

Principal Incentive Plan – Subcommittee Status Report

Recommendations for program revisions:

Recommendation:

Use 9th or 10th grade course data to measure “on track” progress is recommended to replace the graduation rate in section V. This is more consistent and fair measure of new principals’ influence on campus. This change will also keep the incentive instrument in sync with the principal appraisal instrument.

Recommendation:

The eligibility requirement regarding employment at the time of payout remains consistent with the Pay for Performance eligibility. That program states that the recipient must be employed at DISD at the time of payout. This will allow for reassignments but supports the retention objective of the incentive program.

Recommendation:

The subcommittee recommends that both first year and retire/rehire principals are eligible for incentives. Exception will be that any principal whose campus is under investigation of testing improprieties will not receive an earned payout until the matter is cleared. Once TEA issues a ruling exonerating the campus from testing improprieties, an earned incentive from this program can be paid.

Recommendation:

Extend program to include Assistant and Associate principals. Metrics will be determined at future meetings. We will invite several Assistants and Associates so they have an opportunity for input.

Recommendation:

A two step process similar to the Pay for Performance process. The first step calls for a data review by Dash or his designee, if needed. Step 2 is a review of Step 1 results and/or other parameters by a review panel. Members of this panel should be appointed by the Superintendent and/or ELT

Subcommittee work list:

Create manual and other documentation

Publish material and FAQs on web page

Designate contact

Establish criteria for non-monetary incentive