

# **Executive Summary**

## **Prepared for Board of Trustees Meeting**

### **February 25, 2020**

## **Discussion of HB 3 Teacher Incentive Allotment**

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### **Board Goal:**

#### **Human Resources...In pursuit of excellence, the district will:**

- recruit, select, employ and retain teachers in every classroom because of substantive experience in the discipline they teach, rather than in auxiliary functions
- maintain a diverse workforce with respect to qualifications, expertise, and commitment to excellence

### **Purpose of Report**

This summary will provide the Board of Trustees with information regarding the HB 3 Teacher Incentive Allotment from the 2019 Texas Legislative Session. In addition to a review of the HB 3 Teacher Incentive Allotment, an update on the Denton ISD process for seeking and obtaining robust stakeholder input will be provided.

### **Objectives**

- Review HB 3 Teacher Incentive Allotment Designation System Components
  - Teacher Observations, Student Performance, and Additional Factors
- Update the Board of Trustees on the process and timelines for obtaining stakeholder input
  - Focus Group Meetings, Principal Roundtable Discussions, Surveys, Campus Leadership Team & Faculty Meeting Presentations, Districtwide Committee
- Review the Cohort D timelines and associated Letter of Intent submitted to TEA
- Facilitate discussion and obtain input based on the Denton ISD processes for additional research and exploration of the HB 3 Teacher Incentive Allotment.

### **Operational Impact**

State funding established through HB 3 Teacher Incentive Allotment will be allocated at 90%, specifically for compensation, to the campuses where the designated teacher works.

### **Results**

Denton ISD, partnering with Transcend<sup>4</sup>, will inform, educate, and ultimately obtain robust stakeholder input. The process seeks the input necessary to locally develop a Teacher Incentive Allotment designation system, including the components by the Texas Education Agency.