

Principal and Teacher Incentive Advisory Council (Meeting Minutes)

Date & Time: May 27, 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
 Chance
Teachers Aguilar Brothers Curry Ellis Goodwin Hayes Heard Martinez Paeschke Rice

NON-VOTING Council Members

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

Guests:

Kihneman Wolfson

Description

SUBCOMMITTEE UPDATES

DATE Committee

- Laura Allen reported that the amount of the date award will be more than requested. TEA informed the district that the new amount will be around \$10.5M. Currently, TEA is reviewing grant applications. Some adjustments may be necessary before final award (NOGA) is made to the district. That is expected to happen later this summer. Principals were informed by email that the grant is in process and once awarded, the time frame for implementation will be very short. Additionally, Allen asks for assistance with chairing this and the Principal incentive subcommittee. Chairing the main TIF council in addition to all the subcommittees is not feasible.

PRINCIPAL Committee

- Linda Chance suggested adding Luis Tamez as a member of the Principal Committee. Tiffany Barnett and Keisha Crowder-Davis also agreed to participate. Cecilia Oakeley suggested that Keisha or someone from her department chair the committee since it affects principals. Keisha asked for more information before making commitment to chair.

Communication Plan

- Laura Allen reported that the communication department had reviewed the plan and it is ready to submit. Submission is planned for May 30.

Data Quality Plans

- Entaune Tyson submitted a draft of the Data Quality plan for review. Discussion about the DQ plan included the following:
 - Cecilia Oakeley asked about 07-08 timeline and pointed out that the time frame for CEI and SEI data should be reversed

Description

- ❑ Dash Weerasingh asked about changes in student schedules to accurately track data used in CEI. His concern is that the committee agreed on a course of action for verifying data and now it is not being done because of new student system implementation
- ❑ Linda Chance suggested that the employee attendance is owned by payroll.
- ❑ Regina asked about “employee profile” that is currently refers to all employee data used from oracle. There is currently a request to MIS to create a screen in self-service to capture the data.

Description

Opt In Late Appeals

Laura Allen reported that a few (less than 5) late opt in appeals were received after the May 27 meeting. Committee unanimously agreed that it is too late for opt in appeals

. Incentive Program Logos

- ❑ The council reviewed four versions of logos. One design as preferred however, there were some comments and suggestions for changes. Comments were as follows:
- ❑ Suggestions: take out man and woman and use other symbols (Stephanie Ellis, Tiffany Barnett)
 - Check on legal use of clip art (Entaune Tyson)
 - Use of colors for black and gray scale to reduce amount of ink used (Tiffany Barnett)
 - School building looks like a church (Regina Youngblood, Entaune Tyson)
 - Set A: take out man and woman. Replace man with DISD face in the logo, take out woman, keep school and target
 - Cursive font is too hard to read

Will take back info and let Jimmie update based on comments

Facts Sheet

- ❑ A fact sheet that includes questions and issues with payment of incentives. Based on past experience with payment of incentives, these issues arise as a normal course of business. The intention of this fact sheet is to inform principals and other campus staff of how “special circumstances” will be treated. This is an effort to help employee understand why a payment may be different than that of a co-worker. Final version of the facts sheet will be distributed to Principals and staff as well as posted on the web page.
- ❑ Discussion of fact sheet included the following:
- ❑ Regina Youngblood asked is division CEI a known term? Dash explains what a division CEI means and that most teacher do recognize the term.
- ❑ Discussion about appraisal and observations
- ❑ Discussion about percentage of time spent on each campus and prorating formula
- ❑ Discussion about changes in assignment, clarify what time frames will generate CEI versus what will not generate CEI

Description	Owner's Name	Date First Assigned	Due Date	Status
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The next Principal and Teacher Advisory Council Meeting is scheduled for:

Date: Tuesday, June 24, 2008
Time: 4:00-6:00 PM
Place: TBD