



# Brownsville Independent School District

Agenda Category: General Function Board of Education Meeting: 02/03/2026

Item	Recommend approval for Region One Education Service Center of	<input checked="" type="checkbox"/> Action
Title:	Edinburg, Texas, to provide professional development contracted services on SLO Redesign for BISD teachers and administrators.	Information
	Categorical Fund: 167-Teacher Incentive Allotment \$280,350.00	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 teachers\* and appraisers:*

### **TxSLO Hybrid Model: Summer Professional Development**

- Personalized Training Development -TxSLO Hybrid Model Training – Teachers (Modules 1–3) (6 cohorts / 2 days each)
- Personalized Training Development – SLO Teacher Leads (Modules 4–5)
- TxSLO Hybrid Model Training – SLO Teacher Leads (Modules 4–5) (2 cohorts / 1 day each)
- Personalized Training Development – Administrators/Appraisers (Modules 4–5)
- TxSLO Hybrid Model Training – Administrators/Appraisers (Modules 4–5) (3 cohorts / 1 day each)
- TxSLO Calibration Rating Training (District Content Experts) – Secondary Review (1 day session)

\*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  
\$280,350.00

## **RECOMMENDATION:**

Recommend approval for Region One Education Service Center of Edinburg, Texas, to provide professional development contracted services on the SLO Redesign for BISD teachers and administrators. Categorical Fund: 167 – Teacher Incentive Allotment \$280,350.00

Submitted by:

E. Camarillo, TIA Coordinator / M. Franco HR. Director

*Marcia Franco*

Approved for Submission to Board of Education:

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

Approved by: Dr. Linda Gallegos, Chief HR Officer

*Jesus H. Chavez*  
Dr. Jesus H. Chavez, Superintendent

When Necessary, Additional Background May Follow This.

# A Strategic Plan for 2025-2026 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*

**Prepared for Brownsville ISD**

**Emiliano Camarillo**

**By Region One Education Service Center**

**December 5, 2025**

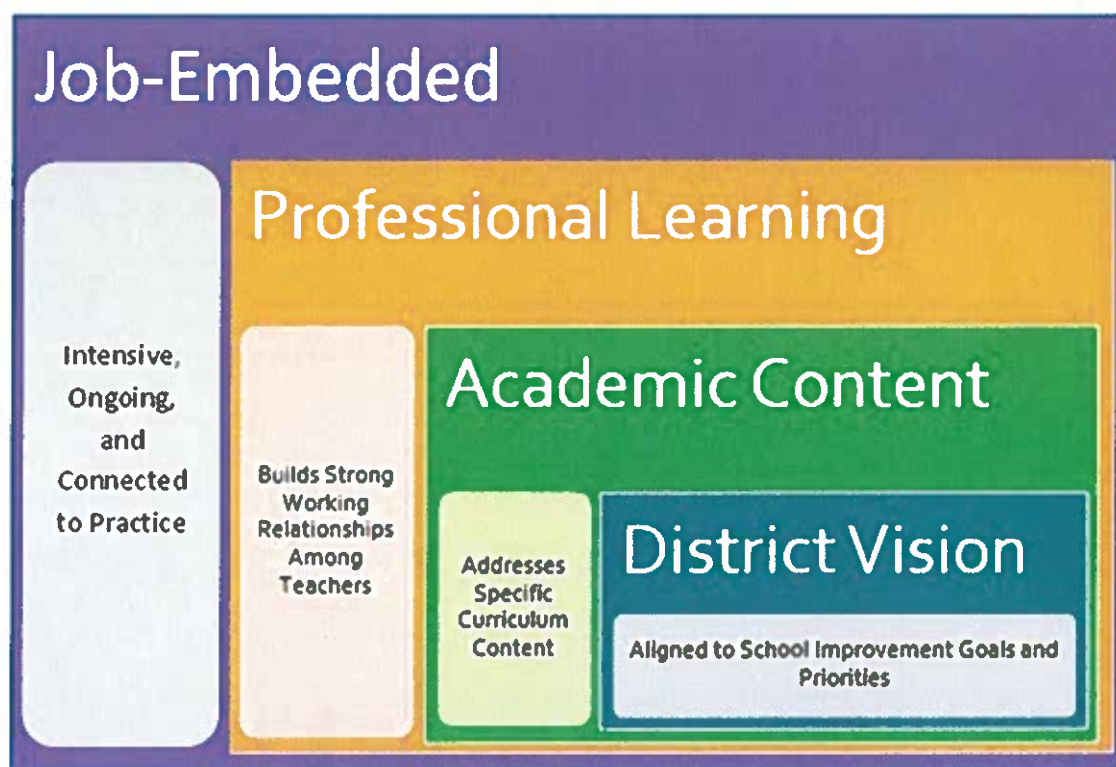
## Brownsville Independent School District

