



## D.A.T.E. Plan Summary Northside ISD

**Purpose:** The purpose of the NISD D.A.T.E. plan is to provide funding to support district wide goals and implement a financial award system that:

- Awards teacher for positively impacting student achievement;
- Targets the district's most in-need campuses to improve teacher quality; and
- