

**FREQUENTLY ASKED QUESTIONS:
BEP 2.0 AND SYSTEM/SCHOOL IMPROVEMENT PLANNING**

- 1. Does the new Accountability Law (Public Chapter No. 376) require Principals to have a Principal Performance Contract developed by each Director of Schools?**

Yes, the new law requires all Directors of Schools to develop a Principal Performance Contract for each principal based on but not limited to the following areas:

School Performance on value added assessment and other benchmarks for student proficiency, grad rates, ACT scores and student attendance

- 2. Should each Principal's Performance Contract include consequences for when such standards are not met?**

Yes.

- 3. May the Principal's Performance Contract include bonuses beyond base salary for when performance standards are met or exceeded?**

Yes.

- 4. Does the new Accountability Law require principals to develop a budget?**

Yes, the law requires each principal to annually develop a budget request for the school under the principal's care and submit the budget request to the director of schools. Each budget shall contain a plan for operation of the school beginning July 1.

- 5. Does the principal have the responsibility for and authority over the cost of operation of his/her school?**

Yes. Upon approval of the LEA's budget, the Director of Schools assigns this responsibility and authority to the principal.

- 6. Does the new Accountability Law change the 'Evaluation of Teachers'?**

Yes, the principal will hold multiple evaluations of all teachers holding certificates other than an apprentice teacher's license. The performance of all teachers other than apprentice teachers shall be evaluated at least once every five years. These evaluations will ensure that between the time the certificate is issued or renewed and the certificate's expiration date, the

teacher is evaluated at least two times and may be evaluated at more frequent intervals by the LEA. Each principal will meet periodically with every teacher to provide a written assessment of the teacher's performance and discuss verbally the assessment results. Such assessment shall be done at least two times every five years with at least one year between assessments. These assessments shall be included in the teacher's personnel record.

7. Does the new Accountability Law require a Report Card for higher education institutions?

Yes. The report card is to be developed by the State Board of Education with assistance from the Department of Education and the Tennessee Higher Education Commission.

8. Does the new Accountability Law establish a differentiated pay scale?

Yes, LEAs will establish differentiated pay plans, which offer bonuses for performance that, are supplemental to salary schedules. Such plans shall address additional pay for teaching subjects or teaching schools for which LEAs have difficulty hiring and retaining highly qualified teachers. The State Board will establish guidelines by December 31, 2007, prior to implementation.

9. Does the new Accountability Law change existing laws for working with High Priority Schools/systems?

Yes, the new law moves sanctions for High Priority schools/systems into the Corrective Action status stage for implementation of at least one of the following sanctions:

- a. replace or reassign staff*
- b. mandate a new, research base curriculum*
- c. decrease management authority at the school*
- d. appoint instructional consultants*
- e. reorganize the internal management structure*

10. Does the new Accountability Law require documentation of expenditures for BEP 2.0 in school/system improvement plans?

Yes, the new law requires each school/LEA to include in the annual plan specific goals for improvement, including, but not limited to, school performance on value added assessment and other benchmarks for student proficiency, grad rate, and ACT scores where applicable, and student attendance. These plans shall also identify areas of strengths and weakness as well as strategies to improve areas of weakness. Additionally, systems will identify how additional funds provided through the BEP as the result of

changes made in the BEP formula for the school year 2007-08 will be used to address these areas and how LEAs will measure the improvements supported by these funds.

11. Does the new Accountability Law require specific revisions in strategies for school improvement planning?

The law does not require specific revisions, other than requiring that spending relate to identified weaknesses. The law suggest the following, but is not limited to these:

Developing school or content-based professional development; developing teacher induction programs; increasing the number of reading and math specialists; increasing classroom equipment and supplies; reducing class size; and using targeted tutoring and remediation; increasing numbers of school counselors and social workers; providing principal professional development using enhanced technology for remediation and re-testing; employing school attendance officers; reorganizing the school day instructional time; and implementing a standards based curriculum and associated instructional strategies.

12. Can the new money be used for salary and benefit increases?

If it addresses a specific, documented problem that affects academic performance such as inability to hire qualified teachers because of uncompetitive salaries. The LEA will still be expected to show which performance measure they expect to improve.

13. May some of the new monies be spent for raises?

Yes, if the need is identified in the improvement plan and substantiated by data. For example, if the funds are used on hard to fill positions be able to document your number of permits and waivers, or if you are losing teachers to neighboring systems due to pay be able to document teachers that have left for higher pay. Other classroom needs should also be addressed.

14. Does the ELL and At Risk funds have to spent on those students only?

No, services and programs addressing all students will also address these students.

15. If my Title 1 funds are reduced and I have to cut a position may I use these funds?

Yes, if the position is directly serving students and/or addressing a

Weakness identified in the improvement plan.

16. What if I don't spend all the new monies this fiscal year?

You will reserve it and report in the same manner next year.

17. May I spend the monies on equipment, supplies, technology, or textbooks?

Yes, if they are identified in your improvement plan.

18. May I spend some of the monies for nurses?

Yes, if the goal is to use them to address a weakness identified in your improvement plan. (Improve attendance)

19. May the funds be used to hire regular classroom teachers?

After you have BEP required positions, you may use the funds to hire teachers to address identified weaknesses or improvements.

20. May the funds be used for Guidance counselors, Social Workers, Attendance Coaches, Subject Coaches, Graduation Coaches, Art Teachers, Music Teachers, or Teacher Assistants?

Yes, if it is identified as a weakness or needed improvement.

21. Can funds be used for materials for Music and Art to encourage At Risk students to participate in extracurricular activities as part of a dropout prevention program?

Yes, if identified.

22. Should I be concerned about my comparability report when disbursing funds to my school?

Yes. In Certain cases, using these state supplemental BEP 2.0 funds to hire additional instructional or professional staff at a non-Title I school may cause your LEA to not meet comparability requirements in Title I. However, in certain cases, instructional and professional positions at non-Title I schools may be removed from comparability calculations. Please work with your assigned NCLB field service consultant to access how the use of BEP 2.0 funds may affect either comparability or supplement not supplant provisions in Title I.