

Hines Caldwell ES SDMC Q3

February 13, 2025



SDMC Q3 Agenda

Section of agenda	Length
<i>Required for all schools</i>	
<i>Budget and Attendance Updates</i>	
<i>Upcoming Events</i>	
TES	45-60 minutes
<i>Required for all schools with PreK</i>	
Pre-K Enrollment Brainstorm	30 minutes

TES Agenda

Agenda Item	Time Allotted
TES Talk Video	10 min
TES Draft Framework Update	10 min
Planning & Professionalism Rubric preview	15 min
Distinguished Teacher Review Rubric preview	15 min
Closeout & capture feedback	5 min

Goals for today

Provide three types of feedback to help us improve our first draft:

1. Overall feedback
2. Feedback on the Planning & Professionalism draft rubric
3. Feedback on the Distinguished Teacher Review draft rubric

Budget and Attendance Updates

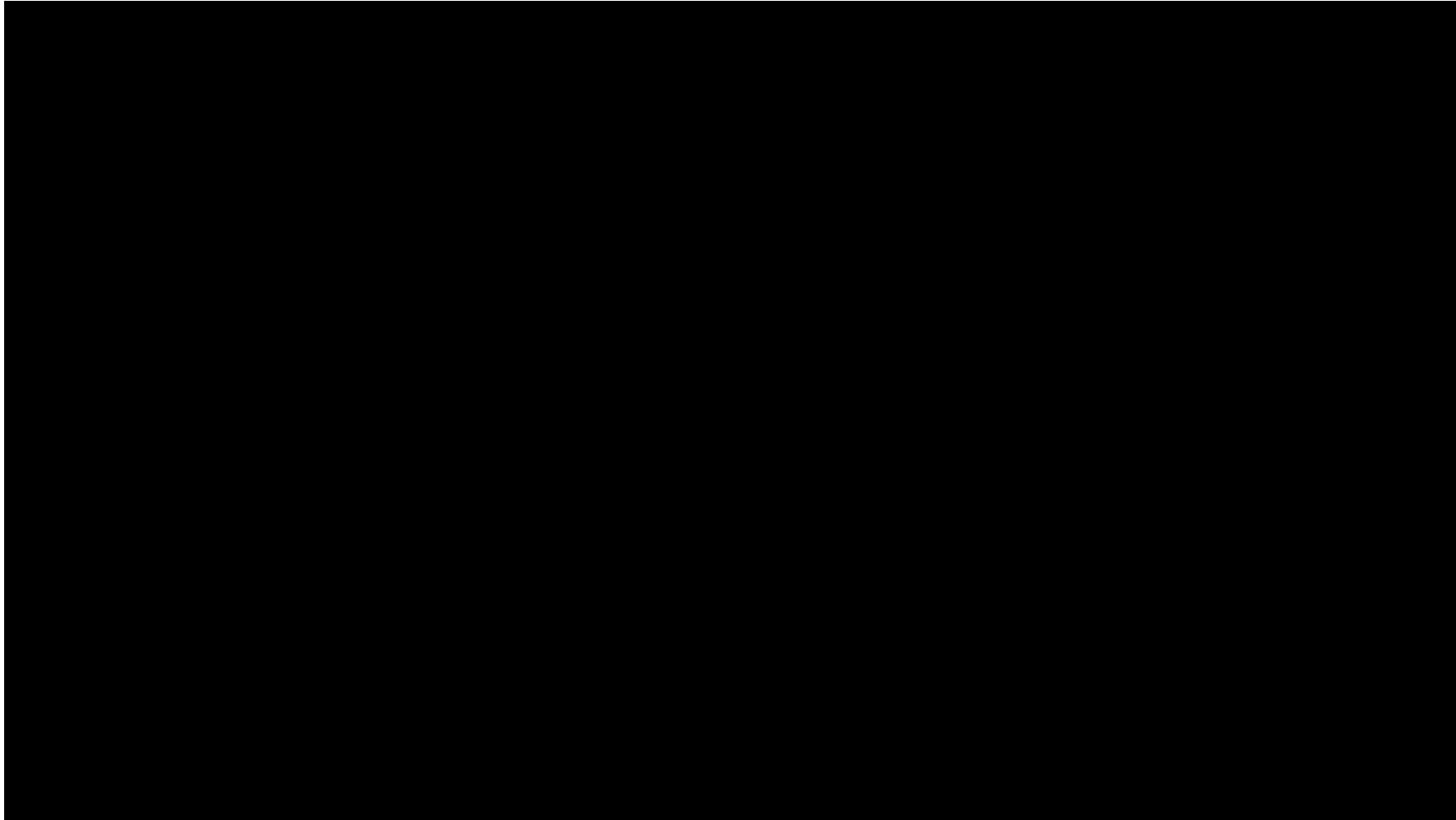
- Current Enrollment
 - 648
 - Current Attendance (95.1%)
 - Funding Loss
- \$-101, 796.12**
- Budget
 - GF Balance \$89,208.74
 - Title I Balance \$41,506.66

