

Principal and Teacher Incentive Advisory Council Meeting Minutes

Date & Time: December 18, 2007, 4:00-6:00 PM

Location: 2909 N. Buckner Blvd., Room 257

Council Members:

Principals

Garcia J. Dixon, Sanchez

Administrators:

Carillo Chance Crowder-Davis G. Dixon Fritsche Griffin McGee Mendro Mitchell Moseley Oakeley Olson Ponce
 L. Ryan R. Ryan Shaw Sumner Tapia Tyson Viramontes Youngblood

Teachers & Rep:

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

Parents & Business:

Powell (BCG) Johnson

No:	Agenda Item	Description	Responsible Person	Due Date
1.	Subcommittee Reports	<p><input type="checkbox"/> Communications Subcommittee</p> <p><u>Road Shows</u></p> <ul style="list-style-type: none"> • We have completed 9 of the 15 presentations to date. The powerpoint used during the “roadshow” presentations are different from the original version distributed to council members. The turnout has been relatively low but most presentations have been well received. <p><u>Website</u></p> <ul style="list-style-type: none"> • The website is currently up and running at www.dallasisd.org/performancepay. The home page of ‘dallasisd’ has a dedicated link “About the Dallas Performance Pay plan” at the top right of the page. We are continuing to update the website and plan on adding an interactive FAQ section in the near future. All council members are asked to review the website for accuracy. <p><u>Flyers</u></p> <ul style="list-style-type: none"> • Two flyers have been given out during the “roadshow” presentations. One flyer is for support employees (also translated in Spanish) and the other is for teachers and campus professionals. The flyers give a general summary of the program. <p><u>Overall Communication Plan</u></p> <ul style="list-style-type: none"> • The communication plan is on schedule and the next major communication portion is getting a DVD/CD developed that will be distributed to all pilot schools. Portions of the DVD/CD have already been recorded and new testimonials will be added. The DVD/CD is supposed to be ready by mid January. <p><input type="checkbox"/> D.A.T.E. Subcommittee</p> <ul style="list-style-type: none"> • The D.A.T.E. subcommittee was originally going to be chaired by Carlos Tapia but now will be chaired by James Ponce. • It is recommended to concentrate the D.A.T.E. grant on the last two portions of the performance pay plan, which are “Demonstration of Skills” and “Professional Development”. • The Board document for D.A.T.E. is due on February 18, 2008 and we are in a tight deadline to determine all the necessary criteria and guidelines for the D.A.T.E. grant. • James Ponce is in the process of asking more teachers and principals to be involved on the D.A.T.E. subcommittee and the first meeting is scheduled for January 9, 2008. 		

		<ul style="list-style-type: none"> <input type="checkbox"/> Principal Performance Pay Subcommittee <ul style="list-style-type: none"> • Currently there is no lead chairperson for the principal performance pay subcommittee. • Recommendations for the subcommittee chair are: Carlos Tapia, Cecilia Oakeley, Laura Allen, a principal, an executive director, or a learning community executive director. • Whoever leads this committee will need to make sure we have manuals, forms and any other documentation by March 2008. • Kim Olson says Laura Allen will take over the responsibilities of chairing this subcommittee. 		
2.	Status Report	<ul style="list-style-type: none"> • Opt-In Status Summary Report <ul style="list-style-type: none"> • As of December 17, 2007, there have been 119 professional employees who have opted into the Performance Pay program with 6 people declining. All other professionals (over 97%), have yet to respond whether they want to opt in the program or opt out. • All support employees are automatically opted in and no support employees to date have chosen to opt out. • A summary by school is included on the report which shows how many employees have opted in or out. The council agrees that we need to communicate the importance that all professional employees opt in or out before the deadline. • Frequent Asked Questions (FAQ) from Road Shows <ul style="list-style-type: none"> • We have been collecting questions from all the presentations and are in the process of getting those questions and answers posted online. <p><u>Action Item:</u> Council members need to review the FAQ, and for any questions related to their department or area, it is requested that they submit answers to Entaune Tyson (etyson@dallasisd.org).</p>		
3.	<input type="checkbox"/> Follow-up Items	<ul style="list-style-type: none"> <input type="checkbox"/> Principal Opt-In Status <ul style="list-style-type: none"> • The council agrees that principals are not eligible for the SEI school-level award, but assistant principals and all other campus administrators are eligible for the school-level award since they are not included in the principal performance pay plan. • It needs to be communicated to assistant and associate principals that they are required to opt into the program in order to be eligible for the award. <input type="checkbox"/> Attendance Requirement (95%) <ul style="list-style-type: none"> • The council confirms that the attendance requirement for the pilot year of performance pay will be the same as what is used for the CEI and SEI. All other recommendations for changes in the attendance requirements will not be implemented until at least the following school year. • The council agrees that the attendance requirement will begin at the time of opt in, but that is not a concern because a certain minimum of attendance will still be required to get a CEI. <input type="checkbox"/> Compensation (TRS Questions) <ul style="list-style-type: none"> • The performance pay award is not included in TRS. <input type="checkbox"/> Appeals Process <ul style="list-style-type: none"> • Kim Olson points out that there will likely be a lot more appeals over the indices this year due to the performance pay plan. • Bob Mendro says the 59 pilot schools will be given priority for appeals. 		

