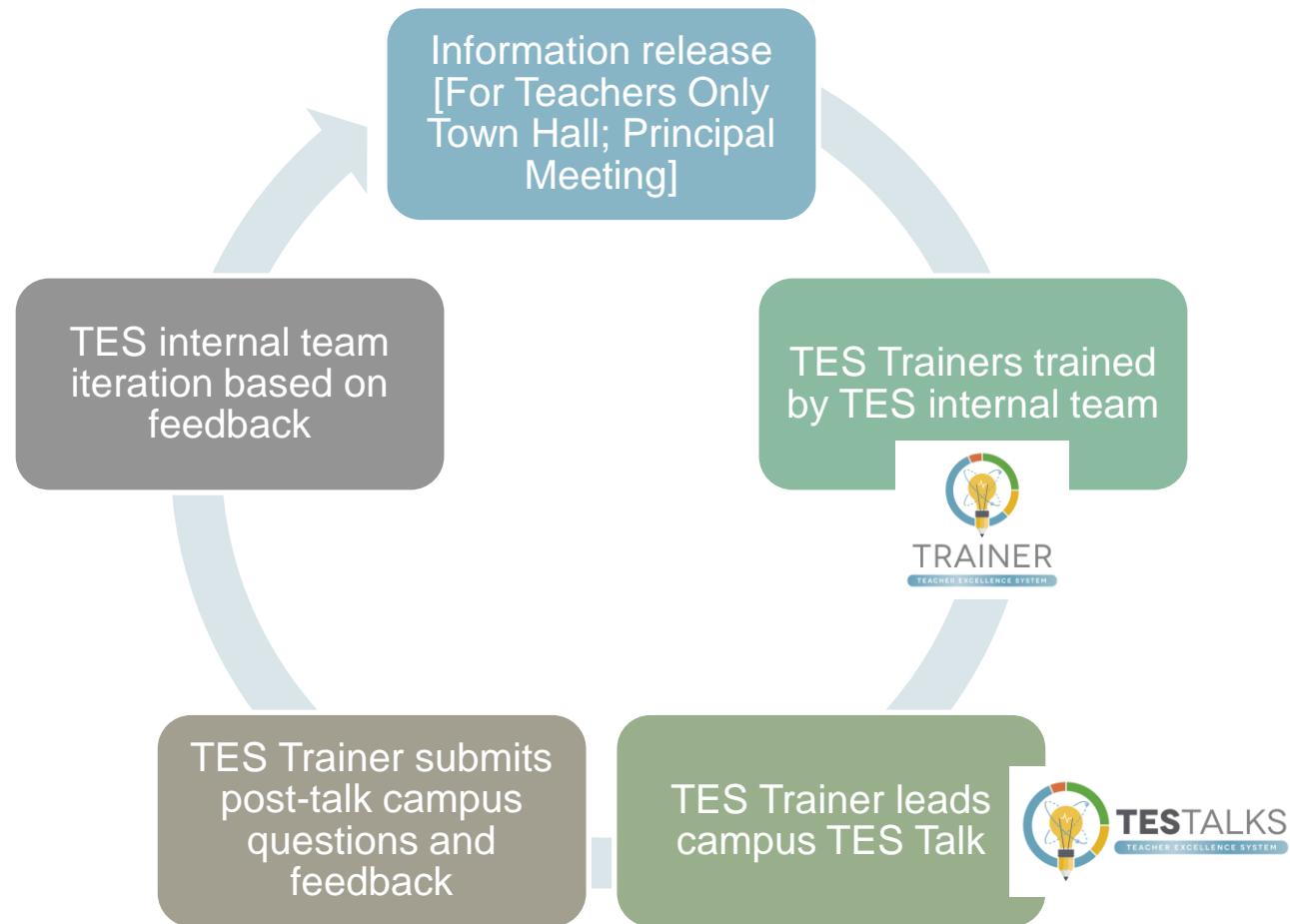
Theme	Actions taken
How do we know teachers have enough information to give high-quality impact? How can we ensure we are getting honest feedback from teachers?	<ul style="list-style-type: none">• Created a system to ensure all teachers have multiple opportunities to a) hear truthful information, b) give feedback to a safe person/ through a safe avenue.• Opening topic-specific focus groups at end of January.• Starting For Teachers Only newsletter.• Launched HISD For Teachers Only website with access to all information for teachers.
How can we make sure we are creating a system with room for continuous improvement?	<ul style="list-style-type: none">• Committing to continuous TES Trainer work through implementation to give us quicker, higher quality feedback.• Continuing what we already do – quick iterations and annual data stepbacks.
Devil is in the details of enabling systems – e.g., How do you make sure teachers have a uniform experience with spot? Are kids taking the AP exams?	<ul style="list-style-type: none">• Outlined TES Appraiser certification.• Outlined process for spot and/or appraiser appeal.• Asking AP/ IB teachers for more feedback via focus groups – Exploring clear rostering rules for metrics with tests that are “optional” and/or adding SLO.

