



To: House Public Education Committee, Chairman Huberty and Vice Chairman Bernal
Re: Request for Information, Interim Charge 1, Question 1

Chairman Huberty, Vice Chairman Bernal, and members,

Thank you for the opportunity to submit a response to Interim Charge 1: *Can the state delay implementation of the teacher incentive pay program to push it out to the next biennium? If so, what would be the impact on the current budget, as well as budget implications for the 2022- 23 biennium?*

This letter is submitted on behalf of the Leadership Academy Network (LAN) in Fort Worth ISD (FWISD) home to more than 230 teachers and 2,650 students. We strongly urge the Texas Legislature to continue the Teacher Incentive Allotment's current and projected funding levels as-is, **without any deferment**. Though we are not receiving funds this biennium (**LAN is a part of Cohort C**), we have invested time, money and resources to developing a fair and rigorous local designation system that enables us to fund increased compensation for our top teachers while providing them incentives to teach on six campuses where more than 96% of our students are economically disadvantaged.

The Leadership Academy Network is an innovative partnership between FWISD and Texas Wesleyan University designed and implemented to radically improve and sustain successful academic outcomes for six, PK-8 Leadership Academies. The Leadership Academy model focuses on implementing the following pillars, which have been correlated to high academic achievement with students who mirror the population served. The pillars are: strategically staffing school with high performing leaders, high achieving teachers, implementing a comprehensive instructional support model, extending learning opportunities in both extended school day and enrichment opportunities, a social-emotional school structure and system and community partnerships to provide enrichment, assistance and support. In an effort to systemically attract and retain high performing teachers and drive academic achievement, Leadership Academy Network successfully applied for the Teacher Incentive Allotment. The TIA program is critical to LAN efforts to drive student performance through the provision of performance-based compensation for exemplary academic outcomes.

The leadership Academy Network has invested significant time, effort and resources into designing a comprehensive performance-based compensation program aligned to the attainment of high academic performance. This program is also complete with an instructional support model to provide multi-levelled coaching and development for educators to improve planning-instruction-assessment in service to higher quality teaching and learning for students. This system includes a strongly calibrated teacher observation systems that is aligned to reliable, accurate, multi-measured calculations of student growth and achievement. A local teacher designation system has been developed in collaboration with teachers, community, University partners to ensure equity and high student achievement for all students. This work has taken place over the course of the previous academic school year with the current year being a data gathering year to continue to improve the system. Operational dollars have been budgeted and expended to build the infrastructure and systems to support the continued development, implementation and improvement of the LAN's teacher incentive allotment program.

A critical lesson we have learned through the COVID pandemic is that our teachers are the linchpin to student success. Without them students cannot be taught nor learn at high levels. LAN teachers showed up diligently and vigorously for our students, seeking and developing new ways of engaging our students



academically, while caring for them social-emotionally. This great work should be compensated in a systemic manner to attract, retain and grow educators to produce great outcomes for our kids through strong teaching and learning every minute of every day.

The Teacher Incentive Allotment provides pathways for our district's educators to make significantly more money sooner in their careers, and it focuses attention on a more equitable distribution of our talent. We greatly appreciate the Legislature's recognition of attracting and retaining the very best educators, and we ask you to follow through on your commitment by funding the Teacher Incentive Allotment in full.

In gratitude,

Priscila Dilley

Priscila Dilley, Senior Officer - Leadership Academy Network