### 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

### Student Learning Objective

The SLO professional development series equips educators and appraisers with a clear, rigorous process for identifying priority standards, monitoring student learning, and making timely instructional adjustments. Through aligned training for teachers, teacher leaders, and appraisers, participants deepen their understanding of how to set meaningful learning goals, analyze student evidence, and plan for responsive instruction. Appraisers gain the tools to more effectively coach teachers throughout the SLO process, leading to stronger instructional practices and more intentional data-driven conversations. Ultimately, this work builds coherence across the campus and strengthens student outcomes through consistent, high-quality instructional decision-making.

TxSLO Hybrid Model: Summer Professional Development					
Day/Date	Professional Development Topic	Audience	ESC Staff	ESC Room	Cost
<b>Dates</b>  N/A	<b>Personalized Training Development (2 days) - TxSLO Hybrid Model Training for Teacher (Modules 1–3)</b> <ul style="list-style-type: none"> <li>Develop training materials and interactive activities that support teacher learning and application of TxSLO Modules 1–3.</li> <li>Create digital presentations, practice tasks, and exemplar analyses to strengthen understanding of SLO goal-setting, student evidence collection, and instructional planning.</li> <li>Design guided development routines—writing, revising, and structured peer review—to help teachers produce high-quality skill statements and Target Skill Profiles aligned to the SLO process.</li> </ul>	N/A	N/A	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<b>\$3,200</b>

<b>Dates</b>  <b>Cohort 1</b> June 15, 2026 June 16, 2026 <b>Cohort 2</b> June 17, 2026 June 18, 2026 <b>Cohort 3</b> June 22, 2026 June 23, 2026 <b>Cohort 4</b> July 20, 2026 July 21, 2026 <b>Cohort 5</b> July 22, 2026 July 23, 2026 <b>Cohort 6</b> July 27, 2026 July 28, 2026	<b>TxSLO Hybrid Model Training – for Teachers (Modules 1–3)</b> <ul style="list-style-type: none"> <li>• Review key concepts and processes from TxSLO Modules 1–3 and clarify expectations for classroom implementation</li> <li>• Engage in module-aligned activities with facilitator support to deepen understanding of SLO components</li> <li>• Participate in task-embedded development of foundational skills, skill statements, and Target Skill Profiles using district-aligned standards</li> <li>• Apply Skill Statement and TSP rubrics to write, revise, and refine high-quality SLO components through structured peer review</li> </ul>	Up to 90 Participants per Cohort	2	<input type="checkbox"/> Yes  <input checked="" type="checkbox"/> No	<b>\$199,800</b>  \$33,300 per Cohort  90 Participants per Cohort \$370 per Participants
<b>Dates</b>  N/A	<b>Personalized Training Development – TxSLO Hybrid Model (Modules 4–5) for SLO Teacher Leads</b> <ul style="list-style-type: none"> <li>• Develop customized training materials, presentations, and exemplar-based activities to support learning and application of Modules 4–5.</li> <li>• Include content focused on monitoring progress, evaluating Bodies of Evidence, and completing end-of-year reflection.</li> <li>• Create applied practice routines—evaluation, rating, and student-growth determination tasks—to strengthen SLO Teacher Leads’ ability to support teachers in evidence analysis and alignment to TIA and T-TESS expectations.</li> </ul>	N/A	N/A	<input type="checkbox"/> Yes  <input checked="" type="checkbox"/> No	<b>\$3,200</b>