Upcoming Events

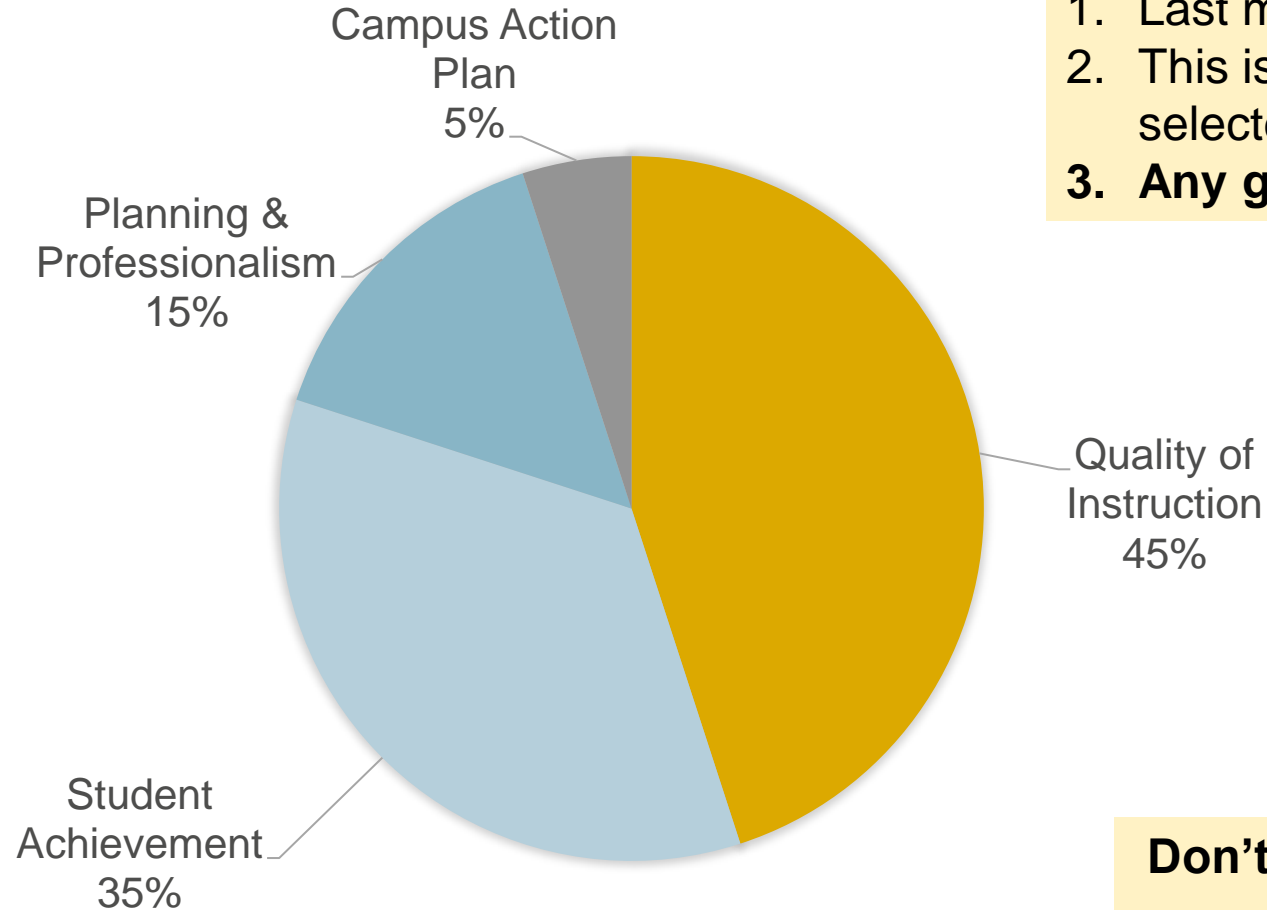
- TELPAS Begins 2.18.25
- STAAR Begins 4.14.25
- Black History Program-2.27 @ 4:30
- Smart Start Saturday 8 a.m.-12 p.m.
- Mardis Gras Dance 3.4.25

