

## Principal and Teacher Incentive Advisory Council Meeting Minutes

**Date & Time:** September 25, 2007, 4:00-6:00 PM

**Location:** 2909 N. Buckner Blvd., Room 257

**Council Members:**

**Principals**

Garcia  J. Dixon,  Sanchez

**Administrators:**

Carillo  Chance  Connally  Davis  Dixon  Fritsche  Griffin  Hickman  Mendro  Micheaux  Mitchell  Moseley  Oakeley  Olson  
 L. Ryan  R. Ryan  Simon  Tapia  Tyson  Viramontes

**Teachers & Rep:**

Aguilar  Bolender  Brothers  Crowder  Curry  Ellis  Goodwin  Hayes  Heard  Kaiser  Martinez  Paeschke  Peters  Rice

**Parents & Business:**

Powell (BCG)

No:	Agenda Item	Description	Responsible Person	Due Date
1.	Introduction	The meeting was opened with a brief introduction of the agenda items. Kim Olson introduced herself to the advisory committee and reassured her support for the purpose and goals set forth for the incentive program.	Fritsche Olson	
2.	Incentive Council Charter <input type="checkbox"/> New Chair(s) and Council Members <input type="checkbox"/> Voting / Non-Voting Council Members	<input type="checkbox"/> The council for the 2007-2008 school year will consists of 3 chair members: Kim Olson, Arnold Viramontes, and Donna Mitcheaux (to be confirmed). <input type="checkbox"/> The goal of this year's advisory council is to ensure proper representation from all stakeholders. Any ideas for new council members should be sent to Leng Fritsche.	Fritsche	
3.	DATE Grant <input type="checkbox"/> Upcoming application deadlines	<input type="checkbox"/> The DATE grant 'Notice of Intent' has been submitted to TEA. The amount of funds available for the DATE grant will not be known until mid to late October. <input type="checkbox"/> One important note about DATE funding is that it requires at least 15% matching of funds in year 1, 25% matching in year 2, and 35% matching in year 3.	Dixon	
4.	Student Performance Proposal (for Pilot) <input type="checkbox"/> Review proposal <input type="checkbox"/> Focus Group Update	<input type="checkbox"/> The student performance proposal will pilot tier 1 and tier 2 schools that do not receive the TEEG award and that are not on the 'High-Need' list. <input type="checkbox"/> Approximately 43 (still to be confirmed) schools are included for the student performance incentive pilot. <input type="checkbox"/> Incentives in the pilot will be given for two different levels (school level – SEI and classroom level – CEI). <input type="checkbox"/> The classroom level category will pay the top 5 deciles (or the top 50%) of the teachers according to their CEI rating.	Subcommittee	

		<p><input type="checkbox"/> All staff members will need to individually opt in to the program including the ones who only qualify for the school-level (SEI) award.</p> <p><b>Action Item:</b> All details of the program will need to be determined (training sessions, implementation process, etc...) by the November 29<sup>th</sup> board meeting. A subcommittee will need to be developed which will lead on the appeals process for CEIs and SEIs.</p> <p><b>Questions/Comments regarding the proposal</b></p> <ol style="list-style-type: none"> <li>1. How will the proposal deal with permanent subs?</li> <li>2. Does "full-time teacher" distinguish between a full-time with one core course and a full time with many core-courses?</li> <li>3. How will the proposal deal with teachers who are on leave (administrative or medical leave)?</li> <li>4. There are questions concerning the wording of the proposal because it only mentions teachers. The recommendation is to say (teachers and employees) in order to include all staff.</li> <li>5. The non-teacher deadline should be after the teacher deadline (February 15<sup>th</sup> is proposed).</li> </ol> <p><input type="checkbox"/> A teacher focus group was conducted to explain the student performance incentive proposal. The teachers had overall positive feedback regarding the fairness of the program and upcoming pilot.</p>		
5.	<p>Next Steps</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Communicating the pilot</li> <li><input type="checkbox"/> Newsletter / Incentive Manual (update)</li> </ul>	<p><input type="checkbox"/> Communication for the current student incentive pilot has been limited thus far due to the amount of information approved to be released. Kim Olson will help ensure that a communication representative is available to assist in communicating the incentive program to all stakeholders.</p> <p>A new draft of a newsletter was reviewed by the advisory council. Some minor suggestions for the newsletter content included:</p> <ol style="list-style-type: none"> <li>1. Make sure to mention that incentives are available for core and non-core teachers.</li> <li>2. Put emphasis on the SEI award to appeal to non-core teachers and staff.</li> <li>3. Make sure to communicate that the student-performance component is not the only portion of the incentive program and that there will be additional ways available to receive incentive funds.</li> </ol> <p><b>Action Item:</b> Leng will email a version of the newsletter to Kim Olson so it can be reviewed for release to the campuses.</p>	Group	
6.	<p>2007-2008 Incentive Advisory Council</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> New / Updated Members</li> </ul>	<p><b>Action Item:</b> All advisory council members should review the charter and confirm back to Entaune Tyson (<a href="mailto:etyson@dallasisd.org">etyson@dallasisd.org</a>) as to whether they will be able to commit to membership for the 2007-2008 school year. If a member decides they will not be able to commit to the council, it is suggested that he or she recommend an alternative to serve in their place.</p>	Group	October 1

**Observers:**

Nancy Kihneman – Evaluation & Accountability

Steve Woltson – Evaluation & Accountability

Paula Paulos – Alliance – AFT Organization

**Meeting Packet Content:**

1. 2007 – 2008 Council Charter
  2. DATE article (from TEA)
  3. TEEG handout (Cycle 3 schools)
  4. Summary of Recommendations on Teacher Incentive Criteria
  5. Newsletter (draft)
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