



# HILLSBORO HIGH SCHOOL



## Hillsboro High School Board Report

### January 2017

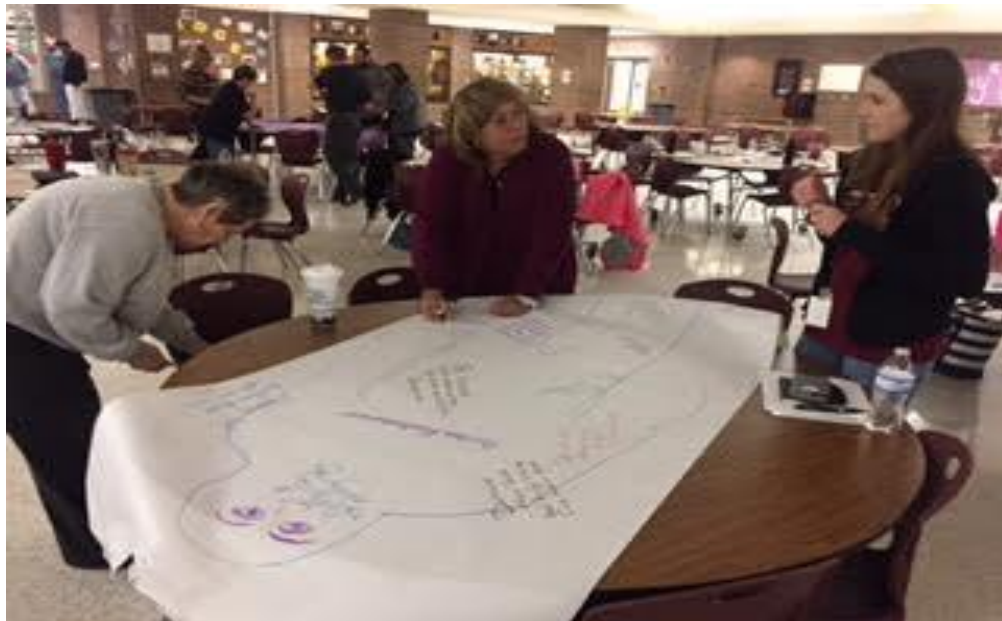
#### Enrollment

Enrollment: Total – 539 (9th – 142, 10th – 144, 11th – 129, and 12th – 124)

#### Staff Professional Development

On Tuesday, January 3<sup>rd</sup> administrators and staff at Hillsboro High School participated in a day of Professional Development, Data Meetings and Department Planning Meetings. The morning time was spent on discussing the importance of collaboration and communication amongst administrators and staff members. This is one of the many positive attributes of the HHS staff and administrators took the time to compliment the staff on a job well done. We encouraged the staff to incorporate a few additional skills to take HHS from ‘Good to Great’.

The next activity was for teachers to work as a group to create a student that has been built up by them as an educator. Teachers had to get a large piece of butcher paper and literally draw the outline of one of their group members to signify / represent a student. Things that were considered by the teachers in the group were but not limited to: what are all the things students need to be built up in a positive way and how do we as educators build up students on a daily basis. Responses included listening with a caring ear, tough love, encouragement, strong foundations, positive reinforcement, role modeling, expectations, etc. Each group of teachers then had to share their share their work and ideas. Below are a few pictures of our HHS staff members.



Administrators and staff members then spent the remainder of the day reviewing data from our students latest Benchmark testing. Teachers had to review both areas of success and critical areas that needed additional review and re-teaching in order for students to meet mastery. Lastly, teachers met as Departments to review and discuss their YAG's (Year -At-A-Glance) documents to make sure that they are currently at an acceptable stage in their curriculum as we begin the second semester.

### **T-TESS Observations**

Administrators have been conducting official teacher observations the last few months using the new T-TESS Appraisal System. T-TESS stands for Texas Teacher Evaluation and Support System. As an administrative team at HHS, we collectively agree that T-TESS is better thought out and organized appraisal system in regards to assisting and supporting teachers compared to the old PDAS Appraisal System.

T-TESS strives to capture the holistic nature of teaching – the idea that a constant feedback loop exists between teachers and students, and gauging the effectiveness of teachers requires a consistent focus on how students respond to their teacher's instructional practices. For those reasons, each of the observable domains in T-TESS focuses on teachers and students rather than separating them out into separate domains. Ultimately, T-TESS is a process that seeks to develop habits of continuous improvement, and the process itself best leads to that outcome when appraisers and teachers focus on evidence-based feedback and professional development decisions based on that feedback through ongoing dialogue and collaboration. T-TESS includes three components: 1) Goal-setting and professional development plan, 2) The evaluation cycle (including: pre-conference, observation, post-conference), and 3) Student growth measure. The pre-conferences have led to some great conversations with teachers sharing additional insight into their planning. The post-conferences have allowed and given teachers the opportunity along with input from the administrators to specifically identify area of positive reinforcement and areas of growth identified as refinement areas.