



Brownsville Independent School District

Agenda Category: General Function Board of Education Meeting: 05/06/2025

Item	Recommend approval for Region One Education Service Center of	<u>X</u>	Action
Title:	Edinburg, Texas, to provide professional contracted services to BISD		Information
	Appraisers. Categorical Fund: 167-Teacher Incentive Allotment \$59,100		Discussion

BACKGROUND:

Region One Education Service Center's Division of Instructional Leadership, School Improvement, and College Readiness provides high-quality, customized professional learning. Strong models of learning are supported by professional development standards, grounded in leading research, and strengthened by the utilization of high-yield instructional strategies.

The following proposal focuses on Professional Development Sessions for appraisers:

Appraiser Observation Calibration (Domains 2 & 3) (BOY Sessions)

Supports appraisers in refining scripting and aligning evidence to T-TESS descriptors through calibration exercises, video observations, and shared language to ensure valid and reliable ratings.

Coaching the T-TESS Appraiser (During the SY Sessions – On Site)

Provides side-by-side coaching for appraisers focused on scripting and rating accuracy in Domains 2 & 3, emphasizing co-observation and evidence alignment to strengthen observation quality.

Strategic TIA Planning & Implementation Support (For BISD TIA Team)

Ongoing district-level support for TIA, including development of a TIA Playbook, progress monitoring, data review preparation, compensation planning, and strategic coaching for effective implementation.

FISCAL IMPLICATIONS:

100% Funded by Fund – 167 Teacher Incentive Allotment
\$59,100

RECOMMENDATION:

Recommend approval for Region One Education Service Center of Edinburg, Texas, to provide professional development contracted services to BISD Appraisers. Categorical Fund: 167 - Teacher Incentive Allotment \$59,100

Approved for Submission to Board of Education:


Submitted by:
E. Camarillo, TIA Coordinator / M. Franco HR. Director

Recommended by: Asst. Supt./Exec. Dir.


Dr. Jesus H. Chavez, Superintendent


Approved by: Dr. Linda Gallegos, Chief HR Officer

When Necessary, Additional Background May Follow This.

A Strategic Plan for 2024-2025 and Beyond

Pathways to Excellence

Teaching and Leading



Teacher Incentive Allotment (TIA)

Attracting, Recruiting and Retaining Highly Effective Educators

Audience: Appraisers/Administrators

Prepared for Brownsville ISD

Emiliano Camarillo

By Region One Education Service Center

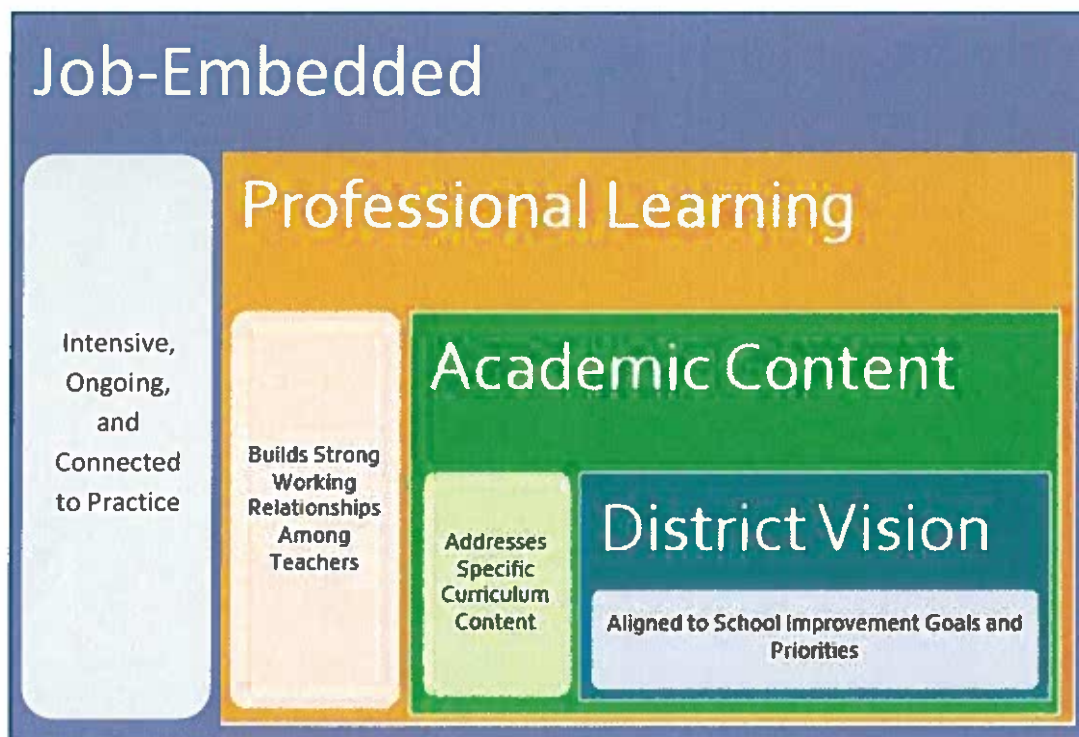
Brownsville Independent School District

Professional Development Overview

Region One Education Service Center's Division of Instructional Leadership, School Improvement and College Readiness provides high-quality customized professional learning. Strong models of learning are supported by professional development standards, grounded in leading research, and strengthened by the utilization of high-yield instructional strategies that promote increased academic performance for all students.

