

Hays CISD

District Leadership Team Meeting

November 10, 2022

4:30PM

HCISD Performing Arts Center (PAC)



Meeting Agenda

- 1. Welcome - Dr. Eric Wright, Superintendent**
 - 2. Teacher Incentive Allotment - Mary Torres, HR Project Coordinator**
 - 3. District of Innovation - Linda Hall, Deputy HR Officer and
Fernando Medina, Chief HR Officer**
-
- 1. Discussion, Comments, Questions**

Welcome -

Dr. Eric Wright, Superintendent

Teacher Incentive Allotment

Mary Torres, HR Project Coordinator

District of Innovation

Ms. Linda Hall, Deputy Human Resources Officer

Dr. Fernando Medina, Chief Human Resources Officer

Wrap-Up

- **Upcoming Meetings:**

- **January 12, 2023 **** <<NOTE DATE CHANGE>>**
- **February 9, 2023**
- **March 9, 2023**
- **May 11, 2023**
- **June 8, 2023**

THANK YOU!

We appreciate your
commitment to the
2022-2023 Hays CISD
District Leadership Team

Questions, Feedback...

Stephanie Norris

DLT Facilitator

Federal Programs Director

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Teacher Incentive Allotment (TIA)

Overview

Dr. Fernando Medina, CHRO

Ms. Mary Torres, HR Coordinator

November 2022



Human Resources Mission

In **Human** Resources, we believe in the power of **people** and the difference they can make. We are committed to ***BUILDING*** and ***SUPPORTING*** our team of ***DIFFERENCE MAKERS*** to positively influence every student's life.



Agenda

- Background
- 2021-2022 Criteria
- 2021-2022 Preliminary Results
- Glows & Grows
- Communication, Education, & Engagement
- New in 2022-2023
- Roadmap
- Questions & Comments

Background: Teacher Incentive Allotment

The Teacher Incentive Allotment (TIA) was created by the Texas Legislature as part of House Bill 3 to provide a realistic pathway for top teachers to earn six-figure salaries and to help attract and retain highly effective teachers at traditionally hard-to-staff schools.

Background: Teacher Incentive Allotment



\$3K - \$9K



\$6K - \$18K



\$12K - \$32K

Note: Teachers that hold a National Board Certification are designated as *Recognized*.

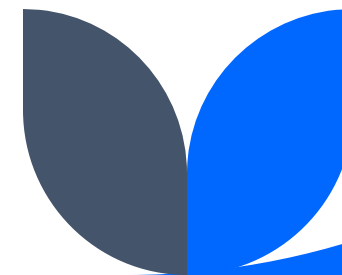
2021-2022 Criteria

TEA

- Must include teacher performance measure
- Must include a student growth measure
- All teachers in eligible assignments and at eligible campus **must** participate
- PEIMS Role ID must be 087
- Teachers must be included in a fall and winter rosters and for 90+ days or the equivalent

Hays CISD

- Must be in an eligible teaching assignment
 - 4-8 Reading & Math
 - Algebra I
 - End of Course English II
- Must be on an eligible campus
- Must have a minimum of 10 students
- Must teach three sections in an eligible assignment if secondary

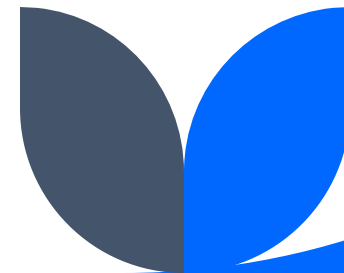


2021-2022 Preliminary Results

80 Recommended Designations

(Top 30% of eligible teachers)

- 269 teachers were eligible for a designation
- 21 campuses had at least one teacher with a recommended designation



2021-2022 Preliminary Results

Campus & Recommended Designations	Allotment Range per Teacher
Barton MS - 6	\$3,452 - \$13,507
Blanco Vista ES – 6	\$4,220 - \$16,068
Buda ES - 5	\$3,671 - \$7,342
Camino Real ES - 5	\$5,048 - \$10,095
Carpenter Hill ES – 7	\$3,151 - \$12,502
Dahlstrom MS - 2	\$3,131
Elm Grove ES - 4	\$3,117 - \$6,234
Fuentes ES - 2	\$3,622 - \$7,243
Hays HS - 5	\$3,671 - \$7,342
Hemphill ES - 2	\$5,243 - \$10,486
Johnson HS - 2	\$7,118

