



D.A.T.E. Plan Summary Galena Park ISD

Part I: Funds under Part I (no less than 60% of the total grant allocation) must be used to award **classroom teachers** who positively impact student academic improvement and/or growth and/or achievement and who meet the TEC definition of a classroom teacher.

Criterion I: Teacher has a record of improving student performance using quantifiable, reliable, valid and objective measures of student excellence and quality. **(Required)**

Teacher Type	Data Source	Performance Level(s)	Award Amount
District ES Science & Math Instructional Specialists (5 th Grade); *5 th , 6 th , 7 th , and 8 th ES/MS Science; and *9 th -12 th All HS Science. (70% of the students taught are 9 th -11 th graders as of January 2009)	TAKS, TAKS A	Student improvement is measured district-wide on the 2009 District Accountability Data Table by increasing student performance in science from 76% to 80% and in math from 82% to 86% from the beginning of the year to the end of the year. If teacher teaches both subjects, he will receive the full award if he meets the criteria in at least one of the two targeted content areas.	\$2,609
*5 th , 6 th , 7 th and 8 th ES/MS Math; and *9 th -12 th All HS Math (70% of the students taught are 9 th -11 th graders as of January 2009)	TAKS (3 rd -10 th) TAKS & TAKS A (11 th)	Student improvement is measured district-wide on the 2009 District Accountability Data Table by increasing student performance in math from 82% to 86% from the beginning of the year to the end of the year. If teacher teaches both subjects, he will receive the full award if he meets the criteria in at least one of the two targeted content areas.	\$2,609
Grand Total Part 1 Funds	60%	320 T @ \$2,608.73 = \$2,609	\$834,880

Contingency Plan Part I:

- Staff members not returning to the district for reasons of retirement, promotion and/or spousal relocation to a different region will have their awards forwarded to the address left on file with the HR Department.
- Allocated money that is designated for either content area and not paid out due to the district not meeting the required performance level will be divided equally among the teachers in either content area who did meet the performance level for those criteria, but not to exceed \$10,000 to any individual teacher.





Part II: Part II funds are used for:

- Stipends and awards for retention of teachers in critical shortage subject areas in our district (math, science, special education, and English as a Second Language (ESL));
- Awards for all principals and secondary assistant principals assigned to the content areas of math and science who improve learning of all students in these content areas;
- Science and math instructional specialists who demonstrate excellence through job-related performance criteria

Faculty/Staff	Award Amounts	Performance Skills	Total
Critical Shortage Subject Areas: Retention of math, science, special education and ESL teachers (Secondary math and science teachers, 5 th grade math and science teachers, secondary special education teachers, secondary ESL teachers that teach in 2008-09 and return in 2009-10 will receive a stipend of \$1000)	\$1000	Return to District	\$346,961
Student improvement is measured district-wide on the 2009 District Accountability Data Table by increasing student performance in 5 th -12 th grade science from 76% to 80% and in 5 th -12 th grade math from 82% to 86% from the beginning of the year to the end of the year. If Part 1 science or math teachers meet their criteria, elementary principals, assistant principals and secondary principals will be awarded \$1000. Secondary level assistant principals assigned to either math or science only will be awarded \$1000 if their targeted content area meets their criteria. NOTE: Elementary principals are only eligible to receive a stipend for science. Cobb principal is only eligible to receive a stipend for math	\$1000	TAKS & TAKS A	\$60,000
Student improvement is measured district-wide on the 2009 District Accountability Data Table by increasing student performance in 5 th -12 th grade science from 76% to 80% and in 5 th -12 th grade math from 82% to 86% from the beginning of the year to the end of the year. If Part 1 science teachers meet their criteria, campus/district science specialists will be awarded \$750. If Part 1 math teachers meet their criteria, campus/district math specialists will be awarded \$750. District ESL, Special Education, and campus specialists over both science and math will be awarded \$750, if either science or math meets their criteria.	\$750	TAKS & TAKS A	\$40,000
Additional stipend paid above the GPISD stipend for campus/district instructional specialists in math, science, special education and ESL	\$1000	HR Records/District Assignment	\$40,000
Grand Total for Part 2 Funds			\$486,961

Contingency Plan Part II: Allocated money that is designated for each faculty/staff area and not paid out due to the district not meeting the required performance level will be used for staff development for science and math teachers in our district.

