



# D.A.T.E. Grant

## District Award for Teacher Excellence

Texas ISD  
Board of Trustees Presentation

## District Award for Teacher Excellence (DATE)

- TEA non-competitive grant awarded over 3 years. Year 1 for non-funded planning.
- Statewide Funding Appropriated: \$147.5 million for 08-09
- Participating Districts: Approximately 510
- Matching Requirement: 15% in kind or cash (year 1)
- Award Amount: Based on average daily attendance for 2007-08 school year calculated among the total number of districts participating in the program.

## District Award for Teacher Excellence (DATE)

- Districts with TEEG campuses can also apply for DATE.
- Districts will utilize a district-level planning and decision-making committee to develop a district award plan.
- Award plans can be implemented for the entire district or specified Target Campuses selected by the district.
- The district filed intent to apply for DATE in Fall 2007.
- Final grant application was submitted April 8, 2008.

# DATE Funding

## **Part I Funds**

- make up at least 60 percent of the grant and must be used to award classroom teachers who positively impact student academic achievement and/or growth and/or achievement

## **Part II Funds**

- make up remaining grant funds (up to 40 percent) and can be spent on teacher stipends, mentoring, principal incentives, awards to other campus employees, increasing local data capacity, ongoing professional growth, and elements of Teacher Advancement Program (TAP)

# District Level Planning Committee

Name	Title	Affiliation
	Superintendent	
	Deputy Superintendent	
	Chief Financial Officer	
	Asst. Superintendent – HRS	
	Director – HRS Staffing	
	Asst. Director – HR Services	
	Director – Elementary Education	
	Director – Secondary Education	
	Supervisor – Professional Development	
	Discretionary Grant Coordinator	
	Director – Financial Services	
	Principal	
	Principal	
	Principal	
	Principal	
	President/Retired Teacher	
	Teacher/Representative	

# District Level Planning Committee

The District Level Planning Committee was formed to assist with determining how the district will use DATE funds:

- Which compensation model to use?
- Implement for targeted campuses or district-wide?
- Once model is determined, what performance measures?

# District Level Planning Committee Recommendations

- Compensation Model:  
Math/Science Model; Teachers Other than Math & Science
- Targeted campuses:  
High School campuses only
- Performance measures:  
Use SAS to calculate Value-Added Growth and align with District RPI (Recommended Performance Improvement) Target Goals

# Timeline

PHASE I		
Activity	Purpose	Completion Date(s) *
Hold preliminary grant informational meeting(s)	Engage district-level planning committee	October 12, 2007
Attend 2 <sup>nd</sup> regional information sessions	Acquire information from the TEA	September - October, 2007
Submit Notice of Intent to Apply	Determine district grant participation	October 19, 2007
Planning meeting to discuss timeline and assignments	Review publicly released DATE application	October 30, 2007
Designate District Technical Teams	Determine team that will attend Technical Assistant sessions	October 30, 2007
Hold 2 <sup>nd</sup> preliminary grant informational meeting	Establish PRELIMINARY District Level Planning Committee Recommendations for participating campuses	November 1, 2007
Participate in select Fall Technical Assistance Workshops	Participate in workshops and training to help develop district award plans	November 26, 2007
Hold planning meetings	Review information learned at Fall Technical Workshop	November 27 and December 4, 2007
Kick-off meeting for District Level Planning Committee	Provide overview of information learned at Fall Technical Workshop to committee members	December 6, 2007

# Timeline continued

## PHASE I cont'd

Activity	Purpose	Completion Date(s) *
Hold stakeholder meetings	<ul style="list-style-type: none"> <li>• Gather campus staff input on the district award plan</li> <li>• Identify goals for the district award plan</li> <li>• Guide the selection of appropriate performance measures</li> </ul>	December 2007 – February 2008
Hold campus-wide vote (required, if awards programs is not district-wide)	Approve, by a simple majority and through a campus-wide vote, participation in the award program	December 14, 2007
Teacher Advancement Program (TAP) Overview	TAP overview provided by Tammy Kruez, Executive Director, Texas TAP, to committee members	December 18, 2007
Identify how district-wide DATE goals align to TEEG performance criteria and current local award plan (if applicable)	Ensure similar teacher award programs align	December 31, 2007