TES Talk Video

Note: This video was created to share with teachers across all campuses. The content is also relevant for this SDMC.



TES Draft Framework



1. Last meeting we voted on TES Framework.
2. This is the draft TES Framework that was selected by a majority of SDMCs!
3. **Any general feedback or questions?**

Don't forget to check out draft guidebook online on the [HISD For Teachers website!](#)

LET'S DIVE INTO THE RUBRICS!

Planning & Professionalism Rubric [draft]- Overview



Our current T-TESS rubric is strong and it was important to customize it to meet the unique concept of HISD and ensure we recognize and reward all aspects of preparation and professionalism.



Planning focuses on lesson internalization, data-driven planning, and differentiation.



Professionalism reflects HISD's collaborative, feedback-driven culture.



Teachers will be recognized for aligning objectives, identifying misconceptions, using data, and contributing to school culture.

Planning & Professionalism Rubric [draft]- Why

Great teaching starts with intentional planning, whether creating or internalizing lesson plans.

This rubric values the work already being done to ensure instruction aligns with standards and promotes student success.

Professionalism reflects the collaborative, feedback-driven practices that HISD prioritizes daily.

Planning & Professionalism Rubric [draft]- Your Role



SDMC members have the opportunity to review and provide feedback on the rubric.



Your insights will ensure the rubric reflects the planning, collaboration, and professionalism that drive success.



We want to hear: What works? What needs refining? How can we make it meaningful?

Steps:

1. Please take time to review the draft rubric
2. Discuss amongst your group and offer feedback
3. Discuss Whole group takeaways
4. More feedback? Submit individual exit ticket with your feedback by 2/19 EOD! [see slide 16]

Distinguished Teacher Overview



DTR Recognizes educators who go above and beyond



Key areas: Leadership, Lifelong learning, Contributions to the profession, and Student Impact



Teachers can earn up to 20 points through DTR, elevating their effectiveness level to Prof II or higher



Applications will be required

Distinguished Teacher Review - Why

Exceptional teaching goes beyond the classroom, including mentoring, extra curriculars, and school wide initiatives. We want to reward teachers for those contributions

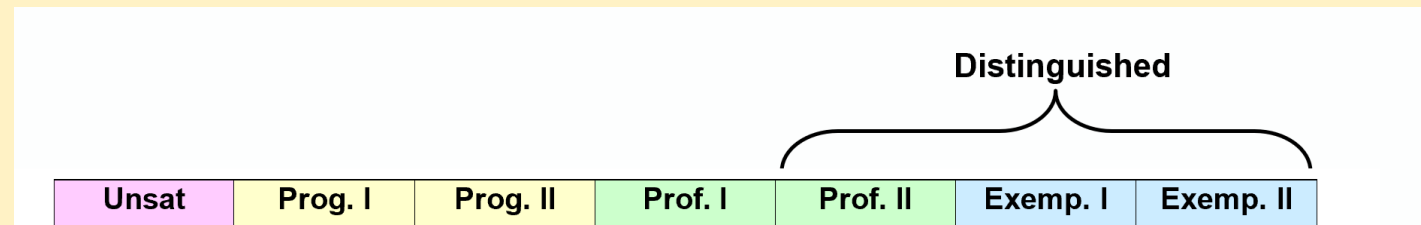
Teachers will provide evidence of contributions already part of their regular practice in a straightforward process

