



Lora B. Peck Elementary School
Quarter 3 SDMC Meeting

SDMC Agenda
February 18, 2025

Committee Members

Ms. Joycelyn Saulter
Ms. Christina Mitchell
Ms. Angela Gatlin
Ms. Gaybriel Toliver
Ms. Mae Randall
Ms. Janee Bingley
Ms. Kimberly Miller
Ms. Graciela Arellano
Ms. Latonya Sanders

Welcome
(5 Minutes)

SDMC Quarter 3 Presentation

(10 Minutes)

TES Framework Update

(10 Minutes)

Planning & Professionalism Rubric Review
rubric

(10 Minutes)

Strengths:

1. Clear Criteria for Success – The rubric outlines expectations at different performance levels, making it easy for teachers to understand what is required to improve.
2. Comprehensive Planning Section – It includes essential aspects such as standards alignment, lesson objectives, and planning for misconceptions, which are crucial for effective teaching.
3. Emphasis on Data-Driven Instruction – The rubric promotes the use of data to inform instruction, helping teachers adjust their lessons based on student needs.
4. Professionalism and Growth Mindset – Encouraging a high-performance culture and a proactive approach to feedback fosters professional development.

Areas for Improvement:

1. Clarification of “Campus Culture Participation” – More specific examples of what constitutes a strong contribution to school culture would help teachers understand expectations.
2. More Emphasis on Student Engagement – While the rubric touches on student ownership, it could include criteria for planning engaging, student-centered lessons.
3. Consideration of External Barriers – Some teachers face challenges (e.g., lack of resources) that impact planning and professionalism. Acknowledging these factors could make evaluations fairer.

Distinguish Teacher Rubric Review
rubric

(10 Minutes)

Strengths:

1. Clear and Comprehensive Criteria: The rubric effectively outlines the key areas of distinguished teaching—Leadership, Contributions to the Profession, Lifelong Learning, and Student Impact—providing clear expectations for excellence.
2. Balanced Evaluation: The combination of qualitative and quantitative measures, including leadership roles, peer coaching, and student surveys, ensures a well-rounded assessment.
3. Focus on Professional Growth: The rubric emphasizes mentorship, professional development, and continuous learning, which align with best practices in teacher development.
4. Student-Centered Approach: The inclusion of student impact metrics, such as classroom climate and engagement, acknowledges the importance of student experience in teacher effectiveness.

Areas for Improvement:

1. Definition of “Impact” in Some Categories: Some areas (e.g., “significantly impacting practice or policy”) could benefit from clearer examples or measurable outcomes to help teachers understand expectations.
2. Equity in Recognition: The rubric rewards district-level and national contributions (e.g., awards and policy influence), but ensuring that campus-based contributions receive equal weight might help recognize teachers making localized impacts.
4. Flexibility for Different Teaching Contexts: Teachers in specialized roles (SPED, ESL, interventionists) might find it challenging to meet certain leadership or student impact benchmarks. Consider adding alternative criteria for these educators.

Capture Feedback

(5 Minutes)