



# Brownsville Independent School District

Agenda Category: General Function Board of Education Meeting: 06/10/2025

|        |                                                                      |          |             |
|--------|----------------------------------------------------------------------|----------|-------------|
| 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 |
|        | Teachers. Categorical Fund: 167-Teacher Incentive Allotment \$49,200 |          | Discussion  |

## **BACKGROUND:**

On May 6, 2025, the Board approved the contract for professional development services with the Texas Education Service Center – Region One. These sessions were designed to support educator growth and align with district priorities and the Teacher Incentive Allotment (TIA) system.

Due to high interest and ongoing requests from teachers and administrators, we are seeking approval to fund **additional summer academy sessions** focused on:

**T-TESS for Effective Instruction\*** – These sessions concentrate on Domains 2 (Instruction) and 3 (Learning Environment) of the T-TESS rubric. Participants will explore evidence-based instructional practices and classroom culture strategies to increase student engagement and improve academic outcomes.

Expanding these offerings will ensure that more BISD educators have equitable access to high-quality training that promotes effective teaching and continuous improvement.

\*Teachers will be compensated for their time at the Professional Development rate adopted by the BISD board.

## **FISCAL IMPLICATIONS:**

100% Funded by Fund – 167 Teacher Incentive Allotment  
\$49,200

## **RECOMMENDATION:**

Recommend approval for Region One Education Service Center of Edinburg, Texas, to provide professional development contracted services to BISD Teachers. Categorical Fund: 167 - Teacher Incentive Allotment \$49,200

 Maicela Franco

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

Approved for Submission to Board of Education:

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

  
Approved by: Dr. Linda Gallegos, Chief HR Officer

  
Dr. Jesus H. Chavez, Superintendent

When Necessary, Additional Background May Follow This.

# A Strategic Plan for 2024-2025 and Beyond

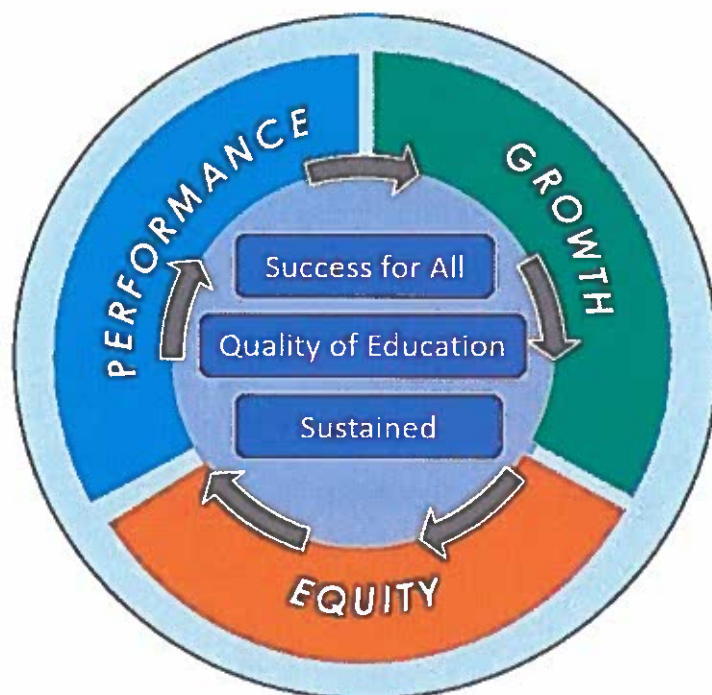
## Pathways to Excellence

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### *Teaching and Leading*

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### *Teacher Observation and Calibration*