Campus & Recommended Designations	Allotment Range per Teacher
Kyle ES - 2	\$3,876 - \$7,753
McCormick MS - 3	\$4,053 - \$8,106
Negley ES - 5	\$6,884 - \$13,474
Ralph Pfluger ES - 4	\$3,706 - \$7,412
Science Hall ES - 3	\$8,287 - \$15,812
Simon MS - 3	\$4,838 - \$9,676
Tobias ES - 2	\$3,546 - \$13,821
Tom Green ES - 3	\$3,757 - \$7,514
Uhland ES - 5	\$5,478
Wallace MS - 4	\$4,074 - \$15,580

Note 1: Allotment Ranges \$3,117 - \$16,068 (tentative)

Note 2: See attachment for more detail

Glows & Grows

Glows

- Provided opportunity for employee recognition and compensation
- Allowed for authentic engagement with the TIA Steering Committee (see attachment)
- Increased the focus on calibrated evaluations across the district
- Encouraged teachers to pursue National Board Certification

Grows

- Identified a need for increased Communication, Education, and Engagement
- Identified a need to improve the correlation between student growth and teacher evaluations
- Identified areas that need refining in our locally developed TIA process (e.g. missing data)



Communication, Engagement, & Education

Continue

Online Informational Meetings

Schoolology course

National Board Certification

Cohort/Support

Training to ensure a complete data file

New

Single point of contact

HaysBeat! the HR Podcast

One-on-one sessions

Campus-based presentations

TIA Webpage

Recruiting materials

Recognition ceremony

Social media blast



New in 2022-2023

Changes reviewed with Steering Committee:

- Expand to Pre-K (Circle) and K-3 (mClass Rdg.) and English I (STAAR)
- Adopt Transition Tables to determine student growth
- Use T-TESS Domains 2 & 3 to determine teacher performance
- Implement the Statewide Performance Model
- Implement a minimum standard of 4 classes taught at secondary level

Other needed changes identified through submission:

- Include all campuses on the eligibility list



Roadmap

Spring 2021

- Contracted a consultant
- Formed TIA Steering Committee
- Developed implementation plan
- Developed 90/10 spending plan
- Submitted TIA application

2021-2022

- Held Information Sessions
- Created Schoology course
- Provided T-TESS calibration
- Captured data (teachers and students)
- Gathered feedback from Steering Committee

2022-2023

- TIA Steering Committee refines TIA Plan
- October - Recommended designations submitted to TEA
- November - Teachers receive scorecard
- Ongoing - Webinars/Information Sessions provided to increase awareness and report updates
- February - TEA communicates results
- May - Teacher certifications updated to reflect designations
- June - Allotments paid

Roadmap

2022-2023

- Curriculum & Instruction will identify how to measure student growth in other areas, e.g. band, JROTC, elective reading classes, etc.