<p><b>Dates</b></p> <p><b>Cohort 1</b> July 29, 2026 <b>Cohort 2</b> July 30, 2026</p>	<p><b>TxSLO Hybrid Model Training – Module 4 &amp; 5 Agenda (SLO Teacher Leads)</b></p> <ul style="list-style-type: none"> <li>• Review key concepts from Module 4: monitoring student progress, analyzing Bodies of Evidence, and making timely instructional adjustments.</li> <li>• Examine exemplar student work and BOE samples to evaluate progress and determine mid-cycle growth.</li> <li>• Review Module 5 expectations for end-of-year reflection, teacher impact analysis, and alignment to TIA and T-TESS goals.</li> <li>• Engage in applied practice by evaluating, rating, and determining student growth using rubric-aligned BOE routines.</li> </ul>	Up to 100 Participants per Cohort	2	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<p><b>\$39,400</b></p> <p>\$19,700 per Cohort</p> <p>100 Participants per cohort \$197 per Participant</p>
<p><b>Dates</b></p> <p>N/A</p>	<p><b>Personalized Training Development – TxSLO Hybrid Model (Modules 4–5) for Administrators/Appraisers</b></p> <ul style="list-style-type: none"> <li>• Develop customized training materials, presentations, and exemplar-based activities to support administrators in leading and applying Modules 4–5.</li> <li>• Include content focused on facilitating MOY coaching conversations, analyzing student work and Bodies of Evidence, and identifying instructional adjustments.</li> <li>• Create applied practice routines—BOE analysis, progress monitoring protocols, and coaching check-in structures—to strengthen administrators’ ability to guide teachers and ensure consistent implementation aligned to TIA and T-TESS expectations.</li> </ul>	N/A	N/A	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<p><b>\$3,200</b></p>

<p><b>Dates</b> <b>TBD</b></p> <p><b>Cohort 1</b> September 2026 <b>Cohort 2</b> September 2026 <b>Cohort 3</b> September 2026</p>	<p><b>TxSLO Hybrid Model Training – Module 4 &amp; 5 Agenda (Administrators/Appraisers)</b></p> <ul style="list-style-type: none"> <li>• Review administrator expectations for monitoring progress in Module 4, including analyzing Bodies of Evidence, identifying trends in student work, and determining needed instructional adjustments.</li> <li>• Engage in applied practice to evaluate BOE samples and prepare for effective MOY coaching conversations that support teacher reflection and next steps.</li> <li>• Examine Module 5 end-of-year reflection processes and practice implementing clear check-in structures and progress-monitoring routines aligned to TIA and T-TESS expectations.</li> </ul>	Up to 50 Participants per Cohort	2	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<p><b>\$27,750</b></p> <p>\$9,250 per Cohort</p> <p>50 Participants per cohort \$185 per Participant</p>
<p><b>Date</b> <b>TBD</b></p> <p>One Day Session</p>	<p><b>TxSLO Calibration Rating Training (District Content Experts) - Secondary Review</b></p> <ul style="list-style-type: none"> <li>• Develop training materials and calibration protocols to support district administrators in conducting secondary reviews of teacher-submitted Bodies of Evidence.</li> <li>• Provide guided analysis of sample artifacts and scoring expectations to strengthen understanding and consistent application of the SLO scoring rubric.</li> <li>• Facilitate calibration routines that build inter-rater reliability and prepare system checks to support fair, valid, and reliable scoring practices across classrooms and campuses.</li> </ul>	Up to 80 Participants	2	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<p><b>\$3,800</b></p> <p>\$1,600 per ESC Staff Service Fee</p> <p>\$600 per Material</p>
<b>Total:</b>		<b>\$280,350</b>			
<b>Total Investment:</b>					<b>\$280, 350</b>



District Representative: \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_

### **CONTRACT CONTACT**

Liz Palacios, Director of Educator Effectiveness Office, 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 be sure to submit your Purchase Order in the Educator Effectiveness PO Submission form: [https://bit.ly/EducatorEffectiveness\\_PO\\_Submission](https://bit.ly/EducatorEffectiveness_PO_Submission) by **May 29, 2026**. For any questions, please contact our Program & Resource Management Specialist, Mariah Garica at [mariahagarcia@esc1.net](mailto:mariahagarcia@esc1.net).

### **REGION ONE CONTACTS**

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