## Teacher Incentive Allotment (TIA)

*Attracting, Recruiting and Retaining Highly Effective Educators*

**Audience: Teachers**

**Prepared for Brownsville ISD**

**Emiliano Camarillo**

**By Region One Education Service Center**

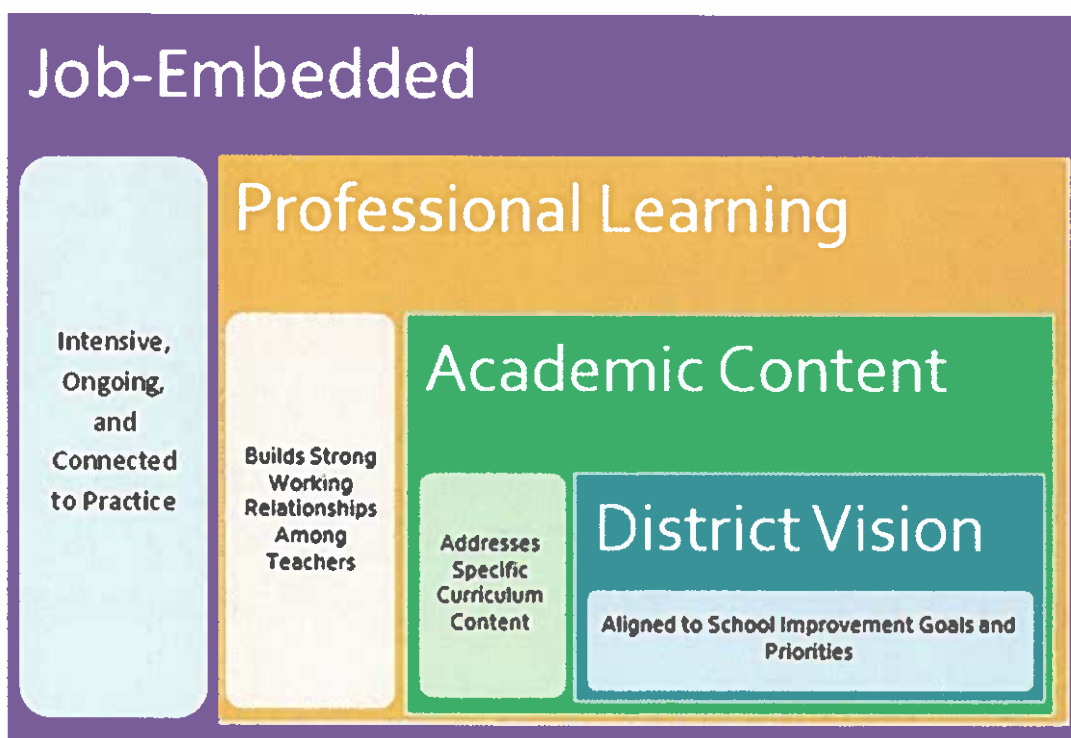
## Brownsville Independent School District

### 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**

### **Leveraging T-TESS for Effective Instruction Academy**

This academy provides educators with a structured and in-depth exploration of the T-TESS, with a particular focus on Dimension 2: Instruction and Dimension 3: Learning Environment. Designed to enhance instructional effectiveness, the academy offers a comprehensive overview of T-TESS while guiding participants through an analysis of key descriptors that shape high-quality teaching and student engagement.

Through interactive sessions, educators will examine best practices for designing effective instruction, fostering a positive and engaging classroom culture, and setting high expectations for all learners. Participants will engage in collaborative discussions, hands-on activities, and reflective practice to deepen their understanding of how T-TESS can be leveraged to improve student outcomes.