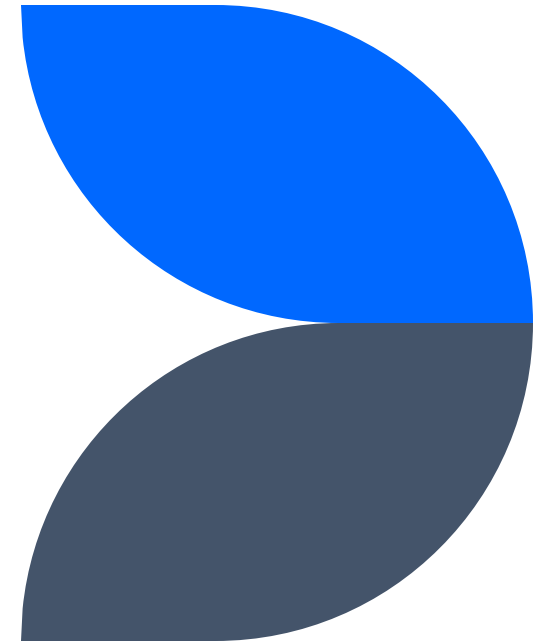
2023-2024

- Curriculum & Instruction will pilot student growth measures

2024-2025

- TIA will include all teachers and all content areas

Questions & Comments



District of Innovation Amendments

Ms. Linda Hall, Deputy HR Officer

Dr. Fernando Medina, Chief HR Officer

November 10, 2022



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Agenda

- Background
- Hays CISD District of Innovation Plan
- Problem Statement
- Possible Solution
- Possible Amendments
- Group Input Activity
- Roadmap with Next Steps
- Questions

Background:

What is a District of Innovation?

The laws authorizing Districts of Innovation (DOI) give traditional school districts most of the flexibility available to Texas' open-enrollment charter schools.

Background:

What is the amendment process?

Notification is required to TEA by email or letter upon the Board adoption of an amendment.

Notification must include:

- Adoption date (date of board meeting)
- Amendments made (TEC sections added or removed from plan)
- Link to amended plan on district's website (landing page)
- Updated checklist of exemptions reflecting all sections of code from which the district is exempt (both newly and previously adopted)

Hays CISD District of Innovation Plan

Effective Dec. 17, 2018 – Dec. 17, 2023

First Day of Instruction - TEC §25.0811: A school district may not begin instruction for students for a school year before the fourth Monday in August.

CTE Teacher Certification - TEC §21.003: Requires that a person may not be employed as a teacher by a district unless the person holds an appropriate certification or permit issued by the State Board of Educator Certification.

Preclusion from Providing an Alternative Group Coverage Program - TEC §22.004 (i) States that a school district may not make group health coverage available to its employees pursuant to TEC 22.004(b)



Problem Statements

- Hays CISD continues to experience teaching vacancies post-COVID. The most challenging vacancies tend to exist at the secondary level. These areas include Math, Science, and LOTE (Spanish and American Sign Language).
- Hays CISD has limited options for contract recommendations. More flexibility is needed to offer a probationary contract status in unique circumstances.
- Hays CISD Board of Trustees has limited flexibility in suspending pay in rare situations.



Possible Solution

Maximize opportunities to address challenges
through District of Innovation

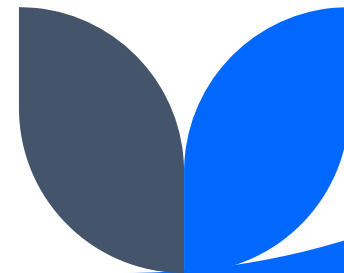


Amendment 1

Expand the current certification exemption to include Math, Science, & LOTE teachers at the Secondary Level.

This option would be exercised by HR in rare cases when a vacancy would exist on the first day of instruction. Generally, this would not be an option in the early hiring season.

Related Statute: TEC §21.003 - Requires that a person may not be employed as a teacher by a district unless the person holds an appropriate certification or permit issued by the State Board of Educator Certification.

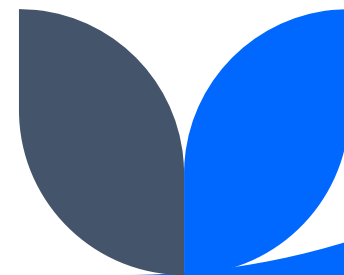


Amendment 2

Exemption from 10-day notice of intent to non-renew or terminate a contract, specifically for principals.

This exemption will allow the Superintendent to recommend contracts in June once STAAR data is available.

Related Statute: TEC §21.103(a) - The board of trustees must give notice of its decision to terminate the employment to the teacher not later than the 10th day before the last day of instruction required under the contract.

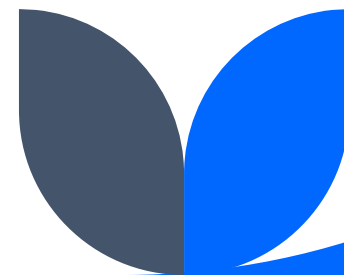


Amendment 3

Exemption from the due process to suspend a teacher without pay pending discharge of the teacher's employment.

