

Pay for Performance Presentation Questions and Concerns (January 29, 2008)

CEI Questions

Questions	Answers
1. How far back can you correct my CEI?	
2. What is the formula for CEI and where can I find more information about how it is calculated?	
3. How can teachers know what to do to improve their CEIs?	
4. What about kids at Village Fair or alternative school. Is it true that those students still get tied back to their original teacher? Is this correct and if so, it does not seem fair since they are not in the teacher's classroom.	
5. How would special education students affect the CEI? (If the SPED students take the regular TAKS or if the SPED students take the alternate TAKS, SDAA, etc...)	
6. For transfer students, if they are left out of the indices, won't that be a lot of kids that are affected?	
7. Which teachers will be accountable for the student scores?	
8. How does a teacher know what their division CEI is?	
9. For subjects that don't have a pretest during the previous year, what do you use to compare the scores and achievement? (specifically 7th graders who get sixth grade with no ACPs)	

<p>10. What do we do if we teach elementary and all the students in your homeroom get tied to your CEI even though you don't teach all those kids?</p>	
<p>11. What exactly is the appeal process?</p>	
<p>12. What if you teach a student in a particular subject in which you do not have enough similar kids to compare them to? How is that child compared?</p>	
<p>13. Are CEIs used to screen out bad teachers?</p>	
<p>14. Were CEIs used to remove teachers from reconstituted schools?</p>	
<p>15. What are you suppose to do with CEIs since the results come so late?</p>	
<p>16. Does CEI affect the TEEG grant?</p>	
<p>17. Why would teachers want to share information and collaborate with the competition of CEIs?</p>	
<p>18. How do you prevent principals from misusing the CEIs to punish teachers?</p>	
<p>19. What uses does the district currently use CEIs for?</p>	
<p>20. Will the district establish a program where every teacher will teach all the different types of students (in student groups)?</p>	
<p>21. Why does the adjustment request form, which was updated September 2007, still ask for a Social Security number? Why not Employee ID number?</p>	

22. 4. What does the '2006-07 Class Number _____' from the CEI adjustment form mean? Is it my class sizes? Is there a number that I do not understand or have not been given?	
23. Out of all the different accountability systems, how do CEIs fit in the big picture?	
24. Is there a test or evaluation that compares one student group to another?	
25. What can a teacher do if the principal does not sign off on their CEI appeal form?	
26. Isn't it true that if a principal moves a teacher around a lot, you jeopardize that teacher's CEI?	
27. What happens to kids who are moved due to late leveling?	
28. How do you establish a baseline for students in Spanish I that have no previous experience with the language?	
29. What testing or test results are used to establish the baseline for students in Spanish II?	
30. Do you use 1st semester ACPs as a baseline to make comparisons to see if they do better on second semester ACPs?	

Attendance

Questions	Answers
<p>31. With the 95% requirement, are professional employees completely cut off from the money once they eclipse the 95%, or are they prorated? According to the SEI award manual, the awards are prorated beyond the 95% as follows:</p> <p><i>"7.1.6 Only staff with over 95% attendance during the complete school year will qualify for the award. Absences will reduce the employee's award at the rate of \$25/day for Professional and Administrative personnel and \$12.50 for Support personnel."</i></p>	
<p>32. Will this "prorating" policy apply to all professional and support employees?</p>	
<p>33. If there is a situation where a classroom is overcrowded and split into two sections, will those teacher's of the new sections have their ability to get a CEI affected? Even if the split is done in the middle of the school year?</p>	
<p>34. Does the teacher's attendance exclude approved absences?</p>	
<p>35. If a school uses block schedule, does the 10 absences get reduced to 5? What is the official absence policy for block schedule verses regular schedule?</p>	
<p>36. Do we expect teachers to look through all rosters of every individual student to confirm who is in their class?</p>	
<p>37. Is the teacher's role the "legal" document of the student roster for her class?</p>	
<p>38. When do the teachers sign off on their student rosters?</p>	

39. When you mention teacher or even student absences, are you referring to excused, unexcused, or both?	
40. Are school field trips counted against absences?	
41. What is the minimum number of days for students, for teachers? Can that be placed online?	

Observations Questions

Questions	Answers
42. Are teachers responsible for keeping a log of the number of observations they have had?	

Opt-In and Opt-Out

Questions	Answers
43. Do you opt in every year?	
44. Why would anyone not join?	
45. Are principals considered professional employees (for the program) and do they have to opt in?	
46. Are you going to require all professional employees to opt-in again next year? What about support employees?	

Performance Pay Program (general questions)

Questions	Answers
47. How do we address cheating issues?	
48. Will principals be able to join the performance pay program even though they are eligible for the principal incentive plan? What about assistant/associate principals?	
49. How long is the grant and what happens after the grant period ends?	
50. What is the outcome we are looking for with this program?	
51. What is the risk of the program for support employees? For professional employees?	
52. Does the award money count toward TRS?	