Planned information releases



Month	Information release	Feedback needed
November	Launch large-scale information gathering phase and design principles	
December	Release info-gathering survey data	Largest educator questions and concerns to address
January	Release first draft	Preferred TES framework
February	Release final draft	Finalized Planning & Professionalism rubric, Distinguished Teacher Review plan, and achievement and quality of instruction improvements

We have a system to give info and receive input from every campus



TES Focus Groups

Planning & Professionalism Rubric:

- Tuesday January 21st 7:00 AM – 8:00 AM
- Wednesday January 22nd 4:30 PM – 5:30 PM
- Thursday January 23rd 4:30 PM – 5:30 PM
- Friday January 24th 7:00 AM – 8:00 AM

SPOT

- Monday January 27th 4:30 PM – 5:30 PM
- Tuesday January 28th 7:00 AM – 8:00 AM
- Wednesday January 29th 4:30 PM – 5:30 PM
- Thursday January 30th: 7:00 AM – 8:00 AM
- Friday January 31st: 7:00 AM – 8:00 AM

Distinguished Teacher Review

- Tuesday February 4th 7:00 AM – 8:00 AM
- Wednesday February 5th 4:30 PM – 5:30 PM
- Thursday February 6th 4:30 PM – 5:30 PM
- Friday February 7th 7:00 AM – 8:00 AM

SPED Focus Group - Dates coming soon!

SLO Focus Groups:

Teacher Focus Group	Afternoon Option	Morning Option
Physical Education (K – 5 th Grade)	Tuesday, January 14th 4:30 – 5:30	Wednesday, January 15th 7:00 – 8:00
Music (PK – 5 th Grade)	Tuesday, January 21st 4:30 – 5:30	Wednesday, January 22nd 7:00 – 8:00
Art (PK – 5 th Grade)	Tuesday, January 28th 4:30 – 5:30	Tuesday, January 29th 7:00 – 8:00
Social Studies (PK – 5 th Grade)	Tuesday, February 4th 4:30 – 5:30	Wednesday, February 5th 7:00 – 8:00
Science Lab (PK – 5 th Grade)	Tuesday, February 11th 4:30 – 5:30	Wednesday, February 12th 7:00 – 8:00
Writing Lab (KG – 5 th Grade)	Tuesday, February 18th 4:30 – 5:30	Wednesday, February 19th 7:00 – 8:00
Computer Lab (PK – 5 th Grade)	Tuesday, February 25th 4:30 – 5:30	Wednesday, February 26th 7:00 – 8:00

