

SCC Campus Reps Q & A

Questions Received the Week of 11/02 06/20

Richland Middle

1. **Why doesn't Birdville use any DATE, TEI or REACH funds provide by the state for incentives so teachers can increase their salaries?** Implementing incentive bonuses for teachers will result in better retention and doubling the percent of students scoring above state test expectations.
 - A. Teacher incentive pay based on student performance is challenging. Student progress is difficult to define based on standardized test scores since each student is unique. In addition, many of our grades and subject areas do not have standardized tests.

In the House Bill 3 Legislation passed in May 2019, the Legislature created the Teacher Incentive Allotment (TIA). Birdville ISD is currently working through the process of applying for these funds which is a two- to three-year process. We have joined a cohort with six other area districts to create a fair and equitable plan. To qualify for the TIA funds, teachers must complete an extensive training and certification program.

The goals of this consortium are to:

- 1) Develop a designation system that would not create competition between districts,
- 2) Develop a designation system that honors the work teachers do, and
- 3) Develop a designation system that utilizes the current TEA-approved evaluation system and student performance requirements (T-TESS and SLOs) since all principals and administrators have been trained to implement this system.

Another important aspect of the designation system will be to recognize quality teachers around the District who can be utilized to develop other teachers and help improve student performance. Awarded amounts are based on the at-risk level of each campus.

Teachers may also complete a program for certification as a Master teacher on their own. This designation will qualify a teacher for TIA funds based on the level of at-risk students at their campus.

Regarding the other funding sources listed above, the District participated in the DATE grant about nine years ago. Those funds are no longer available. The TEI is the evaluation system that Dallas ISD uses. It is not a grant. We have not been able to find any information about a REACH grant.

Richland Middle (continued)

Richland HS/Patrick Kelley

Mr. Thomas, I wanted to share with you and Dr. Brown a quick idea at the end of this.

Smithfield ES/