



District Improvement Team (DIT) Meeting March 6, 2008

In attendance: Dora Aschenbeck, Virginia Elizondo, Mary Grace Landrum, Holly McGinnis, Bonnie McSpadden, Irene Pavlovsky, Diane Swan, Donna Villegas, Kay Kennard (White), Duncan Klussmann, Carlton Sands, and guests, Julie Hodson, Roy Brown, Sofia Petrou, Patti Pace and Jennifer Blaine.

Dr. Duncan Klussmann, Superintendent of Schools, welcomed everyone.

Virginia Elizondo, DIT Chair, welcomed the guests and reviewed the agenda.

Administrative Appraisal Process

Virginia Elizondo introduced Sofia Petrou, Executive Director (Secondary). Sofia gave an update on the Administrative Appraisal Process.

The Administrative Appraisal Process committee consisted campus and non-campus administrators from across the district. The new appraisal process is one of the objectives of The Five-Year Educational Plan. The process provides nine domains. Each domain has built in Skill Sets. The appraiser and appraisee will review each Skill Set together to see if improvement is needed.

The Senior Staff has reviewed the Administrative Appraisal Process and it will be presented to the Board. Implementation for the Administrative Appraisal Process is planned for 2008-2009.

Teacher Appraisal System

Patti Pace gave an update on the Teacher Appraisal System. The Teacher Appraisal System committee consisted of elementary and secondary teachers, principals and administrators. The teacher appraisal is part of The Five-Year Educational Plan. Some of the aspects of the committee included: reviewing current system, presentation of overview, reviewing other district's system (most use the PDAS), and reviewing state mandates.

The committee recommended using the PDAS, which is the system created by the state. They want the appraisal system to support the teachers and their needs. The committee members shared reflective conversations from their peers. The teachers want the principals to continue visiting classrooms and want feedback from the principals to help continue building capacity.

Lynda Maxwell, Coordinator for Teacher Induction/Retention, presented what new teachers need to the committee.

Questions: Are there any specifics in the PDAS, i.e. technology?

The PDAS has nine domains and one is technology. It addresses specific key points to help teachers grow in all areas. It focuses on what is happening in the classroom.

Will principals be trained for evaluating specialized classroom teachers?

Administrators have to be trained in PDAS and the teachers will have an inservice on the system.

The goal for implementation is next year.

CIT/DIT Election/Selection by Lottery

The 2008-09 CIT and DIT Elections/Selections by Lottery have been completed. The campus administrative assistants will update the CIT rosters. The DIT has three open positions for 2008-09.

General Waiver & Expedited Waiver

Jennifer Blaine presented the Application for Expedited and General State Waivers for review and DIT input.

SBISD is applying for the following Expedited Waivers:

- Staff Development Waiver (*requesting two days*) – This waiver allows the district to train staff on various educational strategies designed to improve student performance in lieu of a maximum of three days of student instruction.
- Early Release Waiver – This waiver allows the district to conduct school for less than seven hours for a total of six days of student instruction to provide additional training in educational methodologies and/or to provide time to meet the needs of students and local communities.

Requesting the following days:

- Elementary 2 days (October 23 & 24, 2008) – parent conferences*
- Secondary 4 days (December 17, 18, 2008 and June 1 & 2, 2009) – final exams*
- Both Elementary & Secondary 2 days (December 19, 2008 and June 3, 2009)*
- Modified Schedule/TAKS Testing Days Waiver (*secondary*) – This waiver allows the district to modify the schedule of classes on TAKS testing days during the current school year to reduce interruptions during testing periods.
- Textbook Waivers (*IB program at Westchester Academy*) – This waiver allows school districts and open enrollment charter schools the opportunity to purchase instructional materials and obtain reimbursement up to the state maximum cost called for in a proclamation, for which no textbook was offered for consideration by publishers.

SBISD is applying for the following General Waivers:

- Late arrival for October 15, 2008 – modify schedule at Memorial High School six days
- Foreign Exchange Student Waiver (one to four students) `

Task Force Reports

Various DIT members reported on their work with the Task Forces of which they are a member.

Behavior Management: Virginia Elizondo shared that the committee wants the child to be a well-rounded student. They are looking at social and emotional behavior and how to be proactive instead of reactive.

Academies and Pathways: Mary Grace Landrum shared that the committee is looking at career areas for consideration in SBISD. They are working on a preliminary presentation to the Board.

Homework: Diane Swan shared the Homework Survey is online and Jennifer Cobb in Accountability & Research has received 1200 parent responses and 1000 staff responses. The survey was also sent randomly to students.

Texas Educator Excellence Grant (TEEG), Cycle 2/Cycle 3

Julie Hodson, Director of Grants, gave an update on the TEEG Cycle 2 grant. Julie and Roy Brown presented the revised teacher performance levels to teachers, school improvement specialists and principals. All performance levels were approved by TEA and SBISD received conditional Notices of Grant Award. The condition is that the revised plans have to be reapproved by campus staff, D.I.T. members and the Board. The campus voting has been completed. The majority of staff at each campus voted to approve the revised campus plans. Fifteen DIT members voted and accepted the revised plans.

TEEG – Cycle 3

The DIT will need to vote on the Cycle 3 grant.

District Awards for Teacher Excellence (D.A.T.E)

Julie Hodson gave an update on the D.A.T.E., which is a district-wide plan that gives an opportunity for all to be a part of the incentive pay. The district incentive plan will be presented to the Board at the Workshop on March 10, 2008.

Site-based Decision Making Survey

Jennifer Cobb asked for all DIT members to complete the survey. This evaluation is conducted every other year in order to comply with the requirements of TEA. The results of this survey and the CIT survey will also be utilized in the District's Five-Year Educational Goals to measure the effectiveness of decision making among the DIT and CIT teams. The survey is being mailed to all DIT members not in attendance.

Meeting date:

~~April 3, 2008 Meeting Cancelled~~

Next meeting:

May 8, 2008 -- Ad. Bldg., -- Room 275