

## **Agenda SSGP SDMC 1/9/25:**

1. Overview of the proposed Teacher Evaluation System (TES)
  2. Deliberation on TES framework options
  3. Discussion on departmentalization for the upcoming school year
  4. Consideration of a bilingual or dual-language program
  5. Scheduling adjustments for enrichment and class transitions
  6. Closing remarks
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## **SDMC minutes:**

### **1. Proposed Teacher Evaluation System (TES)**

- The TES framework incorporates the following weighted components:
  - **Quality of Instruction:** 30-50%
  - **Student Achievement:** 25-35%
  - **Planning and Professionalism:** 5-15%
  - **Campus Action Plan:** 5-15%
  - **Student Surveys:** 5-15% (optional)
- The team developed a custom framework with the following weights:
  - Quality of Instruction: 50%
  - Student Achievement: 30%
  - Planning and Professionalism: 15%
  - Campus Action Plan: 5%
- Concerns raised about fairness in student achievement scores and the role of external factors. They were favor of aspect teachers can control like Quality of Instruction, and planning and professionalism opting for max scores there.
- General consensus against including student surveys for younger students due to reliability concerns.

### **2. Departmentalization for Elementary Grades**

- Positive experiences were shared about departmentalized teaching, highlighting benefits such as:
  - Specialization for teachers.