



# 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 contracted services to BISD	<input type="checkbox"/> Information
	Appraisers. Categorical Fund: 167-Teacher Incentive Allotment \$74,200.00	<input type="checkbox"/> 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:*

### **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  
\$74,200.00

## **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 \$74,200.00

*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*

*Dr. Jesus H. Chavez, Superintendent*

*Approved by: Dr. Linda Gallegos, Chief HR Officer*

# A Strategic Plan for 2025-2026 and Beyond

## Pathways to Excellence

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### *Teaching and Leading* *Teacher Observation and Calibration*

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## 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**

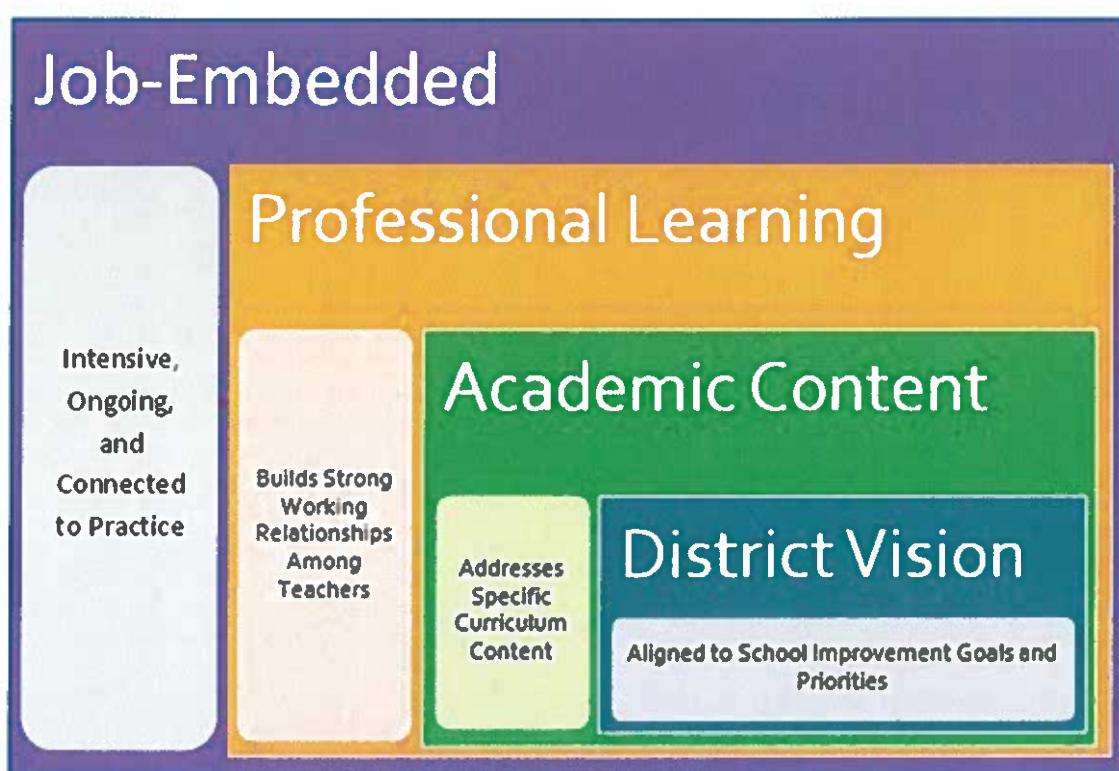
## Brownsville Independent School District

### 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.



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### Observation Calibration & Technical Assistance Support

Observation Calibration in combination with TIA Technical Assistance creates a cohesive system of support for appraiser effectiveness, teacher practice, and BISD's overall TIA systems. Through targeted coaching and co-observation, appraisers refine their scripting, evidence collection, rating accuracy, and post-conference feedback—directly improving teacher practice and elevating the quality of classroom instruction. The On-Site Calibration Data Review and Step Back process further builds inter-rater reliability by identifying rating trends, addressing gaps, and providing precise next steps to ensure consistency and alignment across campuses. Ongoing Strategic TIA Planning and Implementation Support then ties these improvements to districtwide systems by strengthening BISD's annual playbook, progress monitoring, data reviews, and strategic compensation processes. Collectively, these efforts lead to stronger teacher growth, more accurate measures of impact, and improved student outcomes, while reinforcing a fair, reliable, and sustainable TIA system across the district.

Observation Calibration & Technical Assistance Support					
Day/Date	Professional Development Topic	Audience	ESC Staff	ESC Room	Cost
<b>Dates</b> 10 Days Customized to District Request <b>TBD</b>	<b>Coaching the T-TESS Appraiser (10 days – 2 Specialists)</b> <ul style="list-style-type: none"><li>Provide AM/PM coaching sessions (up to four appraisers per session) with targeted side-by-side support using co-observation calibration models.</li><li>Strengthen scripting, evidence collection, and rating accuracy for Domains 2 &amp; 3 to ensure valid, reliable, and descriptor-aligned observation data.</li><li>Prepare appraisers for effective post-conference conversations and identify next steps for continued growth ahead of subsequent coaching visits.</li></ul>	4 appraisers max per observation round	2	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<b>\$35,800</b>  \$1,700 per Day per ESC Staff  Materials: \$1,800

<p><b>Dates</b> 1 Day – Fall 1 Day - Spring  <b>TBD</b></p>	<p><b>On-Site Calibration Daya Review &amp; Step Back</b></p> <ul style="list-style-type: none"> <li>• Collect and analyze appraiser on-site calibration data, including initial ratings across multiple observable dimensions in T-TESS Domains 2 and 3 to assess current levels of inter-rater reliability.</li> <li>• Identify trends, strengths, and gaps in evidence collection and rating accuracy to determine progress toward calibration, validity, and reliability benchmarks.</li> <li>• Provide targeted next steps and coaching actions to strengthen appraiser calibration, refine evidence alignment, and improve consistency of ratings across classrooms and campuses.</li> </ul>	<p><b>TIA District Coordinators, TIA Staff, HR Director</b></p>	<p>3</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p>	<p><b>\$9,600</b> \$1,600 per Day per ESC Staff</p>
<p><b>Dates</b> 6 Days Customized to District Request  <b>TBD</b></p>	<p><b>Onsite Ongoing Strategic TIA Planning and Implementation Support</b></p> <ul style="list-style-type: none"> <li>• Onsite Ongoing Strategic TIA Planning and Implementation Support</li> <li>• Developing Annual TIA District Playbook &amp; Progress Monitoring Plan for TIA</li> <li>• Reviewing Strategic Educator Support and Monitoring Educator Effectiveness</li> <li>• Reviewing and Preparing for Data Submissions, Data Capture, and Mid-Year Data Reviews</li> <li>• Ongoing Coaching Feedback and Strategic Planning</li> <li>• Develop, analyze and monitor strategic compensation/spending: Outline, Review, and Analysis</li> </ul>	<p><b>TIA District Coordinators, TIA Staff, HR Director</b></p>	<p>3</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p>	<p><b>\$28,800</b> \$1,600 per Day per ESC Staff</p>
<b>Total:</b>		<b>\$74,200</b>			
<b>Total Investment:</b>					<b>\$74, 200</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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