

Principal and Teacher Incentive Advisory Council (Meeting Minutes)

Date & Time: February 24, 2009 4:30-6:30 PM

Location: Administration Building, 3700 Ross Avenue, Room 346

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 Nemec

Description

Targeted Impact Schools 09-10

Discussions 8 of 10 AU high schools exceptions of Seagoville and North Dallas, which will not be included per Kim. Pay core teachers by different variance keep under 4 mil. Pay by Title I.

Important choose for recruitment; give them chance to select schools early. Suggested by TEA to move AC teachers off campuses and pay certified teachers. Scores come in late June that will give us final list of AU schools. Submit to TEA coordinator to see if Title I will pay just high schools.

Review of process for updating Rosters (CEI) Generation - Status

February 16, 2009 listed rosters to verify. Semester I learn from pilot gave chance to have clean databases. March 13 due from teachers with last markings. March 20 due by principals for approval. Teachers may make changes until principals submit. By January students have last verification. Teachers are left after RIF if they are listed. Bemby include old teacher because doing per 6 weeks period. Teacher that is not here will eventually be removed. Know number of teachers teaching not removed. Teacher will receive full award if earned CEI in one semester plus other criteria need to be eligible. Maureen wants to look over the attendance rule for 09-10 school year. Late hire makes attendance ineligible. Add all communication of District-wide will be posted on web. If RIF teachers will be able to see first 6 weeks and other week scratched through? If they changed assignments need to verify every 6 weeks.

Description

Teacher and Student Pay for Performance

Wolfson reviewed his interim Report was generated after CEI and SEI scores. Introduction had to have to Opt-In, attendance and (2) observations. See page 2, Table 1. 397,000 appeal fund to pay GO. Table 1 2nd footnote – 1 qualify and 2 not qualify. Demographic CEI's (Fig. 1) observation appeals 116 <56 CEIs><60SEIs> paid by GO. 667 is total appeals; include the total appeals in report. Adjust the wording to make accurate. Allen will send break down to Wolfson. Attendance caused complication went over Figure 2. Maureen interested to compare Fig2 to Districtwide. Wolfson expect even distribution SEI awards receive bonus schools 4 decile see Table 2. Table 8 page 12 CEIs lowest and highest of Table 4. Table 3 is it the highest-Wolfson need to look @ Brashear Fig 3 23 campus show decile names. Table 8 average of support and professional. Figure 3 what is the percentile of support and professional staff. 21 schools that earned award Table 7 and Figure 3. 21 schools earned SEI out of 59 schools Table 10 subset of Table 9. Table 11 same concept SEI to AEIS. Table 11 show that campuses are academical. Page 17 lowest of lowest on pilot. Continue to do more research. Add attendance at end of report. 95% is required for attendance.

Appeals Process

667 appeals, Have each learning community to filter appeals. Teacher represent, HR, E&A, Principals to be on Appeals committee. Learning Community needs to review for payment. Verify opt in before teachers leave before May. Opt in, evaluation/observations and attendance is the hardest. Working on status screen for self-service. Results won't be solved. If appeal to communicate to 3 to 4 months. 4/17 to PDAS for documentation. HISD has a web portal to dispute issues when it occurs. We need to establish web portal. Request to MIS to have the system to notify of eligible criteria and when it's not met. Suggest email or hotline for teachers to call let them know that they didn't receive the 2nd observation. Draw out plan of action, update manual. Committee wants to tally attendance perhaps in August.

Description

DATE Grant Status

Complete my Data Portal on the web. Allen enter Elementary, currently testing observation screen. Data portals are for the schools. Need committees for the approval window to input data. Signature of participants are due 2/27/09. Signature is going to acknowledge that test scores will be used. Cycle 3 Teag can't participate. Booker and TAG and Travis don't qualify.

New Subcommittees

Description

OTHER:

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

Date: March 31, 2009

Time: 4:30-6:30 PM

Place: Ad Building Room 346