TES January & February Stakeholder Engagement

TES Trainer Program	<p>Each campus has one designated TES Trainer who attends mandatory training sessions and hosts a campus "TES Talk". Sign-ups via OneSource are first come, first serve. Each session has a participant cap, so early registration is encouraged. TES Trainers will be emailed directly about signing up!</p> <p>January Sessions:</p> <ul style="list-style-type: none"> Monday, January 21st: 7:00 AM - 9:00 AM (Carnegie Vanguard School- 90 spots) / 3:00 PM - 5:00 PM (HMW - The Bridge- 150 spots) Friday, January 24th: 7:00 AM - 9:00 AM (Carnegie Vanguard School – 90 spots) / 12:00 PM - 2:00 PM (Carnegie Vanguard School – 90 spots) <p>February Sessions:</p> <ul style="list-style-type: none"> Monday February 24th: 7:00 AM – 9:00 AM (HMW – 120 Spots) / 3:00 PM – 5:00 PM (HMW- 120 Spots) Tuesday February 25th 7:00 AM – 9:00 AM (HMW- 120 Spots) / 3:00 PM – 5:00 PM (HMW-120 Spots)
TES Talk Window	<p>January Window: January 22nd - February 7th February Window: February 26th – March 19th</p> <p>Trainers schedule "TES Talks" for their staff to engage staff with TES updates and guidance. All materials are in the TES Trainer SharePoint.</p>
SDMC Quarter 2 & Quarter 3	<p>Q2 Convene Window: <u>January 7th - 16th</u> Resources available via SDMC SharePoint. Exit tickets submitted will inform the TES <i>first</i> draft.</p> <p>Q3 Convene Window: <u>February 4th – February 19th</u> Resources available via SDMC SharePoint. Exit tickets submitted will inform the TES <i>final</i> draft.</p>
Trailblazer Campuses	<p>January Task: Complete the Campus Student Survey Data Dive. Principals trained in December should use the provided slide deck to collaborate with their leadership team, Trailblazer Teacher Representative, and Campus Survey Lead.</p> <p>Support: Schedule office hours with Abigail Carroll for questions.</p> <p style="text-align: center;">Trailblazer January & February Meetings</p> <p>Principal Meeting (HMW): January 15th 2:00 PM - 5:00 PM & February 12th 2:00 PM – 5:00 PM Teacher Committee Meeting (HMW): January 16th 8:30 AM - 11:30 AM & February 13th 2:00 PM – 5:00 PM</p>
Focus Groups	<p>Open to all teachers with participation capped at 50 per session. These sessions foster collaboration, feedback, and are given progress updates to contribute to district-wide TES decisions. <i>One Source Sign Ups coming in January!</i> Optional Focus Groups: Planning & Professionalism Rubric, SPOT, SPED, Distinguished Teacher Review, SLO Focus Groups (PE, Art, Social Studies, Science Lab, Writing Lab, Computer Lab)</p> <p>Planning & Professionalism Rubric:</p> <ul style="list-style-type: none"> Tuesday January 21st 7:00 AM – 8:00 AM Wednesday January 22nd 4:30 PM – 5:30 PM Thursday January 23rd 4:30 PM – 5:30 PM Friday January 24th 7:00 AM – 8:00 AM

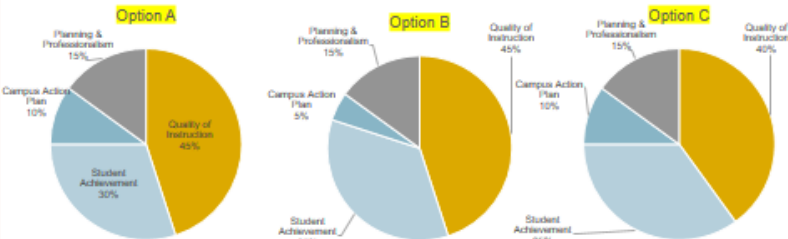
FIRST DRAFT OF TES

Possible frameworks

SDMCs are currently voting on
TES Framework for 1/21 draft
release

Potential TES Frameworks A - C

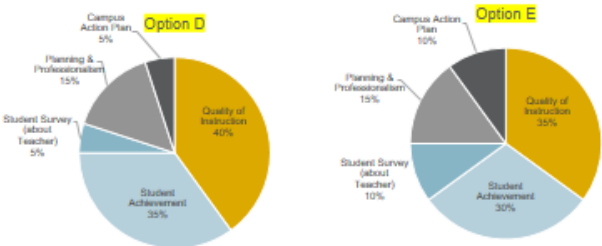
(4 components)



HOUSTON INDEPENDENT SCHOOL DISTRICT

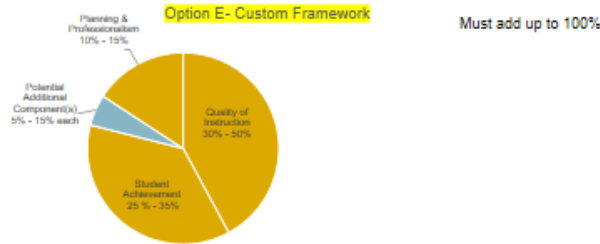
Potential TES Frameworks D & E

(5 components)



