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San Perlita ISD

It's just better out here!



Sept.25, 2020

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 your request for information on 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?*

The Teacher Incentive Allotment (TIA) was a good idea that should be continued. It was "meant" to aid in teacher recruit"ment" and teacher improve"ment". I believe it will be successful in both ways for the education and instruction in our state,.

Let me first look at teacher recruit"ment". Teachers will choose to go to districts that offer these incentives and those districts will be able to choose from a larger talent pool thereby being able to choose higher quality teachers. I teach in a very small district. Often when we are looking for new hires there are only 2 or 3 applicants. With this incentive, there will be more applicants because when teachers are looking for new positions, they will of course be looking for jobs that are more financially rewarding. Our district will be able to show that this incentive is available. This will be a huge incentive for teachers to apply here because they know they can receive this if they work hard.

This brings me to teacher improve"ment". To obtain these incentives, teachers will be forced to reflect on their teaching and seek out better ways to instruct the students in their classrooms. I have found that it is often the self-reflection and self-sought learning that brings the most improvements to my instruction. Just the announcement of our district receiving this incentive has already caused some teachers to start self-reflecting. (Why didn't I get this? How was it chosen? What can I do to receive it too?). Even just knowing that it was available has opened up a dialogue with administrators to reflect over their past instruction and to look for ways to make improvements for the future.

These are just two reasons that I feel the TIA should continue. Educators are in need of incentives that show that hard work pays off. We have not received incentives in the past and unfortunately those who work the hardest are not often rewarded for their hard work. Their reward has often been just more hard work. With these incentives, hard work truly is rewarded and those who have not shown the self-motivation to improve their craft are now taking notice.

Please leave the TIA in effect so that these incentives can continue doing what they were "meant" to do....improve instruction through teacher recruit"ment" and teacher improve"ment".

Thank you!

A handwritten signature in cursive script that reads "Jayne Rhodes".

Jayne Rhodes
Second Grade Teacher