

- SUBJECT:** Incentive grants for teacher retention demonstration projects
- COMMITTEE:** Public Education — committee substitute recommended
- VOTE:** 6 ayes — Eissler, Zedler, Branch, Hochberg, Olivo, Patrick  
0 nays  
3 absent — Delisi, Dutton, Mowery
- WITNESSES:** For — (*Registered, but did not testify:* Amy Beneski, Texas Association of School Administrators, Sandi Borden, Texas Elementary Principals and Supervisors Association; Portia Bosse, Texas State Teachers Association; David Duty, Texas Association of School Boards; Holly Eaton, Texas Classroom Teachers Association; Elena Lincoln, Association of Texas Professional Educators)  
  
Against — None  
  
On — Ted Melina Raab, Texas Federation of Teachers
- BACKGROUND:** HB 1 by Chisum, 79th Legislature, third called session, enacted in 2006, established the Award for Student Achievement Program, a grant program to provide incentive awards for classroom teachers in schools that serve a high percentage of educationally disadvantaged students. The program was funded by an appropriation of \$100 million for the 2006-07 school year.  
  
An eligible campus must use 75 percent of a grant award to provide incentive payments of between \$3,000 and \$10,000 to classroom teachers who demonstrate success in improving student achievement objective, quantifiable measures and successfully collaborates with other faculty and staff.  
  
The remaining 25 percent of a grant award may be used for such purposes as incentive payments to campus employees other than teachers, professional development for teachers who do not receive an incentive payment, teacher mentoring programs, and programs to recruit and retain highly effective teachers.

DIGEST:

CSHB 2399 would allow campuses to use the 25 percent of incentive funds not used for direct grants to teachers for the Awards for Student Achievement Program to fund a teacher retention demonstration project that employs innovative, research-based practices to identify and retain highly effective teachers.

These practices could include:

- a teacher recruitment and selection strategy focused on attracting new and experienced teachers who have deep content knowledge and a commitment to long-term participation in the teaching profession;
- an alternative certification program to attract such individuals;
- a campus governance model that engages teachers in leading campus management activities;
- a differentiated compensation plan that addresses teaching shortages in different areas; or
- another research-based strategy designed to improve teacher retention rates.

The bill would take immediate effect if finally passed by a two-thirds record vote of the membership of each house. Otherwise, it would take effect September 1, 2007 and would apply beginning with the 2007-08 school year.