HOUSTON INDEPENDENT SCHOOL DISTRICT

Build Your Own Framework

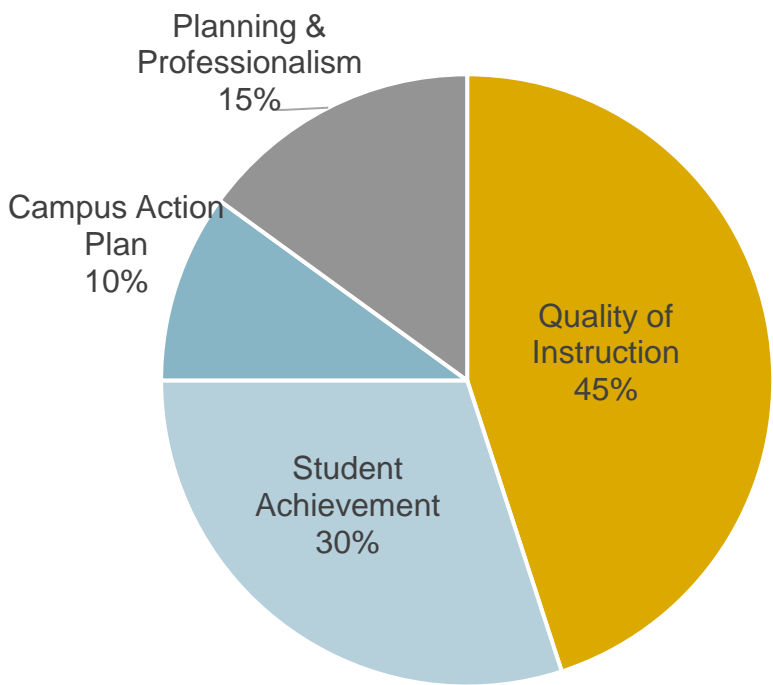


HOUSTON INDEPENDENT SCHOOL DISTRICT

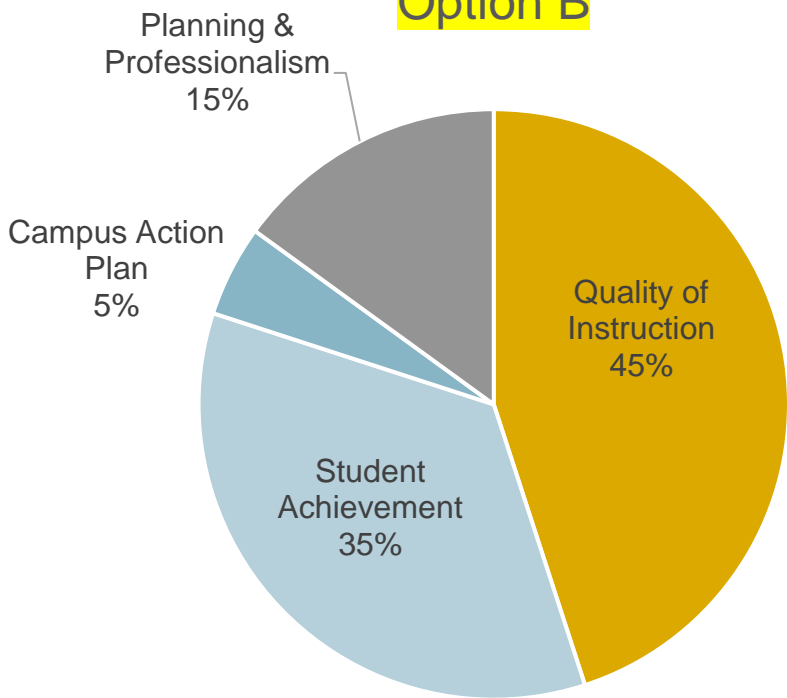
Potential TES Frameworks A - C

(4 components)

