



Ross Elementary

SDMC Minutes

January 14, 2025

☐ **Welcome and Introductions (5 minutes)**

- ☐ Principal Reed welcomed everyone to the meeting and stated the purpose of today's meeting. Principal Reed stated that during today's meeting we will be discussing and learning more about the new proposed Teacher Excellence System TES evaluative tool. Principal Reed stated that she will explain 5 options to the group and as a collective we will make a selection on behalf of Ross Elementary.

☐ **Present HISD TES Slideshow Presentation Q2.pptx (10 minutes)**

- ☐ Principal Reed played the audio version of the Slide deck.

☐ **Explore Additional SDMC TES Resources (10 minutes)**

- ☐ Principal Reed had all committee members take the handouts out of their folders and directed everyone to read over them. Principal Reed highlighted 3 points from the document. Principal Reed shared that the TES is a model that will motivate and reward teachers for high performing results and performance with incentive pay. She concluded that the motivation is provided in efforts to increase student achievement.

☐ **Preview TES framework options, context, and discussion questions (slides 15-20) (30 minutes)**

- ☐ Principal Reed then went through slide 15-20 and facilitated talking points for options A-F. Our Parent representative stated that she wanted any option that supports teachers with the ability to teach without the pressure of teaching to a test. Principal Reed asked our Teacher Representatives, Ms. Henry to explain if she was able to teach the MAP test which was just administered today. Ms. Henry stated no and shared that because of the current teaching style, students are learning at a higher level and are able to show growth on different types of assessments.

☐ **Deliberate on Framework Options (5 minutes)**

- ☐ The committee chose option C as the first choice, option A for the second choice and Option D as the third choice because they wanted to select an option that did not include the student survey. Their rationale was because we were not provided with the tool that would be replaced for our Pre K- 2nd grade teachers.

☐ **Submit SDMC's Vote and Feedback (5 minutes)**

- ☐ Principal Reed conducted and submitted the vote for all members to view.
- ☐ **Closing Remarks (5 minutes)**
 - ☐ Principal Reed thanked everyone for the input and encouraged all members to share the information they learned today to other members of our school community.
- ☐ **Meeting Adjourned**