

Principal and Teacher Incentive Advisory Council (Meeting Minutes)

Date & Time: April 29, 2008, 4:00-6:00 PM

Location: 3700 Ross Avenue, Room 346

VOTING Council Members:

Principals Garcia J. Dixon, Sanchez
Administrators: Carillo Crowder-Davis Fritsche Griffin McGee Mendro Mitchell Oakeley Olson R. Ryan Sumner Tapia Viramontes
Teachers Aguilar Brothers Curry Ellis Goodwin Hayes Heard Martinez Paeschke Rice

NON-VOTING Council Members

Administrators: Allen Bailey Bemby Connally G. Dixon Ponce Tyson Youngblood
Teachers & Rep: Bolender W. Crowder Kaiser Peters
Parents & Business: Johnson

Guests:

Kihneman Wolfson

Description

INTRODUCTION (CHANGE IN PROJECT DIRECTOR)

- Leng Fritsche went over the list of new responsibilities for new project manager, Laura Allen
- Leng also reviewed action items that were assigned to her or her staff. See action items section.
- One of the action items involved Ceis. Maureen Peters and Aimee Bolender, AFT expressed concern that a decision about which Cei used to pay out was made without council input. She is concerned that TIF is a rubber stamp and that is not the intention of the council. She asks that the council not be asked for input after a decision is made.
- Dale Kaiser, NEA echoed Marueen's concerns
- Willie Crowder, DSAA also shared the concerns

Description

❑ OPT IN APPEALS

- A list of 85 appeals was presented to the council. Most of the appeals were based on system issues. One was a teacher planning to retire. She declined because she originally thought she was not eligible. Once that parameter was clarified and she realized that she was eligible, she wants to opt in. Laura Allen recommended that this teacher be allowed in since the council received clarification from USDE and changed program eligibility accordingly.
- Cecilia Oakeley recommended that we allow all 85 in because of the system issues
- All council members agreed.
- Carlos Tapia asked about a cut off date.
- Council members were in agreement that this is last round of appeals based on opt in because the second classroom observation must be completed by the end of May. Considering opt in appeals afterward would be moot.
- Kim Olson asked that the appeals be granted on the condition that the principals make the commitment to ensure the second observation is completed for the teachers who appealed.
- Council agreed. Communication to employees and principals will include the conditional acceptance.

❑ D.A.T.E. GRANT UPDATE

- DK Bailey reported that the grant is still in the approval process. Therefore, DK & Leng will remain named on the grant until final approval. Then the grant will be amended to reflect the new project manager, Laura Allen
- Communication on date grant will be integrated with TIF for consistency and clarity
- DK emphasized that we must get communication out to the campuses as soon as possible since we are near the end of the school year.
- Kim Olson asked about data analysis of the award
- DK says he will get the information

Description

PRINCIPAL INCENTIVE UPDATE

- Cecilia Oakeley presented some preliminary data for the proposed changes to the 08-09 programs.
- Changes in the formula on the percentage of each domain were reviewed
- Recommendation for Assistant and Associate Principals to be included
- Cecilia reviewed data on how many schools would be affected by changes
- Cecilia also review data on how inclusion of A.P.s and Associates would affect the budget

COMMUNICATION UPDATE

- DK Bailey reported that the district strategic plan is being written by a consultant
- Tactical plan is being discussed
- Use of last years plan and updating it for the quarterly report is his recommendation
- Laura Allen presented a draft of a communication plan for TIF
- Included was the draft of several logos to help identify each incentive program
- Maureen Peters recommended web links that also include which schools are included in each program

DATA QUALITY PLAN

- Leng Fritsche reviewed draft of data quality plan
- The plan focused on federal report (quarterly report) due in May, data used for performance pay
- Leng Fritsche will provide complete report available for posting on web site
- Cecilia also discussed efforts to improve data quality including a letter sent out recently to campuses with steps for correcting data.
- Dale Kaiser asked if this will help ensure that Spanish class will not include French students as an example of incorrect students on rosters
- Maureen Peters asked about the minimum number of days used to calculate the CEI; Bob Mendo will get the information for her

Description	Owner's Name	Date First Assigned	Due Date	Status
❑ ACTION ITEMS				
Action Item: Carlos Tapia or HD designee will head the superintendent designated committee for appeals and coordinate the meetings.	Carlos Tapia	Feb. 26, 2008	March 18, 2008	Complete
Action Item: Carlos Tapia will provide information on Academic Leadership stipends to Entaune Tyson to be put on the performance pay website.	Carlos Tapia	Feb. 26, 2008	March 18, 2008	Pending
Action Item: Send out an email to the principals and teachers serving on the Advisory Council to ask which CEI to use to award the "high-needs" incentive and to ask about the name change to "target-impact." All results should be communicated to the Advisory Council.	Entaune Tyson	March 18, 2008	April 29, 2008	Complete
Action Item: Arnold Viramontes will bring up the need for a budget plan to the Executive Leadership Team for the district to match incentive funds.	Arnold Viramontes	March 18, 2008	April 29, 2008	Pending
Action Item: Leng Fritsche will check with the federal regulators on what could be considered a "good faith" effort for communicating to employees who qualified for incentive awards, but have left the district. Leng will also check on the possibility of revising the grant application to require retention.	Leng Fritsche	March 18, 2008	April 29, 2008	Complete

Meeting Packet Content:

1. Agenda
2. Opt-in Appeals list
3. Draft Communication Plan
4. Options for Principal Incentive recommendations
5. Other presenters will provide copies

The next Principal and Teacher Advisory Council Meeting is scheduled for:

Date: Tuesday, May 27, 2008
Time: 4:00-6:00 PM
Place: TBD