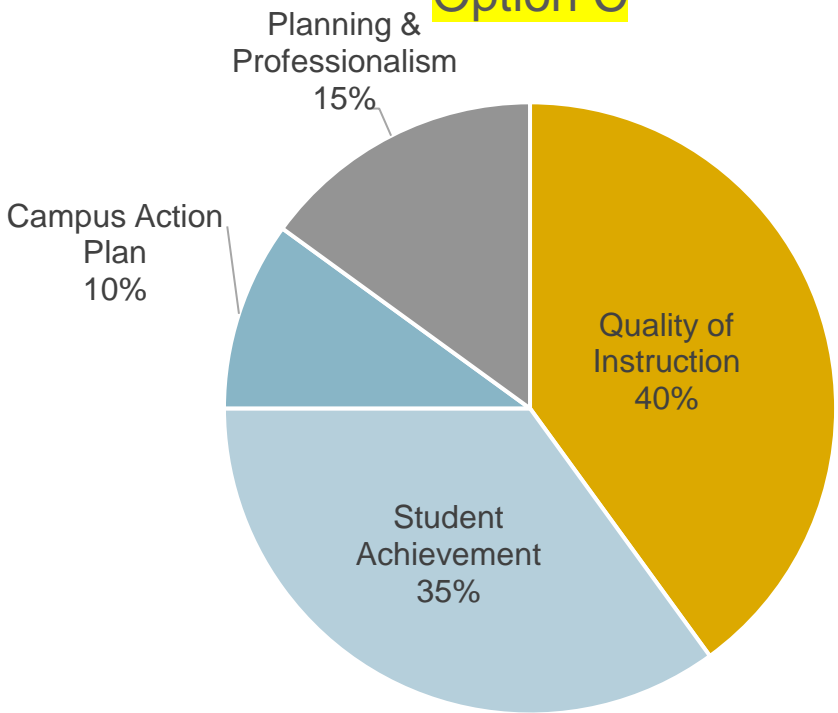
Option A



Option B

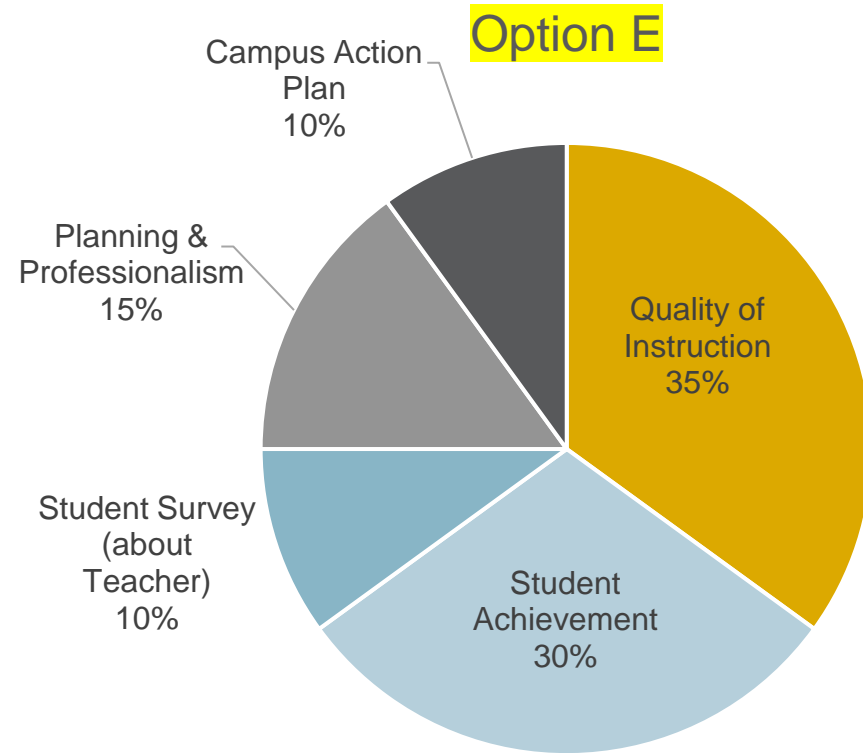
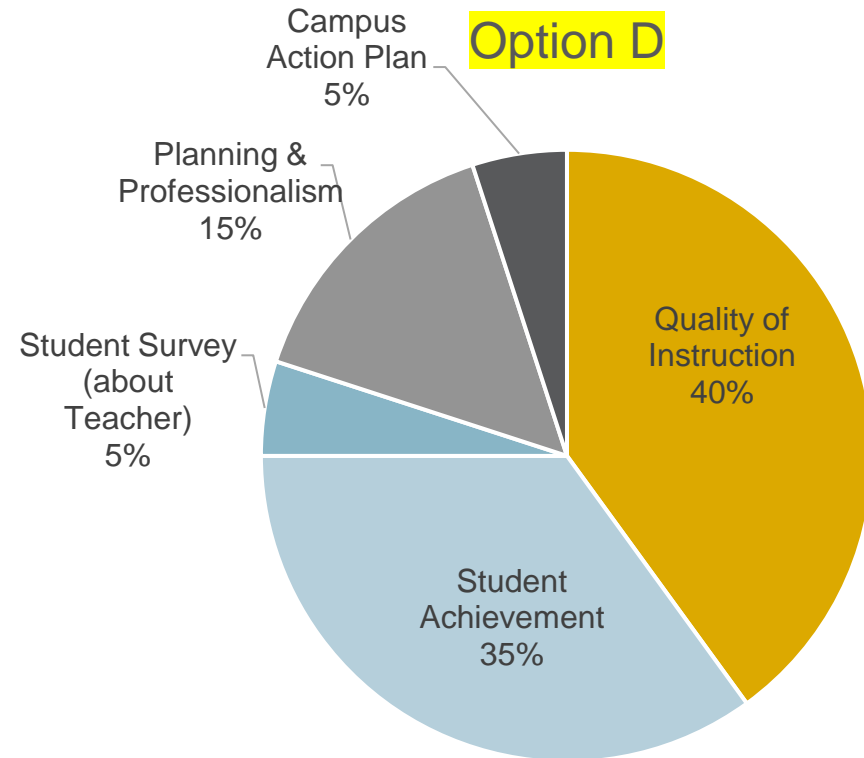


