

Meeting Minutes – SDMC Committee – McNamara Elementary

Date: January 9, 2025
Location: Room 4
Time: 3:15 PM – 4:30 PM

Attendees: Toufic Elachkar, Joseph Welch, Carol Applebaum, Nizam ElHakam, Ericka Villanueva, Sanfora Foote, Traci Warren, Melanie Brooks

Agenda Items

1. View TES (Teacher Excellence System) January video
2. Explore additional resources- TES one pager
3. Preview TES framework options (A-E) context and discussion questions
4. Committee deliberation on framework options
5. Committee vote- Exit Ticket
6. Feedback-Positive Outcomes-Next steps

The committee viewed the TES video and observed the comparison between the current evaluation system (T-TESS) and the proposed evaluation system (TES). There was a positive response to the clear communication provided by Principal Elachkar. A TES one pager was distributed for members to review. Teachers expressed appreciation for the transparency and the support mechanisms in place.

Framework Options A-E

Framework Component Weight Range

Student Achievement will count between 25-35%.

Quality of Instruction will count between 30-50%.

Planning and Professionalism will count between 5-15%.

Campus Action Plan- CAP (New Component) will count between 5-15%.

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Student Survey (New Component) will count 5-10%.

The committee deliberated on the framework options; Principal Elachkar lead the conversation. The committee voted on Option B for first choice, Option A for second choice, and Option C for third choice. Option B was top choice because the teachers prefer weighing Students Achievement and Quality of Instruction heavier in their evaluations. They emphasized that student achievement, when measured objectively, reflects the effectiveness of instructional practices and the teacher's impact on student learning outcomes.

Additionally, teachers expressed that focusing on the quality of instruction through classroom observations and rubrics provides a fairer and more accurate assessment of their teaching abilities, as it is based on observable behaviors and outcomes. They felt that these measures more directly align with their teaching goals and professional responsibilities, ensuring that evaluations are grounded in factors that are both measurable and relevant to their performance.

The committee members deliberated, and Mr. Elachkar submitted the SDMC's vote and feedback as an exit ticket.

Feedback/Positive Outcomes/Next Steps:

The committee expressed overall support for the new teacher evaluation system (TES) and noted that it could contribute positive changes in teaching practices, professional development, and student outcomes. Teachers appreciated being involved in the decision-making process of the new proposed evaluation system and looking forward to seeing the first draft of TES. HISD will release the draft on January 17. There will be more opportunities for feedback in February.

Meeting adjourned at 4:30 PM.