| Teachers -- Leveraging T-TESS for Effective Instruction                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                      |       |                                                                        |                                                                             |
|-----------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|-------|------------------------------------------------------------------------|-----------------------------------------------------------------------------|
| Day/Date                                                                                            | Professional Development Topic                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Audience                                             | Staff | ESC Room                                                               | Cost                                                                        |
| <b>Cohort T5</b><br>July 28, 2025<br>July 29, 2025<br><br>All Day Sessions<br>8:30 pm<br>to 3:30 pm | <b>Leveraging T-TESS for Effective Instruction</b><br><br><b>Day One (AM) – Building the Foundation – Understanding T-TESS and Effective Instruction</b> <ul style="list-style-type: none"> <li>The academy begins with a comprehensive overview of T-TESS, setting the stage for a deeper exploration of instructional effectiveness. Educators will develop a clear understanding of the T-TESS framework, its purpose, and how it serves as a tool for continuous professional growth.</li> <li>A focused deep dive into Dimension 2.1: Achieving Expectations will highlight strategies for setting and maintaining high academic standards, ensuring that all students are challenged and supported in their learning. Participants will analyze best practices for establishing clear learning goals and promoting student success.</li> </ul> <b>Day One (PM) – Deep Dive into Instruction – Strengthening High-Impact Teaching Practices</b> <ul style="list-style-type: none"> <li>Building upon the foundation established on Day One, the session begins with a T-TESS Step Back, allowing participants to reflect on key insights from the previous day and connect them to their instructional practices.</li> <li>The focus then shifts to an in-depth exploration of additional Dimension 2 descriptors: 2.3 Communication – Examining how effective teacher-student interactions and clear instructional delivery enhance student understanding. 2.5 Monitor and Adjust – Exploring strategies for assessing student progress in real-time and making responsive instructional adjustments. 2.4 Preview – Gaining insights into how differentiation and targeted instructional strategies support diverse learners.</li> <li>Through collaborative discussions, analysis of classroom scenarios, and</li> </ul> | 80 participants per cohort<br><br>Audience: Teachers | 3     | <input type="checkbox"/> Yes<br><input checked="" type="checkbox"/> No | <b>\$24,600</b><br><br>\$300 per participant<br><br>Materials:<br><br>\$600 |

