



District Awards for Teacher Excellence

2009-2010
Cycle 1, Year 2

Revised 11/9/09

Purpose

- The purpose of D.A.T.E. is to allow districts to create or continue a system of awards for educators demonstrating success in improving student achievement. The grant program allows districts the opportunity to create a local award plan or to implement TAP.
- D.A.T.E. is a non-competitive grant available to all school districts that complete the required notice of intent to apply, participate in technical assistance, comply with program timelines and activities, and submit a completed grant application. Funds will be awarded based on the average daily attendance (ADA) of the participating districts.
- At least 60% of the grant funds will be used to reward teachers that positively impact student academic improvement, growth, and/or achievement. The remaining percent of funds may be used on other allowable activities including stipends and awards for; recruitment and retention of teachers, career, mentor, and master teachers, on-going applied professional growth, increasing local data capabilities to support instruction and accountability, principals who increase student performance, other school staff and implementing elements of the Teacher Advancement Program (TAP).

Grant Details

- Allocation

- As of August 13, 2009- \$293,091

- Timeline

- August 2009 – Stakeholder Meeting; District Council Vote; Superintendent Approval; Teacher Comment Period
- August 17, 2009 – Begin program implementation
- June 25, 2010 – Earliest date incentive awards can be paid out

Committee Members

- Kelly Legg – Project manager
- Larry Appel – Superintendent
- Mark Stroebel – Assistant Superintendent
- Greg Lewis – Assistant Superintendent for Business

Project Period

- Incentives are based on performance for the 2009 – 2010 school year. The Incentive amounts can not be paid out any earlier than May 31, 2010. It is anticipated that all award amounts will be paid in June, 2010.

Part 1 Funds – Kindergarten through Second Grade

Student criteria by campus grade level team based on the Terra Nova Assessment – Incentive paid on one of the following levels based on the Median National Percentile (MDNP) score for Reading, Language Arts and Math Combined. The award will be based on the highest level achieved.

- **Level 1** - Terra Nova score for grade level increased 5 or more percentage points from 2009 to 2010 - \$1000
- **Level 2** - Terra Nova score for grade level increased 3-4 percentage points from 2009 to 2010 - \$750
- **Level 3** - Terra Nova score for grade level increased 1-2 percentage points from 2009 to 2010 - \$500

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Part 1 Funds – Third through Eighth Grades

Student criteria by campus grade level team based on the Texas Assessment of Knowledge of Skills (TAKS) for all tests given at each specific grade level– Incentive paid on one of the following levels. The award will be based on the highest level achieved.

- **Level 1** – 5 or more percentage point increase in percent met standard average for all tests given at that grade level from 2009 to 2010 - \$1000
- **Level 2** – 3 - 4 percentage point increase in percent met standard average for all tests given at that grade level from 2009 to 2010 - \$750
- **Level 3** – 1 - 2 percentage point increase in percent met standard average for all tests given at that grade level from 2009 to 2010 - \$500

Part 1 Funds – Ninth through Twelfth Grades

Student criteria by department based on the Texas Assessment of Knowledge of Skills (TAKS) for all tests given within each department (Math, Science, Social Studies, ELA) – Incentive paid on one of the following levels. The award will be based on the highest level achieved. For all levels the following subgroups will be used:

Subgroups:

White
Hispanic
Economically Disadvantaged
Commended
All students

- **Level 1** – At least 1 percentage point gain in 4 of the 5 subgroups. Criteria is based on an average of all tests given within that subject area (Math, Science, Social Studies, ELA) - \$1000
- **Level 2** – At least 1 percentage point gain in 3 of the 5 subgroups. Criteria is based on an average of all tests given within that subject area (Math, Science, Social Studies, ELA) - \$750
- **Level 3** – At least 1 percentage point gain in 2 of the 5 subgroups. Criteria is based on an average of all tests given within that subject area (Math, Science, Social Studies, ELA) - \$500

Part 2 – Group 1 Funds

Group 1 - All certified classroom teachers not included in Part 1 including Literacy Coordinators and Librarians

- A teacher will earn the award if he/she attends at least 90% of department, grade level, staff, literacy and vertical alignment collaboration meetings applicable to his/her position between August 17, 2009 and May 28, 2010. This criterion will be measured by sign-in sheets turned into the campus principal.

Or

- Employee must coordinate and lead at least 2 campus staff development opportunities from August 17, 2009 to May 28, 2010 for campus staff to discuss emerging issues, opportunities for students and coordination of activities. This criterion will be measured by sign-in sheets and agendas turned into the campus principal.
- \$750 per employee attaining criteria

Part 2 – Group 2 Funds

Group 2 - Counselors, Principals, Assistant Principals, Speech Therapists, Athletic Director, Assistant Athletic Director, Athletic Trainer, Police Officer

- A teacher will earn the award if he/she attends at least 90% of department, grade level, staff, literacy and vertical alignment collaboration meetings applicable to his/her position between August 17, 2009 and May 28, 2010. This criterion will be measured by sign-in sheets turned into the campus principal.

Or

- Employee must coordinate and lead at least 2 campus staff development opportunities from August 17, 2009 to May 28, 2010 for campus staff to discuss emerging issues, opportunities for students and coordination of activities. This criterion will be measured by sign-in sheets and agendas turned into the campus principal.
- \$375 per employee attaining criteria

Part 2 – Group 3 Funds

Group 3 - Paraprofessionals, Secretaries, Nurses

- An employee will earn the award if he/she attends at least 90% of meetings applicable to his/her position between August 17, 2009 and May 28, 2010. This criterion will be measured by sign-in sheets turned into the campus principal.
- \$250 per employee attaining criteria

Part 2 – Group 4 Funds

Group 4 - Custodial staff, Cafeteria staff

- An employee will earn the award if he/she attends at least 90% of meetings applicable to his/her position between August 17, 2009 and May 28, 2010. This criterion will be measured by sign-in sheets turned into the campus principal.
- \$150 per employee attaining criteria

Contingency Plan

- The district will redistribute un-awarded Part I funds equally among all teachers in Part I that met the required plan criteria
- Any remaining un-awarded Part II funds will be applied to Part I. The funds will be redistributed in accordance with the Part I contingency plan.

Teachers/Staff Excluded from Award Plan

- All teachers and other staff employed during the 2009-2010 school year will be included in the distribution of funds. Funds will be paid out before July 2010 in order to include staff members who leave or retire. Employees hired during the 2009-2010 school year for the 2010-2011 school year will be excluded from the distribution of funds. Employees who leave the campus prior to the last instructional day will be excluded from the distribution of funds. Employees hired before the first day of the second semester will be included in the distribution of funds.

For More Information Please Contact:

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