



SDMC COMMITTEE MEETING MINUTES

February 11, 2025, 4:30 p.m.

I. IN ATTENDANCE

- | | | |
|--|---------------------------------------|--|
| <input type="checkbox"/> Principal Randall | <input type="checkbox"/> Mr. Gray | <input type="checkbox"/> Ms. West |
| <input type="checkbox"/> Asst. Principal Cano | <input type="checkbox"/> Mr. Beatty | <input type="checkbox"/> Ms. Ortega-Harris |
| <input type="checkbox"/> Asst. Principal Issa | <input type="checkbox"/> Ms. Servance | <input type="checkbox"/> Mr. Dowiak |
| <input type="checkbox"/> Asst. Principal A. Martinez | | |

II. NORMS - PRINCIPAL RANDALL

- Campus-wide concerns come to SDMC
- Always assume goodwill, and open discussion
- Keep in mind all stakeholders, not only a few or a slice
- Students are at the center of everything

III. RESTROOM POLICY – MR. ISSA

- Instructional time protected
- Tardies, late-to-school, late-to-class issues being addressed
 - Hall pass inconsistencies
 - 1st and last 15 minutes of each period bathrooms closed
 - Only one bathroom visit at a time from classrooms, one classroom one pass (color coded by floor)
 - Progressive follow up with phone calls to parents, etc.
 - Principal Randall:
 - 2 locations on 1st floor, open during open times
 - TED & 4 Corners
 - 1 each on 2nd floor
 - 1 each on 3rd floor
 - These will be monitored live by staff in hall
 - 1 student in at a time
 - Intention is to use Raptor scanners with Student ID's beginning next year
 - Sam Houston HS uses this system, with 1,000 more students than Waltrip
 - Students leaving one room to go see a teacher in another room is also going to change and be better controlled
 - There are legitimate reasons for a student to travel in the building, but we will be more intentional/focused about those visits/trips
 - Policy is written for the masses, not for exceptions. Use good judgment, and uphold the new policy

IV. TES OVERVIEW – PRINCIPAL RANDALL

- Goals for this moment:
 - Overall Feedback
 - Feedback on Planning & Professionalism Draft Rubric
 - Feedback on Distinguished Teacher Review Draft Rubric
 - “Varsity” teaching corps
 - A teaching promotion without leaving your room
 - Possibility for salary bonus
 - Possibility to mentor new teachers
- Video from HISD
 - Teacher Excellence System (TES)
 - Comprehensive measurement of teacher impact on student success
 - For 2025-26 school year
 - Breakdown
 - 45% Quality of Instruction
 - SPOTS
 - The section teachers have most control over
 - 35% Student Achievement
 - 15% Planning & Professionalism
 - Teachers also control the content of this section
 - 5% Campus Action Plan
 - NO student surveys (accepted by many high schools, but rejected by middle and elementary schools)
- “HISD is proud of educator feedback in creating this system to be fair, growth oriented, and meets the needs of students”
 - 18 pilot campuses (“Trailblazer Cohort”)
 - Teacher survey, district wide
 - TES Talks
 - TES Trainer Program - each campus has a TES trainer to lead monthly TES Talks and development
 - SDMC
 - Focus Groups (February 2025) - these will guide final draft of TES
 - Teacher Survey
- TES goes to HISD Board in March for approval
- “Most important work of our time.” -Mike Miles
 - “We are in a transformative system, it’s important to identify what we value most. There are very few examples out there that can compete with what we’re creating for our system.”
 - “T-TESS is pretty rigorous already, some of those things will stay the same...but there are other things we value in teachers. Teachers who mentor...who work after school with kids, who get additional credentials.”
 - No student survey... “not a popularity contest, and student surveys can help identify the teaching effectiveness of teachers at higher grade levels, but most teachers don’t want it at this time and that’s why we’re not recommending it to the Board.”

- Planning & Professionalism Rubric Draft
 - Planning = intentional, whether creating or internalizing
 - “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.”
 - Feedback:
 - Behavioral metrics on the Professionalism page, rather than data determined student outcomes (gpa, test scores, etc.)
 - Attendance is easy to measure, who arrives late on a daily basis is more difficult to track
 - Let’s make sure we don’t use protected days against these points (a person using FMLA, for example, being downscored on this rubric for using days that are theirs to use)
 - Response to Feedback includes, “proactively seeks it”
 - The top section is more open to subjective interpretation

V. MASTER SCHEDULE

- Mr. Dowiak: What’s different? What’s improved?
- Ms. West
 - Giving students a mock schedule was an adaptation this fall; but...it was a band aid, and created more time-consuming work at a later date
 - We had over 200 students enrolled without records, being processed near the 1st day of school
 - 1st year it was an all-digital process, and not everyone knew how to make that system work
 - Per student, takes 24 hours to enter the records and have them appear
 - Plus, 1,600 students with potential schedule corrections
 - These were not the priority, the new arrivals were
 - A course request is not a guarantee, it is a preference
 - It is unclear why we started the enrollment process just a few days before the first day of school
- Principal Randall:
 - Usually, there are 3 or 4 enrollment days, or it is split up and you enroll them that day, they go home, and come back the next day as their first day of school
 - Course request change tables can be at grade level meetings with students (prioritize holes, program requirements, etc.)
 - Would like to finish 10-12 grade schedules by end of July
 - Ms. West: NG’s, summer school, etc. other issues interfere
 - Principal Randall: So, we can get to 80% or something like that by end of July?
 - Do we go to our feeder Middle Schools and have students do this process in the Spring?
- Mr. Gray: course selection and student not able to find courses
 - Some discussion as to how to do student course selection more successfully with a student focus
 - Mr. Dowiak’s feedback:
 - We are building solutions now- good
 - But, we’re not ready right now
 - Do you have enough time to learn and set up a new and better system?
 - Prioritize triage system for the unpredicted new student/swell
 - Student course selection for next year should be in March
 - The 2-week system lockdown in the summer will make everything difficult
 - Have a plan to back up the data and be ready for that predictable problem
 - Ms. West: Difference between “hitting the button” and auto scheduling, or hand scheduling—advantages in both, but data loss is a problem to be avoided over the summer

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VI. OPEN FLOOR

- Nurse position
- Faculty intent-to-return form and NES
- Bus Ramp Door
 - Repairs
 - Unsupervised 4pm-4:30pm
 - Mr. Martinez reported there are staff members assigned to this door at this time.

VII. DISMISSED