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|  | <p>hands-on activities, participants will refine their ability to implement these best instructional practices.</p> <p><b>Day Two (AM) – Cultivating a Positive and Engaging Learning Environment</b></p> <ul style="list-style-type: none"> <li>○ Day Three shifts the focus to Dimension 3: Learning Environment, emphasizing the critical role of classroom culture in student success. The session begins with a Relationship-Building Activity, allowing educators to reflect on the connections between strong teacher-student relationships and a supportive classroom climate.</li> <li>○ Participants will then explore the key descriptors of Dimension 3: 3.1 Classroom Environment, Routines, and Procedures – Establishing an organized, student-centered classroom that fosters academic success. 3.2 Managing Student Behavior – Implementing proactive and responsive strategies to create a respectful and structured learning environment. 3.3 Classroom Culture – Encouraging student ownership, motivation, and engagement in the learning process.</li> <li>○ Through collaborative discussions, real-world examples, and practical application, educators will gain strategies for building a classroom environment that supports high expectations and student achievement.</li> </ul> <p><b>Day Two (PM)– Applying T-TESS to Instructional Planning and Practice</b></p> <ul style="list-style-type: none"> <li>○ The final day of the academy begins with a T-TESS Step Back, providing educators the opportunity to review and reflect on the key insights gained over the past three days. This discussion serves as a bridge to the application phase, where participants will analyze teacher and student behaviors in classroom observation videos, identifying how instructional and environmental strategies align with T-TESS descriptors.</li> <li>○ Educators will then engage in a lesson design activity, selecting one of their own lessons and aligning it to the T-TESS descriptors. This hands-on application will allow participants to plan their instruction using the T-TESS rubric, ensuring that their lessons are purposeful, structured, and aligned with high-impact teaching practices.</li> <li>○ The academy concludes with a Connect, Reflect, Plan activity, where participants will:</li> </ul> |  |  |  |  |
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|--------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|----------|-----------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|
|                                                                                                                    | <p>Connect their learning to real-world classroom experiences. Reflect on their instructional practices and areas for growth. Plan actionable next steps for implementing their new knowledge in their classrooms.</p> <ul style="list-style-type: none"> <li>By the end of the session, educators will leave with a personalized plan for high-quality instruction, equipped with strategies to enhance student engagement, foster a strong learning environment, and drive continuous professional growth.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                         |          |                                                                                   |                                                                                                         |
| <p><b>Cohort T6</b><br/>July 30, 2025<br/>July 31, 2025</p> <p>All Day Sessions<br/>8:30 pm<br/>to<br/>3:30 pm</p> | <p><b>Leveraging T-TESS for Effective Instruction</b></p> <p><b>Day One (AM) – Building the Foundation – Understanding T-TESS and Effective Instruction</b></p> <ul style="list-style-type: none"> <li>The academy begins with a comprehensive overview of T-TESS, setting the stage for a deeper exploration of instructional effectiveness. Educators will develop a clear understanding of the T-TESS framework, its purpose, and how it serves as a tool for continuous professional growth.</li> <li>A focused deep dive into Dimension 2.1: Achieving Expectations will highlight strategies for setting and maintaining high academic standards, ensuring that all students are challenged and supported in their learning. Participants will analyze best practices for establishing clear learning goals and promoting student success.</li> </ul> <p><b>Day One (PM) – Deep Dive into Instruction – Strengthening High-Impact Teaching Practices</b></p> <ul style="list-style-type: none"> <li>Building upon the foundation established on Day One, the session begins with a T-TESS Step Back, allowing participants to reflect on key insights from the previous day and connect them to their instructional practices.</li> <li>The focus then shifts to an in-depth exploration of additional Dimension 2 descriptors: 2.3 Communication – Examining how effective teacher-student interactions and clear instructional delivery enhance student understanding. 2.5 Monitor and Adjust – Exploring strategies for assessing student progress in real-time and making responsive instructional adjustments. 2.4 Preview – Gaining insights into how differentiation and targeted instructional strategies support diverse learners.</li> </ul> | <p>80<br/>participants<br/>per cohort</p> <p>Audience:<br/>Teachers</p> | <p>3</p> | <p><input type="checkbox"/> Yes</p> <p><input checked="" type="checkbox"/> No</p> | <p><b>\$24,600</b></p> <p><b>\$300 per participant</b></p> <p><b>Materials:</b></p> <p><b>\$600</b></p> |



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|              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                 |  |  |  |
| <b>Total</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>\$49,200</b> |  |  |  |

|                                           |  |                 |
|-------------------------------------------|--|-----------------|
| <b>Total Investment (Teacher Support)</b> |  | <b>\$49,200</b> |
|-------------------------------------------|--|-----------------|

## **CONTRACT CONTACT**

Liz Palacios, Director of the Center for Excellence in Educator Effectiveness, is the point of contact for this contract. She may be reached at [epalacios@esc1.net](mailto:epalacios@esc1.net) or (956) 984-6195.

Please email the Purchase Order for these workshops to [epalacios@esc1.net](mailto:epalacios@esc1.net) & [mariahagarcia@esc1.net](mailto:mariahagarcia@esc1.net) by no later than: Monday, May 26, 2025 to ensure workshops are delivered as scheduled. Should participant numbers be adjusted contact our office immediately.

## **REGION ONE CONTACTS**

### **Office of Instructional Support**

Catalina Requenez, Administrator  
(956) 984-6212  
[carequenez@esc1.net](mailto:carequenez@esc1.net)

### **Center for Excellence in Educator Effectiveness**

Elizabet Palacios, Director  
(956) 984-6195  
[epalacios@esc1.net](mailto:epalacios@esc1.net)

### **Center for Excellence in Educator Effectiveness**

Clarita Corpus, Coordinator  
(956) 984-6073  
[ccorpus@esc1.net](mailto:ccorpus@esc1.net)

### **Center for Excellence in Educator Effectiveness**

Faynna Guerrero, Coordinator  
(956) 984-6832  
[fguerrero@esc1.net](mailto:fguerrero@esc1.net)