



**Durkee Elementary**  
Shared Decision-Making Committee (SDMC) Meeting  
Monday January 13, 2025  
4:15 - 5:15 pm

Agenda

Introductions:

Ibarra- SPED TA  
Mora- Learning Coach  
Castro – School Nurse  
Gonzalez – Classroom Teacher  
Calzonzintl – Classroom Teacher  
Marylou Sandoval - Parent  
Harris – Principal Apprentice  
Puente- Principal  
Lamas- Assistant Principal  
Carreon – Assistant Principal

Teacher Excellence System (TES)

Information:

Teachers are currently under T-TESS which is the Texas framework; HISD wants its own framework which they will call TES (Teacher Excellence System). They want this to start next year. They have been working on this since last year. They have put together a group of people called TrailBlazers and they are collecting input from this group of different people. Today we will see the different options that are being voted on.

Preview Framework options A-F:

Currently we have groups of teachers listed as groups A-F. These teachers are grouped based on the different tests that students take, and the district looks at students results in growth and achievement (looking for one full year of growth).

For the proposed TES: they will keep most of the metrics but are looking at changing them for Pre-K teachers and for Group F teachers (teacher who don't have a homeroom or teach a content like Math, Reading, Science etc.).

Another area they are looking at is Quality of Instruction. Currently teachers are evaluated using a SPOT form and then the average for the month is what is used toward their evaluation. Additionally, one 45-minute evaluation is used, as well as Domain IV (planning and professionalism).

For TES we are looking at keeping the monthly average and the 45-minute evaluation.

Another component is the Domain IV professionalism—being part of the whole school community. For TES the change would be using a rubric that would be created by HISD

because TES is HISD. HISD would say which items would be able to be taken into consideration and which would not be valid.

Campus Action Plans include what you are working on, what you need to improve, and what are your ultimate goals for the campus. TES would include the Campus Action Plan as part of the teacher evaluation—how are the teachers helping the school, as a whole, to reach their goals.

Potential Component would be to include a Student Survey (3rd to 12th grade). Teachers have already taken Panorama surveys, but now HISD is considering having students take this survey to say how the school is doing. These questions don't target specific teachers, but they are more related to the environment and the learning experience.

The pie chart showing the breakdown of the possible percentages which are under consideration were shown and discussed. The bulk of the percentage falls under Quality of Instruction.

Option A - C percentages are divided differently. SDMC members were given the opportunity to review the percentages and ask any questions they might have concerning the breakdown of those percentages in each option. SDMC members were asked to circle the option that they would like to select.

SDMC members were given the option to create a custom option if they did not agree with any of the options presented.

SDMC members were able to look at the current breakdown based on the T-TESS evaluation pie chart.

#### Reflection Questions:

SDMC members were shown the reflection questions and were able to examine Campus Goals from the Campus Action Plan. Members discussed the options they discussed the reasons for the options they voted on.

#### Votes

A-0

B-1 (things a teacher can personally control)

C-0

D-1 (it has all of the components; planning and professionalism go into your quality of instruction and campus action plan goes into the culture of the school)

E-5 (planning and professionalism should be a large percentage; a fan of the student survey and this one had a large portion dedicated to that and the Campus Action Plan (a win is a win for everyone, and a loss is a loss for everyone))

Puente informed the group that they would hear more about this and come back in February to get information about which framework the majority of the district voted on. This also has to be voted on by the Board before this is finalized for next school year.

### Safety and Building Maintenance

#### Fence:

The fence that has been placed in the front now is taller and sturdier; however, we wanted a fence dividing the playground from the parking lot. Nurse and Principal are still in communication with the district around other areas of fencing that need to be addressed. New construction will have to wait until next year; but we are at the top of the list for continued repairs to existing fence(s).

#### AED:

We are good with this. We have the required number of certified personnel. There was a tragedy last semester where a student passed away. Now it is required that there are a certain number of certified personnel and working devices.

#### Drills:

Today was the first time using the Raptor for our drill. It took 40 minutes to account for all of our students and staff members. This was our first time to do this on the app so principal anticipated it taking longer than normal, but we will continue to improve this time, but we will also raise questions with the district so that we can get feedback in order to make this happen quicker.

Nurse mentioned that even though it wasn't required for staff members to download this app to their phones; having this on a laptop makes it difficult to get the Wi-Fi that is needed for this app to work successfully. So even though it isn't required it is highly recommended to have this app on your phone.

Gonzalez mentioned that the App notified her on her watch before the bell went off in the building, so this helped with getting her students ready to exit the building more quickly.

Puente mentioned that she cannot require people to have the app on their phone but hopes after today's drill that they will be "inspired" to go ahead and add the app to their phones.

Ibarra mentioned that things would have gone smoother if people had their phones because people trying to use their laptops held up the process for other people.

Mora, Harris, and Gonzalez mentioned a need for a campus-wide decision for what to do when students are not physically with you (went to nurse, left school early, absent etc.).

Puente suggested that the front office should input in Raptor when students get picked up early so that the information pops up on the Raptor system and teachers know

where those students are when they are not in class with them (departmentalized teachers).

**Door Sweeps:**

Door sweeps occur every Wednesday. Mrs. Lara does that weekly. If you know your door isn't working properly, please email Mrs. Lara so she can get that remedied quickly.

Ibarra requested keys for her and Lambert.

**Custodial:**

Be mindful of the fact that we are down one custodian. Have students be mindful of keeping their areas as tidy as possible.

**Campus Questions/Concerns/Solutions:**

Puente opened the floor to questions, but there weren't any.

Meeting adjourned at 5:17pm.

**Upcoming Meeting Dates:**

Quarter 3 February TBD: TES proposal

Quarter 4 May 14th: