AGENDA ITEMS		TIME	MINUTES
XI.	**Welcome**	**2 min**	**Attendance:**
			• Principal Cortez
			• AP Cano
			• Mr. Beatty
			• Mr. Gray
XII.	**Play Recording of Slides**	**10 min**	• Ms. Shoney, PTO President
			• Ms. Dudley
			• Mr. Dowiak
			Teacher Evaluation System (TES)
XIII.	**Explore Additional Resources**	**5 min**	• TES will impact salaries, but specifics are still to be determined.
			• The district is pivoting away from T-TESS.
			• **T-TESS Framework Breakdown:**
			o 33% = Spot Observations
			o 22% = Formal 45-minute Evaluations
			o 34% = Student Achievement
XIV.	**TES Framework (slides 15-20)**	**10 min**	o 11% = Domain 4 (Professionalism, Practice & Responsibilities)
			o The first three components account for 65% of the teacher score.
			• Schools can submit up to three choices for evaluation frameworks.
			Panorama Student Surveys
			• Panorama is the current provider of student surveys.
			• Already piloted at 12 campuses this year.
XV.	**Deliberation on TES framework**	**30 min**	• Additional elements may be considered for input at a future date, such as Distinguished Teacher Feedback.
			• **Question (Dowiak):** How will administrators be evaluated?
			o **Response (Pr. Cortez):** Separate framework introduced last year.
			TES Framework Options
			Option A

| | | Planning & Professionalism: 15% Campus Action Plan: 10% Student Achievement: 30% (Includes Spot Checks) Quality of Instruction: 45% Many components; evidence submission for six components. *Option B* Planning & Professionalism: 15% Campus Action Plan: 5% Student Achievement: 35% (Includes Spot Checks) Quality of Instruction: 45% *Option C* The group did not support Options A, B, or C. Nearly reached consensus on Option E. *Option D* Planning & Professionalism: 15% Campus Action Plan: 5% Student Survey: 5% Student Achievement: 35% (Includes Spot Checks) Quality of Instruction: 40% ***Option E (Preferred Choice)*** Planning & Professionalism: 15% Student Survey: 10% Student Achievement: 30% (Includes Spot Checks) Quality of Instruction: 35% Campus Action Plan: 10% **Rationale:** Higher teacher control over evaluation factors. **Concern (Gray):** Student surveys should include all students a teacher has, not a small sample, to ensure validity. Teacher feedback meetings scheduled; dates forthcoming. **Master Schedule for Next Year**
Question (Dowiak): How will we improve scheduling? **Response (Pr. Cortez):** Work began before winter break. |

		- Full counseling staff is now in place. **AP Martinez, Pr. Cortez, and Counselor West** leading the process. **Changes:** o Math & English double blocks will continue. o Core courses will include "Reading 1" or "Reading 2." o AP courses are set next. **Follow-up:** Course catalog availability? o **Response:** HISD produces the document, but each school offers a unique subset of courses. A school-specific list will be available soon. o AP teachers should continue recruiting students for next year. **Scheduling Challenges & Solutions** **Issue:** Predictable data loss from past years. o Last year, constraints were added to lock student schedules. o **Concern (Dowiak):** Two-week blackout period required extensive effort to fix. Other schools use Excel before uploading schedules. o **Response (Pr. Cortez):** Ms. West has 12 years of experience in this system and understands the next steps. **Issue:** Gaps in student schedules. o **Question (Dowiak):** Are there reports tracking holes in schedules? o **Response (Pr. Cortez):** Yes. **Counselor Availability:** o **Question (Dowiak):** Can we incentivize counselors to work over the summer? o **Response (Pr. Cortez):** No budget for incentives, but we do have a 12-month counselor and are working on adding another. **Improving Course Selection Process:** o **Concern (Gray):** Students should have an improved system to select electives easily. o **Response (Pr. Cortez):** Teachers and counselors must actively recruit students for courses. **Next Meeting** **March 5, 2025**