**SDMC Meeting: 01/16/2025**

**SDMC:**

The purpose of the SDMC (Shared Decision-Making Committee) is to provide consultation on all school matters and determine staff development.

**Welcome and Introduction**

**Attendance:**

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| Trevor Karr, Principal | Rebecca Ortiz, Teacher Specialist |
| Dr. Katherine McGaha, Teacher | Sarah Saulsbery, parent |
| Ashley Dees, Parent | Sheebani Patel, Parent |
| Ashley Pardo, Parent | Melody Barroga, Special Ed Teacher |
| Raisa Quintero, Support Staff | Crystal Bidgoli, Community Member |
| Britni Hickey, Teacher |  |
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**Purpose of SDMC**

The purpose of the SDMC (Shared Decision-Making Committee) is to provide consultation on all school matters and determine staff development.

**Discussion of last meeting minutes**

The previous minutes were discussed and accepted as stated by all members present.

**Welcome & Summary**

The meeting started review of last meetings minutes followed by the summary of the agenda.

New items:

* Provide one recommendation for new TES Framework
* Discuss pay for performance salary for teachers
* Current TES Framework: State adopted
* Assisted with prioritizing funds

**TEKS Framework**

The goal is to review and make a choice for the new TES frameworks. Currently most schools (including Field ES) use the T-TESS (Texas Teacher Evaluation and Support System). This is a performance on growth and/or achievement metrics. This includes monthly spot observations and one observation that last for 45 minutes. This system is not included in the campus action plan. Uses End of year T-TESS results in domain 4 rubric (planning and professionalism).

The new system is for the TES (Teacher Excellence System). This system will still use the monthly spot observation and the one 45-minute observation but will include PK and SPED. Performance on EOY will still be HISD created using Domain 4: planning and professionalism. There is also a student survey about the teacher by all 3rd-12th grade students. It will be up to each campus to review each potential framework option. In the TES there are up to 6 options.

**Break-out Groups**

The potential TES Framework has 6 options. Each with a different breakdown on the weight of the following areas:

Quality of Instruction, Student Achievement, Campus Action Plan, Planning & Professionalism, and student survey.

Option A: QOI-45%/ Student Achievement- 30%/ CAP- 10% / P&P 15%/ SS-0

Option B: QOI-45%/ Student Achievement- 35%/ CAP- 5% / P&P 5%/ SS-0

Option C: QOI-40%/ Student Achievement- 35%/ CAP- 10% / P&P 15%/ SS-0

Option D: QOI-40%/ Student Achievement- 35%/ CAP- 5% / P&P 15%/ SS-5%

Option E: QOI-35%/ Student Achievement- 30%/ CAP- 10% / P&P 15%/ SS-10%

Option F: Custom Framework that must meet certain requirements.

Tasks are given to first read/review data of favorable & neutral totals of principals, Aps & teachers. Then secondly to review the current T-TESS model and potential framework options. Discuss and come together to submit campus vote on which TES Framework will be used.

SDMC members discussed and voted for Option B for the TES Framework.

The next SDMC meeting will be scheduled for February 13, 2025.

Meeting was adjourned at 5:15pm by Mr. Karr.