

# Principal and Teacher Incentive Advisory Council (Meeting Minutes)

Date & Time: July 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  Chance  
**Teachers**             Aguilar  Brothers  Curry  Ellis  Goodwin  Hayes  Heard  Martinez  Paeschke  Rice

## NON-VOTING Council Members

**Administrators:**     Allen  Bailey  Bemby  Connally  G. Dixon  Tyson  Singleton for Youngblood  Weerasingh  
**Teachers & Rep:**     Bolender  W. Crowder  Kaiser  Peters  Honea  
**Parents & Business:**  Johnson

## Guests:

Kihneman  Wolfson

## Description

### DATE Update

Laura Allen gave update on grant status. Per Jerrell Booker, TEA, the NOGA will be issued around September 1, 2008. Planning and preparation have already begun. Shared the "principals' packet" with council for review. Plan to reconvene subcommittee to finalize implementation plan.

Cecilia Oakeley voiced concerns about posting the positions prior to September 1 of program evaluator for DATE as well as other positions necessary to implement. Cecilia also wants to revisit the overall strategy for performance pay that includes TIF, DATE, etc. to see if we are still on track. Maureen Peters supported Cecilia's request to revisit the overall strategy for performance pay.

### TIF Annual Report

Laura Allen reported that there are still two outstanding items, then the report will be ready to submit. Report is due 8/1  
Nancy Kihneman found an error in the report. The draft listed 26 schools in the 'high needs' also called Targeted Impact. 26 schools is for the 08-09 school year. This report covers 07-08, therefore, the correct number of schools should read 16. The report will be updated before submission

### Logo - Final

The final program logos for Performance Pay, DATE, TEEG and Principals Incentives were submitted to the council. Council accepted with one exception. Kim Olson recommended creating a new logo for TIF to be consistent with other logos for other grants.

## Description

### **Appeals Process-Final**

The final version of the appeals process was displayed for the council. The process is currently in programming and will be ready for testing next week. Employees appealing the program results will use employee self service module in Oracle.

There was some group discussion about CEI appeals. Bob Mendro clarified for Dale Kaiser the process of data verification that is expected to address data issues that used to result in appeals.

Dale Kaiser asked if CEIs could still be appealed after deadline if it is not one of the pilot schools. Mendo explained that CEIs could be appealed but would impact the Performance Pay Program results if submitted after the deadline..

### **Program Evaluation**

Bob Mendro & Cecilia Oakeley reported that the evaluation of the program processes is currently in draft form. The report is expected d is expected to be submitted to the council in August.

### **Planning/Scheduling for next TIF Cycle**

Laura Allen asked for confirmation that the program will roll district wide next year, or could we implement incrementally by adding another 60 schools.

Entaune Tyson reported that the original intent was always for the program to pilot one year and then implement district wide.

Council agreed implementation would be district wide.

Planning for the next cycle will begin immediately. A meeting to review the communication plan and implementation strategy is planned for two weeks (August 12 at 4:00 meeting room TBD)

Cecilia Oakeley voiced concerns about matching funds. She is unsure if we are matching with DATE funds or exactly how that process should work and where the money comes from.

Carlos Tapia suggested that we have a full and detailed report from Grants Management on the status of the TIF budget to ensure we can fund a district wide implementation.

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: August 26, 2008  
Time: 4:30-6:30 PM  
Place: TBD