

FAQ for the Teacher School Leader Grant 2018-2019

1. What is the purpose of the grant?

The federally-funded TSL program builds on the former Teacher Incentive Fund (TIF) program and promotes performance-based compensation and comprehensive human capital management systems for teachers, principals, and other school leaders. Region 18 was awarded TSL grant funding and is now working with three Texas districts, including Galveston ISD, to implement grant activities. Specifically, GISD has partnered with Region 18-TxCEE to implement the Texas Educator Excellence Model (TEEM). The primary goal of TEEM is to improve student achievement. This goal will be accomplished by building upon existing human capital management systems (HCMS). Other program goals include providing the following replicable approaches:

- Models for strengthening the educator pipeline.
- Models for supporting development of effective teachers and principals.
- Strategies for identifying, recruiting, retaining, and distribution of effective educators.
- Models of innovation for educator compensation.

The eight TEEM components act alone, and in concert, outlining a systematic approach districts can use to leverage resources and identify, foster, and retain high quality talent in their educator workforce. 1. Data Driven Instructional Support 2. High-quality Job-embedded Professional Development 3. Educator Mentoring and Support 4. Teacher Career Pathways 5. Educator Evaluation Systems 6. Recruiting, Retaining, and Rewarding High Quality Educators 7. Family, Community, and Educator Involvement 8. Leadership Pipelines (<https://innovation.ed.gov/what-we-do/teacher-quality/teacher-and-school-leader-incentive-program/> page 8, TEEM Guidebook)

2. Who is eligible to participate in the Performance Based Compensation?

Teachers (including CLFs), principals, assistant principals and CLLs who are rated as "Highly Effective" are eligible for compensation in 2018-2019.

3. How does someone get a rating of "highly effective?" (View the video for this question below this document.)

4. What is student growth?

Growth is the learning gain within an academic year for a student. Ideally, we want at least one year's growth within an academic year. For effectiveness ratings under TSL, student learning objectives (SLOs) are used, but growth can be measured in other ways for other purposes and may include STAAR data.

5. Can professional development be held at the beginning of the school year to go over TEEM by the district person in charge of TEEM?

GISD and TxCEE will ensure that all stakeholders have a better understanding of TEEM. The guidebook is a critical document that outlines the requirements and expectations of TEEM. Region 18 also hosts week-long summer training for district, school and teacher leaders on grant activities.

6. Can a meeting be held across the district to plan the pre/post-test on the first half day of the planning day?

SLOs should be teacher driven based on the needs of their students. We can support teachers and schools in coming together working with one another to review their SLOs and examine quality assessment items. By no means are we endorsing the same SLO districtwide.

7. Do the criteria listed under Campus Measure on page 33 in TEEM Guidebook apply for non-STAAR teachers?

The criteria listed under Campus Measure apply to all teachers who are rated highly effective.

8. For the evaluation, what if you have a score of 3.5? Does it round up?

The effectiveness scores are determined based on the range located in the chart. For teachers, the ranges are in the chart below. All eligible staff can find the effectiveness charts on pages 28-30 of the TEEM Guidebook that includes the ranges for scoring.

Classroom Evaluation*:			Classroom Academic Growth**:
The Classroom Evaluation score is derived from the summative score on the T-TESS Rubric, which domains include both observable and non-observable components.			Classroom academic growth is determined by using the following measures:
Rating	Performance Level	Index Score	100% Teacher's Final SLO Score
Improvement Needed	1.00 - 1.80	1	1 = 1 - 1.99
Developing	1.81 - 2.60	2	2 = 2 - 2.99
Proficient	2.61 - 3.40	3	3 = 3 - 3.99
Accomplished	3.41 - 4.20	4	4 = 4 - 4.99
Distinguished	4.21 - 5.00	5	5 = 5

9. Why are state and local funds not used for a competitive salary rather than trying to use grants? Grants could be used to fund support staff and funds to pay teachers.

State and local funds are used for competitive salaries, and these funds are used to fund pay raises. Grants are used to supplement our local funding so we are able to support staff through the hiring of CLLs and the stipends for CLFs as well as incentive pay for teachers, principals, assistant principals and CLLs.

10. Why do CLLs and campus administrators receive more incentive pay than teachers? Their salary is already higher than teachers. If this grant is set up to help teachers because of low salaries, why can't teachers have the opportunity to receive more incentive pay?

CLLs receive the same incentive pay as teachers if they are rated "highly effective." Campus administrators receive more if they are rated "highly effective" because they are responsible for moving the entire campus. The

grant's purpose is not to subsidize low salaries. Please read the purpose of the grant. (Question 1)

11. Are SLO scores averaged together?

Yes. The final SLO score is a weighted average based on the number of students in the SLO. Please see page 25 of the SLO guidebook for a detailed explanation of how the final score is calculated.

12. How are the grant funds allocated, and how are unused funds redistributed?

GISD partnered with Region 18-TxCEE to be part of the TSL grant. The grant was written to support four districts within the State who have had experiences with performance based compensation and human capital management initiatives and who were ready to take the next steps in improving their human capital management systems, including educator effectiveness and performance based compensation.

The overall grant budget provides districts with funds for the following:

- performance based compensation
- recruitment stipends
- salaries and stipends for teachers leaders (CLLs, CLFs)
- fringe benefits.

For example, one percent of each district's teacher salary allocation is set aside from the grant for that district's incentive pay. Region 18 serves as the fiscal agent for the grant and provides each district with a budget to support the implementation of TEEM.

Region 18 - TxCEE has a project director who oversees all the components of the grant and collaborates with the districts to ensure the grant is being implemented according to what was submitted. Any changes that are made must be approved by the Program Officer from the US Department of Education. Any unused money becomes part of the larger budget that may be reallocated for activities outlined in the grant provided the federal Program Officer agrees that it aligns to the scope of work in the original grant proposal.

13. How are special circumstances addressed and who addresses them?

The district has an appeal process. The information is sent at the time of payout.

14. Does teacher attendance count?

Yes. Page 35 of the TEEM manual "Participants must not miss more than 10 instructional days during the year. The following types of leave will be held harmless: Military Leave, Family Medical Leave, Assault Leave, Jury Duty, Holiday.

Domain 4, Dimension 4.1 of T-TESS speaks to the importance of teacher attendance.