

# Principal and Teacher Incentive Advisory Council (Meeting Minutes)

Date & Time: February 3, 2009 4:30-6:30 PM

Location: Buckner Building, 1<sup>st</sup> Floor Conference Room

## VOTING Council Members:

**Principals**       Garcia  J. Dixon,  Sanchez  Newsome-Haywood  Weir

**Administrators:**       Carillo  Crowder-Davis  Griffin  Mitchell  Oakeley  Olson  R. Ryan  Sumner  Tapia  Chance  Bemby

**Teachers**       Aguilar  Brothers  Curry  Ellis  Goodwin  Hayes  Heard  Martinez  Paeschke  Rice

## NON-VOTING Council Members

**Administrators:**       Allen  Bailey  Connally  G. Dixon  Tyson  Singleton for Youngblood

**Teachers & Rep:**       Bolender  W. Crowder  Kaiser  Peters  Honea

**Parents & Business:**       Johnson

## Guests:

Kihneman  Wolfson

## Description

### Changes to Dallas Performance Pay Program 08-09 School Year

Allen: Eligible jobs and position email came in from DOE after winter break. The positions include only Teachers, Teacher Assistants, Principals, Assistant and Associate Principals. The DOE doesn't recognize librarians, counselors, speech therapist and other non-instructional positions because they don't have a teaching certificate. Need to inform at front to cut out staff before we were get into a deficit.

Allen: Another to address, Target and Magnet Schools are populated with more 30% disadvantage Trying to have Magnets Schools clarified. SCS District does not include 30 to 40% disadvantage

Peters: Ruling from governmental-request more information

Allen: Original of application was to pick up of OSPA turn it to Grievance

Oakeley: 90 million allocated is going away ELT consider go to non-instructional personnel

Allen: We are still going through a few more Introduction sessions up to 10 to 20 in attendance.

Peters: Request that Pay and Performance Dept. send an email to remind principals of presentation and deadline.

Allen: I'm working on a screen to document observations for the principals. Everything will be in Oracle, ex. Observation and attendance.

## Description

Allen: Observations has to agree by PDAS. Allowable by PDAS

Dale: 45 minute window by law, 20 and 25 minutes on separate days will be acceptable

Allen: One screen will help observation, 1 for PDAS 1 for Grant. Training is in the works to let principals know there will be 2 screens for Observations

Allen: Non-instructional has a window to read your not eligible. Monica just complete sending email out to principals to inform them of non instructional that is not eligible.

### **Review of process for updating Rosters (CEI) Generation**

Allen: Spoke with Karen Bemby: They are going to communicate with teachers through my data portal starting in February.

### **Appeals 08-09 School Year**

Oakeley: 450 schools with a 3 week deadline is impossible. Currently working on correction of last year data, adjustments on CEIs.

Peters: To avoid so many appeals for attendance, recommends send an email to inform them that they no longer qualify after 10 day absent. Give the employee a chance to continue in program. Contact MIS to generate a software. Inform email to remind staff that they do not have enough days.

Oakeley: Asks, "what days doesn't qualify them? Which affect leave time?"

Allen: Personal Illness, Personal Business

Oakeley: Requirements for the grant; evaluation, 2 observations totaling min of 45 minutes, attendance and Opt-in.

Oakeley: Hold pay until appeals processed. We had 200 appeals

Peters: Make sure we inform the staff that they NEED TO PRINT COMPLETE OPT-IN SHEET. Send email to all campuses to inform them of introduction of TIF program.

**Description**

**Targeted Impact Schools**

Chance: Find it difficult to have a teacher want to transfer or recruit for hard to staff schools.

Allen: 09-10 needs to be cover by TIF. Original was eligible with required criteria hard to staff. Monitors feels reconstituted needs certified teachers. Certified teachers do not want to transfer from non-reconstituted to reconstituted schools. Started with 10 schools AU.

Dale: Schools that were AU last year select 10 will become hard to staff.

Chance: Recommunicate that they will or will not get it. Decide to resubmit a scope to DOE.

**DATE Grant Status**

Allen: DATE Grant will award a minimum of \$1,000. Campus due date to vote is January 30, 2009. Reed is going to have electronic way to have schools to submit rosters electronic. Plan to check and cross reference IDs and Names.

Allen: Need a committee to validate school activities. The start of the grant was bumpy but turned out to be running smooth. DATE Grant does not have the same criteria as TIF Grant. Doesn't feel you can't align together. The DATE Grant pays Non-CEI, compliments the TIF Grant requirements. I will check DATE application deadline for 09-10

**New Subcommittees**

Allen: We need to work on CEI and Professional Development subcommittees.

Mitchell: Suggest we contact Jackie Landry

Description
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**OTHER:**

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

Date: February 24, 2009

Time: 4:30-6:30 PM

Place: Ad Building Room 346