



Dallas Independent School District

SUPERINTENDENT'S CHARTER FOR THE TEACHER AND PRINCIPAL INCENTIVE ADVISORY COUNCIL 2006-2007

Purpose of the Teacher and Principal Incentive Advisory Council

In accordance with the Teacher Incentive Fund (TIF) program purpose and the Superintendent's goal to recruit, retain, and reward effective teachers and principals for results, the Dallas ISD Teacher and Principal Incentive Advisory Council is charged with advising the Superintendent on the development and implementation of a sustainable performance-based teacher and principal incentive system, particularly in high-needs schools and subjects. Specifically, the Council is charged with

1. Establishing a comprehensive incentive system that provides teachers and principals, particularly those who serve in high-needs schools, with differentiated levels of compensation based primarily on student achievement gains at the school and classroom levels,
2. Developing and implementing a fair, rigorous and objective process to evaluate teacher and principal performance multiple times throughout the school year,
3. Ensuring that the incentive system considers multiple classroom observations conducted during the year
4. Developing guidelines for providing educators with incentives to take on additional responsibilities and leadership roles,
5. Ensuring compliance to the TIF grant performance reporting and evaluation requirements
6. Ensuring that, in each applicable budget year, an increasing share of funds from sources other than TIF grant will be used to pay earned differential compensation costs,
7. Establishing ongoing support for and commitment to the incentive program from a significant proportion of the teachers, principals, and the community,
8. Developing an incentive program to recruit or retain effective teachers and principals (as measured by student achievement gains) in high-needs schools and/or hard-to-staff subject areas,
9. Building the capacity of teachers and principals through activities such as professional development to raise student achievement and to provide students with greater access to rigorous coursework,
10. Determining if all incentive programs in Dallas ISD should be consolidated into one comprehensive program.

The Council will act in a leadership advisory capacity in carrying out these critical functions, but does not have direct line authority over district decision-making. Direct line authority rests with the Superintendent and/or designee(s) as directed by policy.

Background

The roles of the principal as the leader and the teachers in imparting knowledge are crucial in improving and sustaining high student achievement, particularly in urban districts with high minority populations. The Dallas Independent School District Teacher and Principal Incentive Pay program will reward highly effective teachers and principals for creating, reaching, and maintaining high standards of student achievement. The Dallas ISD has a 14-year history of identifying outstanding teachers and principals. The proposal builds on this history and existing apparatus to identify and reward effective teachers and principals based on a combination of direct and/or value-added measures of student achievement and high standards of professional practice.

In addition to awarding high achievement, the proposal includes refinement of the Dallas database for tracking student-teacher assignments; incentives for principals and teachers to participate in substantive, high-standards professional development; incentives for highly effective teachers to move to and stay in high-needs campuses and procedures for insuring the integrity of test results.

Teacher and Principal Incentive Advisory Council Membership

Membership

The Dallas ISD Teacher and Principal Incentive Advisory Council shall be comprised of selected members from each stakeholder group.

- 1)* Community Members—Chair of Dallas Achieves, 1 PTA parent (Total of 2)
- 2) Teachers—2 elementary, 2 middle school, 2 high school (Total of 6).
- 3)* Teacher Organizations—1 from AFT and 1 from NEA (Total of 2)
- 4) Area Principals—1 elementary, 1 middle school, 1 high school (Total of 3).
- 5) Area Superintendents—1 Area Superintendent
- 6) Deputy Superintendents – 1 from Curriculum and Instructional Support Services and from School Support Services (Total of 2)
- 7) Business Services—1 from District Operations (Compensation), 1 from Human Resources, 1 from Budget, 1 from Grants Accounting, and 1 from Grants Management (Total of 4)
- 8) Curriculum & Instructional Services—3 from Evaluation & Accountability (Total of 3)
- 9) School Support Services – 1
- 10) Legal Services – 1

Total Membership = 26 members

Leadership

The Council will serve through the direct leadership of the Deputy Superintendent of Curriculum and Instructional Services, Deputy Superintendent of School Support Services, and Division Executive of District Operations. The Deputy Superintendents and Division Executive are responsible for:

- communicating the Council's recommendations to appropriate district leadership and the Board of Trustees (with Council membership support and involvement),
- revising the Council's charter as needed for the superintendent's review and approval,
- leading the Council's meetings (agendas, logistics, follow-up), and
- assisting the Council in meeting the roles and responsibilities outlined in this charter.

Tenure of Council Members:

To support knowledge building, Council members will be asked to serve for a period of not less than two, but not more than five years on the Council. Individual member tenure is to be determined by the Council.

Participation and Attendance Expectations

Council members will be expected to attend 4 Council meetings during the planning year, and approximately 2 meetings per year thereafter. Additional meetings may be held as needed. Teachers will be compensated for attendance and participation at the district-approved hourly compensation rate if the meetings are held after normal work hours.

Proposed Schedule of Meetings

The first meeting will be held in December 5, 2006. Subsequent meetings will be determined by the Council.

* Ad hoc and Non-Voting Membership

- 1) The president or representative from the 2 teacher professional organizations—AFT and NEA—will be invited to provide communication linkages to organization members.
- 2) Business/community members may be solicited to serve as advisors on an as needed basis for specific issues.