		<input type="checkbox"/> Performance Pay Manual <ul style="list-style-type: none"> The manual is online and all council members should continue to review the performance pay manual and give any updates or feedback to Entaune Tyson (etyson@dallasisd.org). 		
4.	Dallas TIF Project Timeline	<input type="checkbox"/> The Dallas TIF self evaluation shows that we have met performance targets to date and future things we need to complete include developing a data quality plan which addresses the teacher and student assignment links. <input type="checkbox"/> The data quality plan will have to be collaborated with the Information Technology department as well as the Evaluation and Accountability department. <input type="checkbox"/> A report by the Center for Educator Compensation Reform focuses on Texas performance-pay programs and highlights the implementation of the TEEG and D.A.T.E. grants. <input type="checkbox"/> The report addresses some of the same concerns we are looking into at Dallas ISD such as: problems with technical assistance, identifying correct teacher-student links, etc...		
5.	Performance Pay Categories	<input type="checkbox"/> The remaining performance pay categories of professional development and demonstration of skills need to be addressed by the council. (it is already recommended that D.A.T.E. take care of the funding of these 2 portions) <input type="checkbox"/> Dale questions whether the professional development will be used to help award funds to all campus teachers and not just the core-teachers. <input type="checkbox"/> Leng Fritsche points out that the funding is still limited and we will not be able to pay everyone. Therefore, Leng recommends we still focus on core teachers. <input type="checkbox"/> Kim Olson points out that all teachers get extra money already due to getting additional degrees so everyone is covered. Kim agrees with Leng in that the limited funds may result in limiting the professional development to the high-need areas. <input type="checkbox"/> For demonstration of skills, Leng Fritsche mentioned we need to continue looking at best practices to determine the best way for us to address this portion of the performance pay program. <input type="checkbox"/> Leng Fritsche also recommends looking at the TEKS given from TEA because they cover elective and non-core courses which can be used to help development the demonstration of skills category.	Leng Fritsche	
6.	Discussion over High-Needs Incentive (not on original agenda)	<input type="checkbox"/> Kim Olson asks: When is the time where we close out the program from last Fall and determine the success or failure of the program as a whole. (i.e. Did the program meet it's goals? What are the statistics of vacancies? How many effective teachers were chosen to be in the high-need schools? Etc...) <input type="checkbox"/> Bob Mendro says the evaluators have already begun receiving and analyzing the data. Bob also mentions that the evaluators verified the information presented by the Dallas Morning News to determine what was accurate or inaccurate. <input type="checkbox"/> Kim Olson asks: Will the Advisory Council give recommendations on the high-needs program for next year? <input type="checkbox"/> Bob Mendro mentions that the evaluators' report will include recommendations for the council to consider. <input type="checkbox"/> Council members agree we need to determine at an earlier date whether this program will be available for next year because many teachers did not have adequate time to make a decision whether they wanted to transfer to a high-need school in order to receive the extra incentive. <input type="checkbox"/> Cecilia Oakeley mentions that some of the data is now available such as vacancy rates, and she mentions she can work on getting additional information. <input type="checkbox"/> Robert Paeschke asks: Is the money being used to reward high-needs teachers driven by statistics and do we really know what factors are affecting those high-need campuses?		

		<ul style="list-style-type: none"> ❑ Leng Fritsche mentions we need someone to take the lead on the high-needs program. Kim Olson says her group (led by Carlos Tapia) will take the lead. ❑ Part of the high-needs criteria looks at crime rate and Arnold Viramontes will assist in analyzing the crime data after he receives the initial crime statistics. ❑ The assumption is that the high-needs schools will increase for the 08-09 school year due to the fact that there will be a total of 10 reconstituted schools during the next year plus the superintendent learning community schools. ❑ Dale Kaiser asks: If a teacher signs up to go to a high-need school and decides mid-year to get out, are they able to get out? Kim Olson responds yes, and that the 2nd high-need payment would be cut in that circumstance. ❑ The council agrees that the high-needs incentive will work better as a 2-year incentive in that even if the school comes out of the high-need designation in year 2, the employees still can receive the money for the 2nd year. 		
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Observers:

Nancy Kihneman – Evaluation & Accountability
Steven Wolfson – Evaluation & Accountability

Meeting Packet Content:

1. Agenda
 2. Professional - Performance Pay Flyer
 3. Support - Performance Pay Flyer
 4. Communication Plan
 5. Opt-In Status Report
 6. FAQ from Road Shows
 7. Texas Pay for Performance Overview
 8. TIF Self Evaluation Form
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