The timeline associated with suspending a teacher's pay pending a recommendation for termination can be unreasonable.

Related Statute: TEC §21.211(b) - The board of trustees may suspend a teacher without pay for a period not to extend beyond the end of the school year pending discharge of the teacher.



Amendment 4

Exemption from the requirement to issue term contract to teachers who have been in public education for at least five of the previous eight years following one year of probation.

We propose allowing up to three probationary contracts to allow the teacher to demonstrate improved performance.

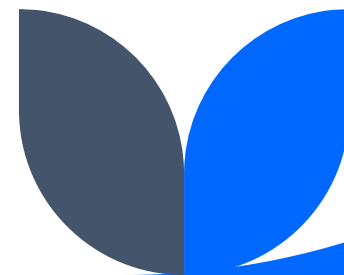
Related Statute: TEC §21.102(b) - The probationary contract may be renewed for two additional one-year periods, for a maximum permissible probationary contract period of three school years, except that the probationary period may not exceed one year for a person who has been employed as a teacher in public education for at least five of the eight years preceding employment by the district.

Amendment 5

Exemption from the requirement to obtain a teacher's consent to return the teacher to a probationary contract.

Placing a teacher on a probationary contract would allow time for the teacher to demonstrate performance improvement.

Related Statute: TEC §21.106 - (a) In lieu of discharging a teacher employed under a continuing contract, terminating a teacher employed under a term contract, or not renewing a teacher's term contract, a school district may, with the written consent of the teacher, return the teacher to probationary contract status.



Amendment 6

Exemption from the requirement to issue a term contract following three years of probationary status and the requirement to obtain Board approval.

Placing a teacher on a 4th year probationary contract would allow time for the teacher to demonstrate performance improvement. The process to obtain approval creates unnecessary steps to support a teacher.

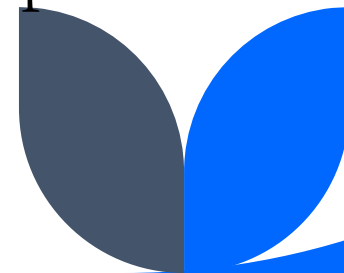
Related Statute: TEC §21.102 - An employment contract may not extend the probationary contract period beyond the end of the third consecutive school year of the teacher's employment by the school district unless, during the third year of a teacher's probationary contract, the board of trustees determines that it is doubtful whether the teacher should be given a continuing contract or a term contract.

Amendment 7

Exemption from the requirement to have Kinder - 3rd grade teachers and elementary principals attend a reading academy by the end of their first year.

We recommend allowing 2 years with a 3rd year option in extenuating circumstances. This statute creates overwhelming requirements in the employee's first year.

Related Statute: TEC §28.0062(2)(A) - School districts and open-enrollment charter schools must ensure that not later than the 2022-2023 school year, each classroom teacher in kindergarten or first, second, or third grade and each principal at a campus with kindergarten or first, second, or third grade has attended a reading academy.



Amendment 8

Expand the current certification exemption to include highly qualified out-of-state applicants.

This option would be exercised by HR when a highly qualified individual is coming from out of state and has yet to be certified by the State of Texas.

Related Statute: TEC §21.003 - Requires that a person may not be employed as a teacher by a district unless the person holds an appropriate certification or permit issued by the State Board of Educator Certification.



Group Input Activity

- At your table, socialize your understanding of each amendment.
- Pose questions to an HR representative.
- Select one person at your table to submit your most critical feedback.
- Scan the QR code or use the link.
- Complete one Google form per table.
- Submit the form.

<https://forms.gle/Xd7dWLqaE6VjfBaG6>



Things to consider....

Who or what impact might each of these amendments have?

Are there short- or long-term implications?

Are there other ways to achieve the same outcomes?

Do these recommendations address our problem statements?

Do these recommendations communicate our goal of being employee centered?



Next Steps

November through December

- Gather input from principals
- Gather input from teacher organization representatives
- Review with Board of Trustees

January

- Recommend amendments to the Board
- Post amendments on district website
- Notify Commissioner once amendments are adopted and posted

Spring into summer

- Use flexibilities during recruiting
& during contract recommendations



Questions

