

TURNAROUND MODEL

IMPACTS:

- SCDM
- DISPLACEMENT
- HIRING, RECALL
- PROFESSIONAL DEVELOPMENT
- HOURS OF WORK
- COMPENSATION
- CLASS SIZE

TRANSFORMATION MODEL

IMPACTS

- SCDM
- HIRING, RECALL
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- COMPENSATION
- CLASS SIZE
- EVALUATION TOOL

ASSUMPTIONS

- CLOSURE, TURNAROUND AND TRANSFORMATION MODELS WILL BE USED
- CONTRACTUAL BASIS SHALL BE THAT SCHOOLS ARE TO BE CONSIDERED NEW SCHOOLS FOR PURPOSES OF DISPLACEMENT AND STAFFING
- ONE WILL BECOME AN IB SCHOOL
- ONE WILL BECOME A STEM SCHOOL
- ONE WILL BECOME AN EXTENDED DAY SCHOOL WITH SPECIAL PROGRAMS SUPPORTED BY COMMUNITY PARTNERSHIPS

DISPLACEMENT

- ALL CERTIFICATED STAFF TURNAROUND AND CLOSED SCHOOLS WILL BE DISPLACED
- ANY STAFF AT A TRANSFORMATION SCHOOL WHO WISH TO SELF DISPLACE WILL BE ALLOWED TO DO SO – (PROVIDED FOR UNDER SECTION 20E)

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- **DISPLACED STAFF FROM THESE SCHOOLS WILL BE AWARDED SUPER SENIORITY FOR PURPOSES OF REFERRAL TO OPEN POSITIONS**
- **RETURN RIGHTS FOR EMPLOYEES DISPLACED THROUGH THE INITIAL STAFFING PROCESS FOR THESE SCHOOLS WILL BE SUSPENDED.**
- **EMPLOYEES DISPLACED THROUGH BUDGET AND STAFFING PROCESSES IN SUBSEQUENT YEARS WILL HAVE RETURN RIGHTS AS STIPULATED IN THE CBA.**

HIRING

THE STAFFING AND HIRING PROCESS FOR THE SCHOOLS SHALL BE PROCESSED SEPARATELY FROM THE REST OF THE DISTRICT.

- **CORE HIRING TEAM WILL BE ESTABLISHED FOR POSITIONS CONSISTING OF:**
 - NEW PRINCIPAL**
 - DIRECTOR**
 - HR REPRESENTATIVE**
 - PARENT**
 - COMMUNITY REPRESENTATIVE**
 - 2 TEACHERS (ONE APPOINTED BY TEA, ONE BY DISTRICT)**
 - TEA REPRESENTATIVE**
- **THRESHOLD FOR CANDIDATE CONSIDERATION SHALL BE**
 - ENDORESED IN APPLICABLE SUBJECT AREA**
 - HIGHLY QUALIFIED TO TEACH COURSES ASSIGNED**
- **STAFFING LEVEL TO BE DETERMINED BASED ON GRANT AND ENROLLMENT PROJECTIONS**
- **DISTRICT SHALL CREATE APPLICANT POOLS (PROVIDED FOR BY MOU)**
- **REFERRALS SHALL BE MADE IN THE FOLLOWING ORDER FROM THE POOL**
 - 3 MOST SENIOR AND 1 APPLICANT FROM EMPLOYMENT POOL**
 - IF ANY OF THE CANDIDATES ARE DETERMINED BY THE DISTRICT TO THOSE CANDIDATES WILL BE REPLACED, AS NEEDED, TO MAINTAIN A REFERRAL LIST OF 4 CANDIDATES**

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FOR EACH POSITION, UNLESS THE DISTRICT DETERMINES THAT ADDITIONAL CANDIDATES ARE NOT REQUIRED.

THE DISTRICT WILL PROVIDED A CLEAR STATEMENT OF CRITERIA NOT MET BY THE CANDIDATE

ADMINISTRATIVE TRANSFERS

- **IN ORDER TO FULFILL STAFFING REQUIREMENTS OF THE SCHOOLS, THE DISTRICT MAY, AFTER CONFERING WITH THE UNION, TRANSFER A CERTIFICATED STAF MEMBER FROM A SCHOOL NOT UNDER SCHOOL IMPROVEMENT TO ONE OF THE THREE SCHOOLS UNDER SCHOOL IMPROVEMENT. SUCH STAFF SHALL RECEIVE THE HARD TO FILL POSITION SIGNING BONUS PROVIDED FOR IN SECTION 21 D 2 AND 3.**
- **STAFF ASSIGNED TO ANY OF THE SCHOOLS MAY SELF-DISPLACE DURING THE SCHOOL YEAR - SUBSEQUENT PLACEMENT WILL BE DETERMINED BY THE DISTRICT**
- **SHOULD THE DISTRICT DETERMINE THAT A STAFF MEMBER NEEDS TO BE MOVED FROM ONE OF THE SCHOOLS DURING THE YEAR, THEY SHALL CONFER WITH TEA BEFORE DETERMINING PLACEMENT OF THE INDIVIDUAL.**
- **SUCH TRANSFER SHALL NOT CARRY ANY NEGATIVE INFERENCE FOR PURPOSES OF EVALUATION.**

SCDM

THE SCDM COMMITTEES AT THE SCHOOLS SHALL BE DISBANDED. THE SCDM ANCHORS SHALL APPOINT A SUPPORT TEAM MADE UP OF THE PRINCIPAL, THE DIRECTOR AND THE ASSISTANT SUPERINTENDENT FOR K-12 FOR TPS AND THE TEA PRESIDENT, ONE UNI-SERVE REPRESENTATIVE AND ONE MEMBER APPOINTED BY TEA. THE WORK OF THIS SUPPORT TEAM SHALL BE CONSISTENT WITH SECTION 17 OF THE CBA. THE SUPPORT TEAM SHALL MAKE DECISIONS NECESSARY TO SUPPORT THE START OF THE 2010 SCHOOL YEAR AND THE ESTABLISHMENT AND START-UP OF THE LOCAL SCDMS. IT IS THE INTENT OF THE PARTIES THAT THE BY-LAWS AND PRACTICES OF THE SCDMS SHALL BE CONSISTENT WITH AND SUPPORTIVE OF THE SCHOOL IMPROVEMENT PROCESS AND GRANT REQUIREMENTS.

