

Bellevue ISD has a long-standing commitment to the stated spirit and intent of the Teacher Incentive Allotment. BISD is a small, rural school that struggles to retain and recruit teachers in high demand areas. The Teacher Incentive Allotment will make our school competitive with other nearby schools by allowing the school to offer high quality teachers a higher wage. BISD hopes to recruit highly effective teachers who will impact learning for all students. The population of the school is 54% economically disadvantaged and students often come to school behind the average student. BISD understands that highly effective teachers can close the learning gap so that further inequalities can be eliminated. Recruiting the very best teachers available, retaining them in our district, and incentivizing their placement with our most vulnerable and needy students is a core value of our district. This is clearly reflected in our Mission and Vision Statements, and subsequent goals and objectives at the district and campus level. This continuity flows from the Board of Trustees all the way to the classroom level. The district's overall goals are a direct reflection of the Board's priorities as developed by the strategic planning process. Goal #2 of our District Improvement Plan states, "Bellevue ISD will develop and implement a strategic plan to ensure that students are taught by the greatest percentage of certified teachers, assisted by highly qualified paraprofessionals, and to provide appropriate, enriching professional development so all students can be productive citizens, able to meet their highest ambitions." Our participation in the TIA blends with, and complements this priority seamlessly. Finally, our initial System Application, and subsequent revisions, will be developed with exhaustive stakeholder engagement at multiple levels, and will hone in on areas of greatest need. Teaching positions that are traditionally difficult to staff with well-qualified staff will be a top priority when refining our TIA system. The school will continue to revise the TIA Plan so that all teachers will be allowed to apply to become a TIA teacher with a focus to recruit and retain high demand teachers by offering a local stipend as well so that the wage is even more competitive.