Option C



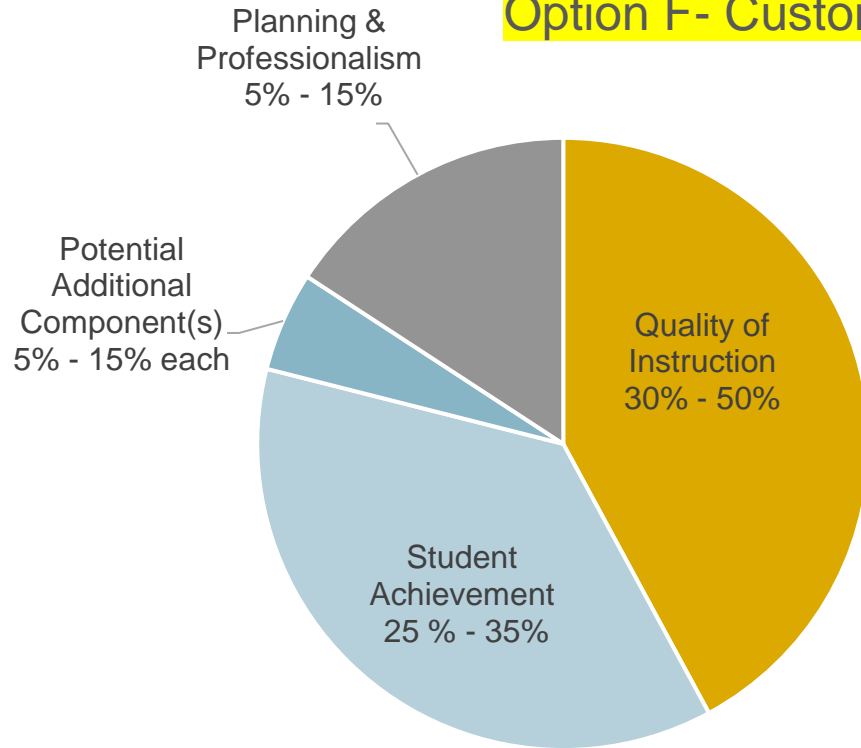
Potential TES Frameworks D & E

(5 components)