# Timeline continued

<b>PHASE II</b>		
<b>Activity</b>	<b>Purpose</b>	<b>Completion Date(s) *</b>
Participate in RFA Training Sessions	Prepare districts in completing RFA	January 2008
Identify teacher eligibility criteria for awards under Part I Funds (Required)	Address specific program guidelines	February 27, 2008
Identify specific teacher criteria for each type of teacher included in the plan and whose criteria are consistent with district goals (Required)		February 27, 2008
Identify the specific award amounts that will be associated with each teacher criteria under Part I Funds (Required)		February 27, 2008
Identify the specific awards that will be funded under Part II (Optional)		February 27, 2008
Develop Contingency Plan for fund redistribution of Part I (Required)		Address unplanned circumstances
Develop Contingency Plan for fund redistribution of Part II (if using funds for Part II)	Late January – Early February 2008	
Hold comment period for teachers	Allow for teacher input in the development of the plan	January – March 2008
Participate in select Spring Technical Assistant Workshops	Participate in workshops and trainings to help complete district award plans	February – March 2008 (Dates and locations TBD)

# Timeline continued

PHASE III		
Activity	Purpose	Completion Date(s) *
Presentation of draft district award plan to local school board	Inform local board of goals, performance indicators, and contingency plan as written in the district award plan	March 20, 2008 Board Meeting
Hold district award plan information meeting(s)	Inform all stakeholders of content of the district award plan	March 2008
Make the district plan available for public viewing		March 2008
District-level planning committee approval of district award plan	Prepare award plan for submission	March 2008
Superintendent approval of district award plan	Prepare award plan for submission	Mid to Late March 2008
Acquire approval by the local school board for amounts outside parameters set in statute	Ensure meaningful awards	Mid to Late March 2008
Submit district award plan for approval by the local school board	Prepare award plan for submission	Mid to Late March 2008
Receive final local school board approval of district award plan		Mid to Late March 2008
Submit grant application	Finalize application process	April 8, 2008
Prepare for implementation: <ul style="list-style-type: none"> <li>• Improve and review data systems</li> <li>• Provide professional development</li> <li>• Update HR processes</li> <li>• Continue communications with campuses</li> </ul>	Grant implementation preparation	April – September 2008
Implement program	Implement district award plan	

# DATE Campus Meeting Schedule

High School A	January 30, 2008 February 6, 2008 February 27, 2008
High School B	January 31, 2008 March 17, 2008
High School C	January 31, 2008 March 19, 2008
High School D	January 30, 2008 March 20, 2008
Alternative School A	March 28, 2008
Alternative School B	April 8, 2008
Board of Trustees	November 15, 2007 March 20, 2008 April 10, 2008

# Campus Voting Results

- Five schools were presented the components of DATE and the draft Secondary Math/Science Incentive model. Voting results were:

CAMPUS	YES	NO
A	81%	19%
B	97%	3%
C	91.5%	8.5%
D	90%	10%
E	80%	20%

# Campus Voting Results

- One high school was presented the components of DATE along with Teacher Advancement Program (TAP). Voting results were:

	YES	NO
DATE	68%	32%
TAP	55%	45%

# High Schools A & B: Math & Science

$$\$2,000 + \$1,500 + \$500 + \$1,500 = \$5,500$$

- Value-Added Growth (SAS) + RPI Campus Target Goals for Math/Science subgroups = \$2,000 (see Table A below)
- Value-Added Growth (SAS) + RPI Campus Target Goals for “all student” campus subject scores (ELA, Math, Science, Soc. Studies, LEP, Economically Disadvantaged) = \$1,500 (see Table B below)
- Collaborative Team Meetings = \$500
- Retention Math/Science Teachers = \$1,500 Teacher in good standing

Tier	Growth	SAS (40%)	RPI (60%)	Total
1	Expected Growth 25%-40%	\$300	\$450	\$750
2	Exceeds 41%-50%	\$480	\$720	\$1200
3	Greatly Exceeds 51% and above or target met	\$800	\$1200	\$2000

Tier	Growth	SAS (40%)	RPI (60%)	Total
1	Expected Growth 25%-40%	\$200	\$300	\$500
2	Exceeds 41%-50%	\$400	\$600	\$1000
3	Greatly Exceeds 51% and above or target met	\$600	\$900	\$1500

# High Schools C & D: Math & Science

$$\text{\$1,000} + \text{\$1,000} + \text{\$500} + \text{\$500} = \text{\$3,000}$$

- Value-Added Growth (SAS) + RPI Campus Target Goals for Math/Science subgroups = \$1,000 (see Table A below)
- Value-Added Growth (SAS) + RPI Campus Target Goals for “all student” campus subject scores (ELA, Math, Science, Soc. Studies, LEP, Economically Disadvantaged) = \$1,000 (see Table B below)
- Collaborative Team Meetings = \$500
- Retention Math/Science Teachers = \$500 Teacher in good standing

Table A: Math/Science Subgroup Scores

Tier	Growth	SAS (40%)	RPI (60%)	Total
1	Expected Growth 25%-40%	\$200	\$300	\$500
2	Exceeds 41%-50%	\$300	\$450	\$750
3	Greatly Exceeds 51% and above or target met	\$400	\$600	\$1000

