

AGENDA ITEM

Subject: Consider HISD professional incentive program.

Rationale: At Hillsboro ISD, we value the continued professional growth and innovation of our staff. The District administrators provide a variety of quality professional development opportunities with many staff members taking advantage of training far beyond what is required. We could never compensate them equivalent to how much we value them, but in an effort to demonstrate our appreciation, the Hillsboro ISD Professional Pathway and Retention Initiative has been developed.

This process began with lists of components and then shared with administrators and teachers to solicit input. After much discussion, the plan was formatted and revised several times. Whereas stakeholders and administrators acknowledge the benefit to having teachers in the classroom and remain in the District, the compensation is also tied to attendance and the stipends will not be received unless the applying teacher returns to Hillsboro ISD the following year.

Additionally, there is an amendment to HB 22 – relating to public school accountability, that adds additional evaluation criteria for teacher retention, including providing mentoring programs and professional development opportunities. If this becomes legislation, we will already have a program in place to increase teacher retention as an evaluation indicator.

Recommendation: Approve Hillsboro ISD Professional Pathway and Retention Initiative to be effective for the 2017-2018 school year.