


HOUSTON INDEPENDENT SCHOOL DISTRICT

SDMC Q3

January



SDMC Q3 Agenda

Section of agenda	Length
Required for all schools	
TES	45-60 minutes
Required for all schools with Pre-K	
Pre-K Enrollment Brainstorm	30 minutes
Required for all schools with TIPs	
TIP (Targeted Improvement Plan)	45 minutes

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TES Agenda

Agenda Item	Time Allocated
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

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Goals for today

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

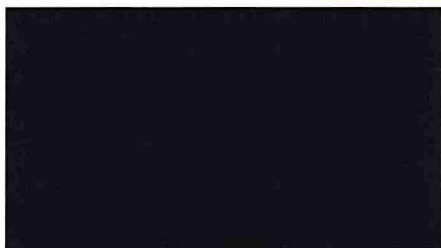
1. Overall feedback
2. Feedback on the Planning & Professionalism draft rubric
3. Feedback on the Distinguished Teacher Review draft rubric

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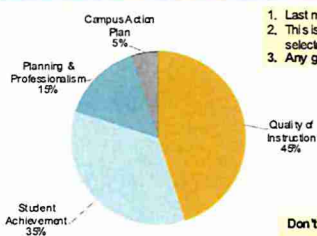
TES Talk Video

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



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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!](#)

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LET'S DIVE INTO THE RUBRICS!

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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 interrelation, 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.

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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.

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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)

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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

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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

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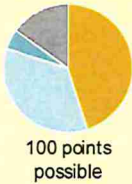
Distinguished Teacher Review- What

- 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



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Distinguished Teacher Review- What



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

20 points possible

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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
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Optional Individual Feedback- Due 2/19 EOD

Planning & Professionalism Rubric Feedback



Distinguished Teacher Review Draft Rubric Feedback



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Join our Focus Groups!

HISD

Get Started with a quick walkthrough! [How To Guide](#)

Stakeholder Engagement
Review and provide feedback on proposed SLO's and TES resources.
[Stakeholder Engagement Library](#)
[Review 2025 Review Draft Rubric](#)
[See and Download Drafts](#)

TES Resources
TES First Draft - January 2025
[How To Guide](#)
[TES Drafts - January 2025](#)

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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 provide feedback around Spot coaching and support

Distinguished Teacher Review: 1525010
- Come collaborate and provide feedback around Distinguished Teacher Review


Planning & Professionalism Rubric: 1525009
- Come collaborate and provide feedback on the planning and professionalism rubric draft

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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)



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<School Name> Pre-K Enrollment, Recruitment, and Promotion



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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.

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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
- <add specific campus highlights>

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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.)?

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[SCHOOL NAME]

Targeted Improvement Plan: Public Hearing

IF APPLICABLE: INSERT TIP SLIDES HERE

NOTE: Only applies to campuses required to submit a Targeted Improvement Plan (TIP). If your TIP hearing has already been held or is scheduled for a different date, please disregard and delete TIP slides from presentation)

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TIP Campuses

COOPES	YATES HS	LIBERTY HS
DOGAN ES	WASHINGTON HS	LEWIS ES
DURKEE ES	ALMEDA ES	CULLEN MS
REAGAN ED CTRK-8	SHARPSTOWN HS	HIGH SCHOOL AHEAD ACAD MS
MADISON HS	ORTIZ MS	HILLIARD ES
LOOSCAN ES	HOLLAND MS	ELMORE ES
HOBBY ES	HENRY MS	FOREST BROOK MS
WANNWRIGHT ES	REVERE MS	MARSHALL ES
WESLEY ES	FONDREN MS	MIDDLE COLLEGE HS – GULFTON
ASKEW ES	FLEMING MS	ATHERTON ES
BBNAVIDEZ ES	KEY MS	PAIGE ES
MILNE ES	CODWELL ES	REYNOLDS ES
		BURRUS ES

**DELETE:
FOR REFERENCE**

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Targeted Improvement Plan

- The Texas Education Agency (TEA) requires some campuses to create a Targeted Improvement Plan (TIP) if performance does not meet the state defined threshold in student achievement or progress for ALL student groups, or graduation rates.
- [INSERT CAMPUS]** is required to develop a TIP due to **[CLOSING THE GAPS LOW PERFORMANCE, GRADUATION RATE]**

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Accountability Overview

2024 Rating

B

Domain Breakdown

Student Achievement

School Progress

Closing the Gaps

• [Text]

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Targeted Improvement Plan

- Each TIP includes the following components:
 - Statement of Strategy
 - Evidence-based interventions
 - Curriculum
 - Resource allocation

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Targeted Improvement Plan

Statement of Strategy: NES

The New Education System (NES) in HISD is a comprehensive reform initiative designed to dramatically improve academic outcomes and prepare students for success in the modern world. Through innovative staffing models, enhanced teacher compensation, rigorous instructional programs, critical-thinking courses, and diverse enrichment opportunities, NES aims to close achievement gaps, foster a culture of excellence, and ensure all students graduate equipped for future challenges.

Evidence-based Intervention:

Make data part of an ongoing cycle of instructional improvement

Curriculum:

District-created curriculum is used at all NES campuses.

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Resource Allocation (NES)

Instructional Support Resources

- Dedicated Learning coaches support students during differentiated instruction and are the primary support for teachers, and Teacher Apprentices are available to ensure students have high-quality instruction every day by supporting in the classroom and stepping in when a teacher of record is absent.

Staffing Enhancements

- Competitive salaries for educators committed to working on NES campuses, along with additional incentive pay for highly effective performance and achievement results.

Professional Development

- Instructional Staff and Leadership: Workshops on data-driven instruction; Professional Learning Communities (PLCs) to collaborate and enhance instructional practices.

Extended Building Hours

- To better support students and working families, NES campuses have extended hours outside of the instructional day (before and after school).

Student Experiences & Enrichment

- Free trips for middle school students to experience new places and cultures.

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Q & A



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Feedback and Input Survey



UPDATE IF YOU CHANGE THE SURVEY

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