Table B: “All Student” Subject Scores

Tier	Growth	SAS (40%)	RPI (60%)	Total
1	Expected Growth 25%-40%	\$200	\$300	\$500
2	Exceeds 41%-50%	\$300	\$450	\$750
3	Greatly Exceeds 51% and above or target met	\$400	\$600	\$1000

# High Schools A & B: All Teachers

$$\$1,500 + \$500 = \$2,000$$

- Value-Added Growth (SAS) + RPI Campus Target Goals for “all student” campus subject scores (ELA, Math, Science, Soc. Studies, LEP, Economically Disadvantaged) = \$1,500 (See Table below)
- Collaborative Team Meetings = \$500

Tier	Growth	SAS (40%)	RPI (60%)	Total
1	Expected Growth 25%-40%	\$200	\$300	\$500
2	Exceeds 41%-50%	\$400	\$600	\$1000
3	Greatly Exceeds 51% and above or target met	\$600	\$900	\$1500

# High Schools C & D: All Teachers

$$\$1,000 + \$500 = \$1,500$$

- Value-Added Growth + RPI Campus Target Goals for “all student” campus subject scores (ELA, Math, Science, Soc. Studies, LEP, Economically Disadvantaged) = \$1,000
- Collaborative Team Meetings = \$500

Table B: “All Student” Subject Scores				
Tier	Growth	SAS (40%)	RPI (60%)	Total
1	Expected Growth 25%-40%	\$200	\$300	\$500
2	Exceeds 41%-50%	\$300	\$450	\$750
3	Greatly Exceeds 51% and above or target met	\$400	\$600	\$1000

# Alternative Schools: Math & Science

$$\$2,000 + \$1,500 + \$500 + \$1,500 = \$5,500$$

- Value-Added Growth (SAS) = \$2,000 (see Table A below)
- Value-Added Growth (SAS) = \$1,500 (see Table B below)
- Collaborative Team Meetings = \$500
- Retention Math/Science Teachers = \$1,500 Teacher in good standing

Table A: Math & Science		
Tier	Growth	SAS/Total
1	Expected Growth 25%-40%	\$750
2	Exceeds 41%-50%	\$1200
3	Greatly Exceeds 51% and above or target met	\$2000

Table B: School-wide		
Tier	Growth	SAS/Total
1	Expected Growth 25%-40%	\$500
2	Exceeds 41%-50%	\$1000
3	Greatly Exceeds 51% and above or target met	\$1500

# Alternative Schools: All Teachers

$$\$1,500 + \$500 = \$2,000$$

- Value-Added Growth (SAS) = \$1,500 (See Table below)
- Collaborative Team Meetings = \$500

Table B: School-wide		
Tier	Growth	SAS/Total
1	Expected Growth 25%-40%	\$500
2	Exceeds 41%-50%	\$1000
3	Greatly Exceeds 51% and above or target met	\$1500

# Master Teachers

- High Schools A & B: 2 Master Teachers per campus
- High Schools C & D: 1 Master Teacher per campus
- Alternative School A: 1 Master Teacher per campus

Master Teachers receive  $\$3,000 + \$4,000 = \$7,000$  over salary

- \$3000 (10 additional work days)
- \$4000 (additional job duties/minimum 1 class, maximum 2 classes)

# Summary

	High Schools A, B & Alternative Schools	High Schools C & D
Math and Science Teachers	\$5500	\$3000
All Other Teachers	\$2000	\$1500

# Total Awards

School	Amount Awarded
High School A	\$
High School B	\$
High School C	\$
High School D	\$
Alternative School A	\$
Alternative School B	\$
Master Teacher/Retention Stipends, Project Manager, Data Analysis staff, SAS Value-Added Growth Analysis, Professional Development, etc.	\$
Total Grant Amount:	\$

Compensation will be awarded to returning RRISD teachers in good standing and to teachers who retire from RRISD.

# Advantages/Disadvantages of Implementing DATE

## Advantages

- Provides additional compensation to teachers
- Aligns with district/campus goals
- Assists in recruitment and retention of Math & Science teachers
- Provides additional Math/Science instructional support
- Provides value-added campus data analysis

## Disadvantages

- Restricts participation due to limited funding
- Grant funds available for only two years

# Next Steps

- Recommendations/Feedback
- Meet with campus leadership teams to finalize DATE grant plan
- Draft DATE grant plan to be presented to Board of Trustees on March 20, 2008
- Finalize DATE grant plan and post for public comment
- Submit final plan to TEA April 8, 2008
- Board of Trustees approves final grant application