Support and training will be provided every step of the process to ensure clarity

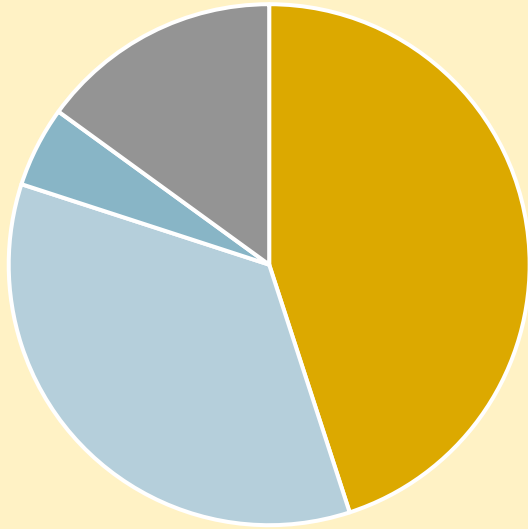
Distinguished Teacher Review- What

To become distinguished, a teacher must go through DTR:

- Score in the top 30% of division at MOY in achievement and instruction
- Submit a one-page statement detailing leadership, lifelong learning, contributions to the profession
- Maintain top 30% status in achievement and instruction at EOY



Distinguished Teacher Review- What



100 points
possible



Performance on DTR rubric:
-Leadership
-Lifelong learning
-Contributions to the profession
-Student Survey (grades 3-12)

20 points possible

Distinguished Teacher Review- Your Role



SDMC members have the opportunity to review and provide feedback on the rubric.



Your insights will help shape how HISD recognizes and celebrates its most distinguished educators



We want to hear: What works? What needs refining? How can we make it meaningful?

Steps:

1. Please take time to review the draft rubric
2. Discuss amongst your group and offer feedback
3. Discuss Whole group takeaways
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Optional Individual Feedback- Due 2/19 EOD

Planning & Professionalism Rubric Feedback



Distinguished Teacher Review Draft Rubric Feedback



Join our Focus Groups!

HISD

My Spots | [TES Resources](#) | Support

Get Started with a quick walkthrough!

How To Guide

TES Resources

Stakeholder Engagement

We are constantly adding to our stakeholder engagement, so please check here frequently for updates!

[Stakeholder Engagement Calendar](#)
[Optional TES Focus Groups Calendar](#)
[Town Hall Questions Form](#)

TES First Draft - January 2025

First Guidebook draft of our proposed teacher evaluation system, Teacher Excellence System (TES) and details about First Draft outlined here

[First Draft of TES Framework](#)
[TES Guidebook - January 2025](#)

HOUSTON INDEPENDENT SCHOOL DISTRICT

Focus Groups – Sign up in One Source!

Focus Group Topic & One Source Code

SLO's: 1525008

- Come preview and give feedback on our proposed SLO's

Spot: 1525007

- Come collaborate on best practices and provided feedback around Spot coaching and support

Distinguished Teacher Review: 1525010

- Come collaboration and provide feedback around Distinguished Teacher Review

Planning & Professionalism Rubric:1525009

- Come collaborate and provide feedback on the planning and professionalism rubric draft

Principals Only- Close Out

Principals, please collect feedback via this survey. Fill out one per campus. Survey closes at 7 PM on 2/19

SDMC Q3 Window (2/4 - 2/19)



Hines Caldwell ES

Pre-K Enrollment, Recruitment, and Promotion



Why is Pre-K enrollment a Priority?



Studies have shown that children who attend pre-K are better prepared for kindergarten, perform better in early literacy and math, and are more likely to be proficient in third-grade reading.

SDMC Pre-K Enrollment

How can we can recruit and enroll new Pre-K families to join our school community?

Our campus offers a comprehensive Pre-K program that includes:

- Full day Pre-K for incoming 3- and 4-year-olds
- High-quality, hands-on learning
- Week of the Young Child

Pre-K Promotion & Marketing

Let's take some time to talk about specific actions we can do to bring in more Pre-K families.

- How can we increase our community engagement (e.g., local centers, partners, etc.)?
- What needs to happen on our campus (e.g., culture, training, communication, etc.)?

Q & A



Thank you!