Build Your Own Framework

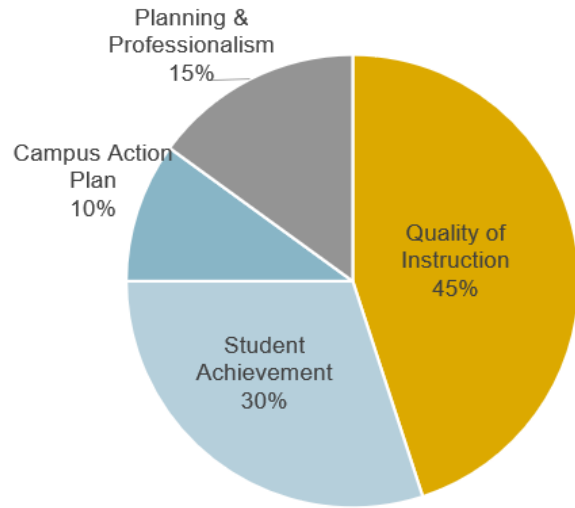
Option F- Custom Framework



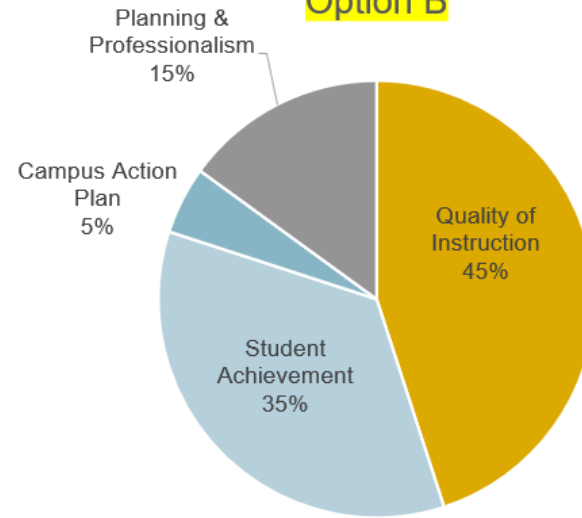
Custom Framework requirements:

- Must add up to 100% and be in multiples of 5 (or will be disregarded)
- Quality of Instruction, Student Achievement, and Planning & Professionalism Rubric must be included, may add Campus Action plan and/or Student Survey (about teacher)
- If you add additional components to your custom campus framework, please ensure each one is assigned an individual weight between 5% and 15%. The only additional components are Student Survey

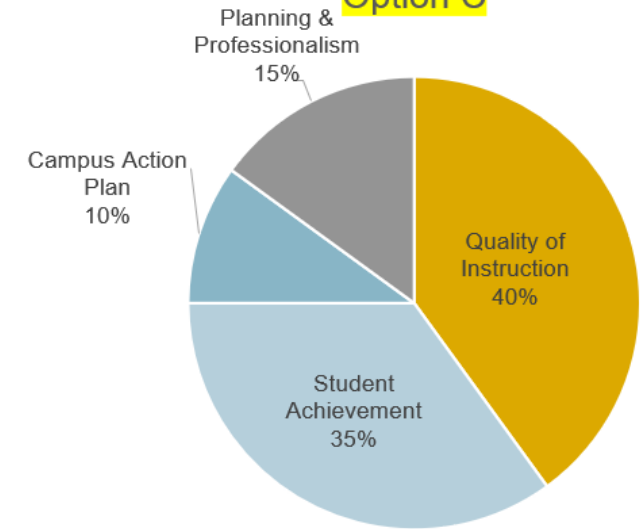
Option A



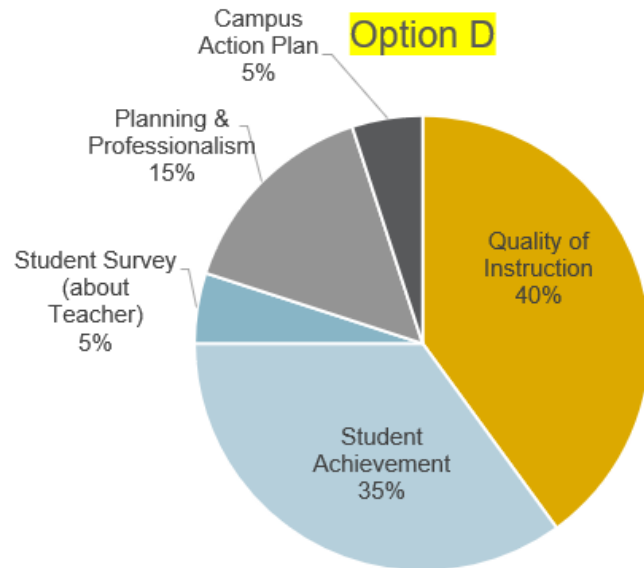
Option B



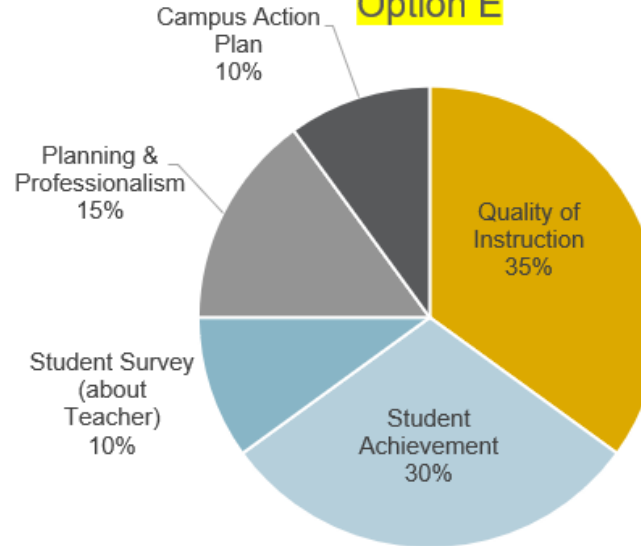
Option C



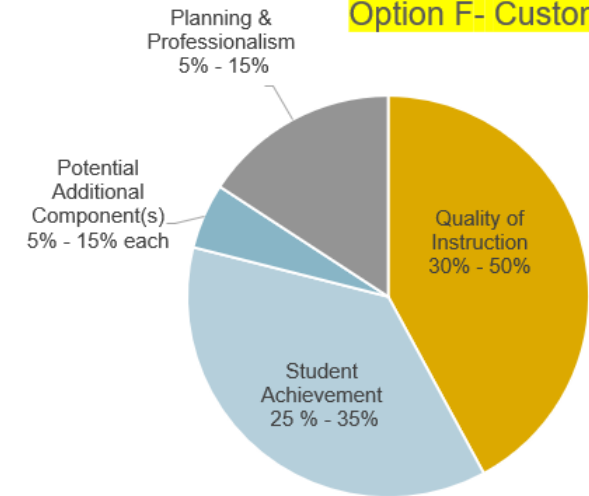
Option D



Option E



Option F- Custom Framework



Current SDMC Update

- 126/133 included Campus Action Plan
- 26/133 included Student Survey in their top choice
- Option A is the front runner
- 15 Campuses built their own framework
 - Build your own- Average Student Achievement is 35%.
 - Build your own- Average Quality of Instruction is 40%

Voting

	% chose as first choice	Points awarded (3 for 1 st choice, 2 for 2 nd choice, 1 for 3 rd choice)
Option A	29%	217
Option B	28%	229
Option C	16%	148
Option D	14%	86
Option E	2%	32
Build your own	11%	69

Student Achievement- Required Component

Currently in T-TESS

- Performance on growth and/or achievement metrics associated with teaching groups as detailed in the T-TESS Guidebook

Proposal for TES

- Remaining mostly the same
- Metric improvements in PreK, Group F
- Refining system rules (e.g., rostering)

Student Achievement Group	General Description
Group A	2 nd – 8 th Grade English Language Arts, Math, and Science Courses 1 st Grade Math Courses
Group B	Kindergarten and 1 st Grade ELA Courses
Group C	High School Algebra I, English I, and English II Courses
Group D	3 rd – 10 th Art of Thinking Courses 6 th – 10 th Grade Social Studies Courses
Group E	Pre-Kindergarten Courses AP/IB Courses/IB Courses High School Biology and US History Courses
Group F	Courses not included in groups A through E

Quality of Instruction- Required Component

Currently in T-TESS	Proposal for TES
<ul style="list-style-type: none">• Monthly average of spot observations• 1 45-minute observation with T-TESS rubric <p><i>Note: Domain 4 also included – this is being addressed in Planning & Professionalism component</i></p>	<ul style="list-style-type: none">• Monthly average of spot observations• 1 optional 45-minute observation with spot rubric <p><i>Note: Planning & Professionalism is a separate component</i></p>

Planning & Professionalism- Required Component

Currently in T-TESS	Proposal for TES
<ul style="list-style-type: none">• Performance on EOY T-TESS Domain 4 rubric	<ul style="list-style-type: none">• Performance on EOY HISD-created Planning & Professionalism Rubric

Campus Action Plan- Potential Component

Currently in T-TESS	Proposal for TES
<ul style="list-style-type: none">• Not included	<ul style="list-style-type: none">• Points awarded to teachers based on school's performance on Campus Action Plan

Student Survey (about teacher)- Potential Component

Currently in T-TESS	Proposal for TES
<ul style="list-style-type: none">• Not included	<ul style="list-style-type: none">• Points awarded to 3rd-12th grade teachers based on EOY Panorama student survey

TEACHER PANEL

Teacher Panel

Let's hear from our amazing educators!

Melissa Leon



Valkeith Winters



VOTE!

Vote!

- [10 min] Talk to your table & choose your first, second, & third choice
- [10 min] Share out

Next steps for DAC

1. First draft released 1/21. We will collect and send feedback from TES Talks by 2/11.
2. Meet 2/18 for final draft design decisions

Thank you all for your engagement today!

Further questions? Please do not hesitate to
reach out to:

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