PROFESSIONAL WORK DAY PROVISIONS

CONSISTENT WITH THE GOALS OF THE SCHOOL IMPROVEMENT GRANT,
ALTERNATE WORK SCHEDULES MAY BE ESTABLISHED BY THE DISTRICT
FOR THE SCHOOLS AFTER CONSULTATION WITH THE UNION.

SALARY GUIDES

THE PARTIES RECOGNIZE THAT THE SCHOOL IMPROVEMENT PROCESS
WILL IMPACT COMPENSATION AT THE SCHOOLS. IT IS THE INTENT OF THE
PARTIES TO INCORPORATE THE FOLLOWING CONCEPTS IN SPECIFIC
PROVISIONS THAT MAY BE DEVELOPED FOR EACH OF THE SCHOOLS.

- ANY INCENTIVES FOR IMPROVED STUDENT PROGRESS AT A SCHOOL
SHALL BE BASED UPON SCHOOL-WIDE PROGRESS AND BE
DISTRIBUTED IN A MANNER DETERMINED BY THE SCDM.
- THE CONDITIONS AND RATES FOR EXTRA PAY FOR EXTRA WORK
SHALL BE DEVELOPED MUTUALLY BY THE PARTIES.

SCHEDULING

CONSISTENT WITH THE GOALS OF THE SCHOOL IMPROVEMENT GRANT,
THE DISTRICT MAY ESTABLISH AND/OR CHANGE THE FORMAT (PERIODS
PER DAY OR SEMESTER/QUARTER) AFTER CONSULTATION WITH THE
UNION.

PROFESSIONAL DEVELOPMENT

CONSISTENT WITH THE GOALS OF THE SCHOOL IMPROVEMENT GRANT
AND THOSE GOALS ESTABLISHED AT EACH OF THE SCHOOLS,
PROFESSIONAL DEVELOPMENT ACTIVITIES FUNDED BY THE DISTRICT
MAY BE DIRECTED.

SPECIFIC PROFESSIONAL DEVELOPMENT ACTIVITIES MAY BE REQUIRED
BEYOND THE SCHOOL CALENDAR. SUCH ACTIVITIES WILL BE REVIEWED
WITH THE UNION PRIOR TO IMPLEMENTATION. EMPLOYEE INPUT VIA
SCDM WILL BE SOUGHT AS APPROPRIATE.

EVALUATION

THE PARTIES AGREE THAT MODIFICATION OF THE CURRENT EVALUATION
TOOLS MAY BE REQUIRED FOR THE SCHOOLS UNDER THE SCHOOL
IMPROVEMENT GRANT. CHANGES TO THE EVALUATION TOOL FOR THE

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2010-2011 SCHOOL YEAR WILL BE COMPLETED BY THE PARTIES BY NOVEMBER 1, 2010.

CLASS SIZE

PROGRAMS OFFERED AT THE SCHOOLS MAY IMPACT CLASS SIZE. THE PARTIES AGREE TO DISCUSS ANY IMPACT PRIOR TO IMPLEMENTATION OF CHANGES.

STUDENT ASSESSMENT

THE PARTIES AGREE THAT THE METHOD(S) UTILIZED TO ASSESS STUDENT PROGRESS MAY CHANGE. ANY CHANGE(S) TO ASSESSMENT OF STUDENT PROGRESS WILL OCCUR AFTER STAFF HAS BEEN PROVIDED THE OPPORTUNITY FOR INPUT.

PURPOSE AND INTENT OF THIS LANGUAGE

THE PARTIES RECOGNIZE THAT EFFORTS UNDER THE SCHOOL IMPROVEMENT GRANT ARE UNPRECEDENTED AND THAT THEY WILL SERVE AS BUILDING BLOCKS FOR THE FUTURE OF OUR STUDENTS. IT IS THE INTENT OF THE PARTIES THAT WAIVERS TO EXISTING CBA LANGUAGE APPLY ONLY TO THE SCHOOLS DESIGNATED UNDER THE SCHOOL IMPROVEMENT GRANT FOR THE DURATION OF THE GRANT. FURTHER, THE PARTIES AGREE THAT SUSTAINABILITY OF PROGRAMS INITIATED UNDER THE SCHOOL IMPROVEMENT GRANT IS CRITICAL TO STUDENT SUCCESS. THEREFORE, SHOULD THERE BE ANY CHANGES TO GRANT DURATION, FUNDING OR REQUIREMENTS, THE PARTIES WILL MEET TO DISCUSS SUCH CHANGES AND THEIR IMPACT PRIOR TO IMPLEMENTATION OF ANY CHANGE.

THE PARTIES ALSO AGREE THAT THE CBA LANGUAGE REGARDING GRANTS IS SUSPENDED FOR THE THIS GRANT.