

Principal and Teacher Incentive Advisory Council Meeting Minutes

Date & Time: August 7, 2007, 4:00-6:00 PM

Location: 2902 N. Buckner Blvd., Room 257

Council Members:

Principals

Arias, Dixon, Garcia, Sanchez

Administrators:

Carillo Chance Collier Flores Connally Fritsche Mendro Oakeley Hickman Ison-Newsome Ryan Viramontes

Teachers & Rep:

Aguillar Bolender, Crowder Goodwin Hayes Heard Kaiser Martinez Peters Rice

Parents & Business:

Edwards Narro Paeschke Roberts (BCG)

No.	Agenda Item	Description	Responsible Person	Due Date
1.	Introduction	The meeting was opened with an overview of how the new Transformation Management Office and delayering process will impact the Council. One key issue was the continued representation from Compensation in which Arnold Viramontes estimated that it will take 2 weeks before a person will be named. Mr. Viramontes pledged that he will keep the Advisory Council up to date on all communication and major decisions affecting the Incentive program.	Viramontes	
2.	Teacher Incentive Subcommittee Update <input type="checkbox"/> Best practices by incentive category	<input type="checkbox"/> Four major categories of incentives were presented using samples from various school districts. <ol style="list-style-type: none"> 1. High Needs 2. Student Growth 3. Demonstration of skills (evaluations / appraisals) 4. Professional Development 	Roberts & Wilkinson	
3.	High-Needs Incentive Pilot Update <input type="checkbox"/> Eligible schools for 2007-2008 <input type="checkbox"/> Criteria for high-needs incentive	<input type="checkbox"/> The high-needs incentive pilot program which provides \$6,000 for teachers and \$10,000 for principals was very successful. Many vacancies were filled from a much larger pool of qualified candidates. <input type="checkbox"/> Council members expressed concern that the number of schools in the pilot expanded from 5 to 11 without their knowledge. <input type="checkbox"/> The criteria for high-needs schools may need revising due to the addition of new schools. <u>Action Item:</u> Leng Fritsche will consider how to revise criteria to accommodate the increase in eligible schools. <u>Action Item:</u> Arnold Viramontes will report back to the Council how the decision was made to increase eligible schools for the high-needs incentive. <u>Action Item:</u> Linda Chance will measure the impact of the incentive compared to previous years with regards to vacancies and staffing.	Linda Chance & Group	

4.	TIF Annual Performance Report	The Annual Performance Report for the TIF program in Dallas was due to the United States Department of Education on August 1, 2007. The report was presented to the Council with two main performance measures. There is a concern over changing the performance measures for the high-needs incentive due to additional schools added. (i.e. Will funding be effected?)	Leng Fritsche	
5.	District Awards for Teacher Excellence (DATE)	<p>The DATE award is similar to TEEG except that the program targets campuses that are academically unacceptable and that have low or below average performance ratings. At least 60% of the funds must be used to award teachers and up to 40% may be used for other purposes.</p> <p>The group needs to determine whether to take on the additional responsibilities of making acceptable criteria templates for TEEG and other state / federal grant programs. Maureen Peters requested templates for the TEEG criteria.</p> <p><u>Action Item:</u> Leng Fritsche will send members a sample of state-approved TEEG criteria and update the Council on DATE as more information is made available.</p>	Group	
6.	Principal Incentive Update <input type="checkbox"/> Principal Incentive Manual <input type="checkbox"/> Results (before appeals) – Sept	<p>A draft of the Principal Incentive Manual was given to the Council for review.</p> <p><u>Action Item:</u> Group needs to make recommendations for the Principal Incentive Manual and the E&A department will provide information for principals regarding their performance indicators and outcomes.</p>	Group	
7.	Communication Plan update <input type="checkbox"/> TIF Newsletter <input type="checkbox"/> Recommendations and FAQ	<p>A draft newsletter was reviewed as part of the communication plan.</p> <p><u>Action Item:</u> Group needs to come up with questions and relevant information to include in the newsletter / brochure and also suggest additional methods to communicate TIF to the district staff.</p>	Group	By next meeting in September
8.	2007-2008 Incentive Advisory Council <input type="checkbox"/> New / Updated Members	<p>The Advisory Council will need to update membership for the 2007-2008 school year and representation is needed from all school levels. Each area represented on the Council should have alternates so no communication is lost.</p> <p><u>Action Item:</u> Any group member who has recommendations on new council members should send potential member names to Leng.</p>	Group	

Observers / Guests:

Katharine Wilkinson – Boston Consulting Group

Meeting Packet Content:

1. Agenda
2. TIF Subcommittee Meeting (Best practice) PowerPoint presentation handout
3. Dallas Achieves Handouts (2 pages of online PowerPoint presentation)
4. TIF Grant Performance Report – Executive Summary
5. District Awards for Teacher Excellence (DATE) handout
6. Principal Incentive Manual (draft)
7. TIF Newsletter (draft)