Shared Decision-Making Committee (SDMC)
Quarter 2 Minutes

Date: November 5, 2025
Time: 3:15 – 4:15 pm

Campus Action and Data Review (15 min)

- Improving Instructional Quality & Teacher Capacity
  - Our instructional SPOT averages have shown steady growth from 6.9 to 9.89, with the top two-round average now at 10.51 – Prof 1
  - The goal remains 10.5 by midyear, emphasizing stronger Tier 1 instruction, real-time coaching, and consistent use of engagement and monitoring strategies
    - IRT October 08, 2025: 13.86 and November 5, 2025: 15.0833
  - Teacher growth will continue through weekly PLCs, demo days, and in-the-moment coaching cycles.

- **Accelerating Student Achievement in Core Content Areas**
  - Reading and Science show strong growth percentiles (71st and 75th), but achievement levels remain low, especially in Math.
  - Campus goal: move more students from "Approaches" to "Meets" and "Masters" through targeted re-teach plans, LSAE rotations, and DOL-driven feedback.
  - Leadership will continue focused math walks and Zearn data reviews twice weekly to ensure instructional fidelity.

- **Special Education Systems & Compliance**
  - By November 1, all SPED folders must meet HISD/TEA compliance standards (service logs, progress reports, accommodations).
  - Bi-weekly mini-audits and one-on-one coaching are in place to maintain 95% or higher accuracy.
  - Full compliance and quality IEP goal-writing remain a campus priority, with continued TEA Learns and Goalbook training.

- Attendance updates
  - Current ADA is below the district target; the goal is to maintain ≥96% campus-wide with no week below 95%.
  - Strategies include daily door trackers, parent contact by 8:30 a.m., weekly leaderboards, and FACE family partnerships.
  - Raffles for parents, Call outs and Grade-level incentives and weekly recognition systems were discussed to drive improvement and accountability.
    - PreK and K continue to have the lowest attendance.

- Discipline data trends
  - The committee reviewed current discipline data trends for the 2025–2026 school year. There has been a 53% decrease in discipline incidents for grades K–2 compared to the previous school year. Grades 3–5 have also shown a significant reduction in discipline referrals, reflecting improved student engagement and behavior. This decline is attributed to the implementation of high-quality, consistent Tier 1 instruction, increased teacher capacity, and proactive classroom management practices across the campus.

Foster will sunset the IB program — discussion of rationale, timeline, and transition planning

- The committee discussed the recommendation for Foster Elementary to sunset its International Baccalaureate (IB) program. The rationale centers on aligning instructional focus, resources, and staffing to the current HISD model of teaching and learning, which emphasizes Tier 1 instructional quality, data-driven planning, and equitable student outcomes.
- Given current student performance data and district expectations, continuing the IB framework no longer aligns with the campus's strategic priorities. The SDMC acknowledged the need for a clear transition plan to ensure minimal disruption for students and families while maintaining rigorous academic opportunities for all learners.
    - IB program sunset at FES

Monitoring, Reflection, and Next Steps

- Leadership reviews DOL, MAP, and attendance data weekly to identify trends and celebrate small wins.
- The campus dashboard tracks PLC attendance, coaching frequency, and student outcomes for transparency and progress.
- The next focus area: deepening teacher ownership of data during PLCs to drive re-teach plans and alignment to the Demonstration of Learning (DOL).

Open Forum / Feedback from Members

- Opportunities for SDMC members to bring forward concerns or suggestions

Next Steps & Closing

- Summarize action items and responsible parties
- Confirm next SDMC meeting date February 04, 2026

Good afternoon, everyone!
Thank you all for being here and for everything you do each day to make Foster a place where *Excellence is Expected in Every Cub, Every Educator, Every Moment.*

Our work together through SDMC is so important — this is where we come together as a team to look at what's working, where we can grow, and how we can make the best decisions for our students and our school community. I truly appreciate your time, your voice, and your commitment to helping Foster continue to move forward.

Purpose of SDMC (Speaking Script)
The purpose of SDMC is simple but powerful — it's about **shared decision-making**.
This means that every voice at the table matters — teachers, staff, parents, and community partners — all working together to guide our campus priorities. Through this committee, we make sure our decisions are thoughtful, student-centered, and focused on continuous improvement.
Our goal is to collaborate, communicate, and commit to actions that keep Foster growing stronger each quarter.

Action Plan Progress Monitoring – Talking Points

1. **Improving Instructional Quality & Teacher Capacity**
    - Our instructional SPOT averages have shown steady growth from 6.9 to 9.89, with the top two-round average now at 9.42.
    - The goal remains 10.5 by midyear, emphasizing stronger Tier 1 instruction, real-time coaching, and consistent use of engagement and monitoring strategies.
    - Teacher growth will continue through weekly PLCs, demo days, and in-the-moment coaching cycles.

2. **Accelerating Student Achievement in Core Content Areas**

- Reading and Science show strong growth percentiles (71st and 75th), but achievement levels remain low, especially in Math.
- Campus goal: move more students from "Approaches" to "Meets" and "Masters" through targeted re-teach plans, LSAE rotations, and DOL-driven feedback.
- Leadership will continue focused math walks and Zearn data reviews twice weekly to ensure instructional fidelity.

3. **Attendance & Student Engagement**
   - Current ADA is below the district target; the goal is to maintain ≥96% campus-wide with no week below 95%.
   - Strategies include daily door trackers, parent contact by 8:30 a.m., weekly leaderboards, and FACE family partnerships.
   - Grade-level incentives and weekly recognition systems are driving improvement and accountability.