Leading Research

The primary goal in providing professional development is to build teacher capacity and refine educator practice to ensure that all students have equitable access to highly effective teachers. Through a strategic planning process, systems engage in professional learning to increase instructional consistency and reduce teacher variability within a system. As collaborative partners, Region One ESC supports local education agencies as they implement key findings of quality professional development represented in *Professional Learning in the Learning Profession: A Status Report on Teacher Development in the United States and Abroad* from the former National Staff Development Council (now Learning Forward) in 2009 and depicted in the graphic below.



Brownsville Independent School District

Educator Effectiveness to Increase Student Growth: Determining Teacher Effectiveness through Teacher Observation

Develop and improve the effectiveness of all educators the effectiveness of all teachers and educators to increase ALL students' academic achievement, graduation rates and college

Student outcomes are directly aligned to the effectiveness of the educator



TEACHER
OBSERVATION



STUDENT
GROWTH



EDUCATOR
EFFECTIVENESS

The Texas Teacher Evaluation and Support System (T-TESS) system consists of an evaluation rubric, a goal-setting and professional development plan, and student growth measures embedded in the process of supporting teachers and promoting specific and targeted feedback, which results in improvement in teacher practice and student outcomes.

T-TESS Appraiser Calibration Support

Day/Date	Observation & Evaluation	Audience	Staff	ESC Room	Cost
Cohort A1 (AM) July 28th-31st	Appraiser Observation Calibration Support – Domain 2 & 3 <ul style="list-style-type: none"> Appraiser calibration for capturing and aligning high-quality scripting to strengthen the T-TESS process and ensure valid and reliable teacher observation data. Creating a common language for teacher observation calibration and refining scripting and evidence alignment to the T-TESS rubric. Strengthening quality of evidence alignment to performance descriptors on T-TESS based on video observations. 	10 participants	2	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	\$3,500 \$1,600 per presenter Materials: \$300
Cohort A2 (AP) July 28th-31st	Appraiser Observation Calibration Support – Domain 2 & 3 <ul style="list-style-type: none"> Appraiser calibration for capturing and aligning high-quality scripting to strengthen the T-TESS process and ensure valid and reliable teacher observation data. Creating a common language for teacher observation calibration and refining scripting and evidence alignment to the T-TESS rubric. Strengthening quality of evidence alignment to performance descriptors on T-TESS based on video observations.	10 participants	2	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	\$3,500 \$1,600 per presenter Materials: \$300
Total					\$7,000

Day/Date	Observation & Evaluation	Audience	Staff	ESC Room	Cost
10 Days Customized to District Request	Coaching the T-TESS Appraiser (10 days – 2 Specialists) 2 coaching sessions AM/2 coaching session PM (max four appraisers per session) <ul style="list-style-type: none"> Targeted side-by-side coaching for appraisers addressing Domain 2 & 3 scripting and rating through co-observation calibration models Aligning quality observation evidence to strengthen the T-TESS process and ensure valid and reliable teacher observation data Refining quality observation evidence for T-TESS calibration and observation ratings Strengthening quality of evidence alignment to performance descriptors on T-TESS based on campus classroom observations Preparing for post-conference conversations based on team calibration ratings, areas of reinforcement & refinement Preparing next-steps for the next coaching visit 	4 participants /appraisers max per observation round	2	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	\$32,600 \$1,600 per day per staff member Materials: \$600
Total					\$32,600

TIA District Leadership Support

Day/Date	Observation & Evaluation	Audience	Staff	ESC Room	Cost
6 Days of TIA Strategic Planning Support	Onsite Ongoing Strategic TIA Planning and Implementation Support <ul style="list-style-type: none"> Developing Annual TIA District Playbook & Progress Monitoring Plan for TIA Reviewing Strategic Educator Support and Monitoring Educator Effectiveness Reviewing and Preparing for Data Submissions, Data Capture, and Mid-Year Data Reviews Ongoing Coaching Feedback and Strategic Planning Develop, analyze and monitor strategic compensation/spending: Outline, Review, and Analysis 	TIA District Coordinators, TIA Staff, HR Director,	2	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	\$19,500 \$3,200 per day Materials: \$300
Total					\$19,500
Total Investment					\$59, 100

Additional Professional Development and Coaching Support District

- Observation District Planning and Implementation: Coaching & Feedback

District/Campus Appraisers

- Observation Tool Analysis & Deep-Dive—Domain 3: Learning Environment
- Observation Calibration & Aligning Quality Evidence – Domain 3: Learning Environment
- Summer Data Review: Planning for Effective Support & Instruction
- Levels of Awareness: Five Dimensions of Learning
- Administrator Observation 1 to 1 Coaching (for Administrators in Need of Support)

Teachers

- Learning Walks for Effective Instruction
- Professional Learning Communities

Student Growth

TBD

- Observation District Planning and Implementation: Student Learning Objectives
- SEE-One System: Progress Monitoring Learner Outcomes
- Writing & Refining High Quality SLOs
- Progress Monitoring Student Growth & Building a Reliable Body of Evidence
- Coaching the SLO Process for Appraisers

CONTRACT CONTACT

Elizabet Palacios, Director for the Center for Excellence in Educator Effectiveness for the Office of Curriculum, Instruction, and Assessment is the point of contact for this contract. She may be reached at epalacios@esc1.net or (956) 984-6195.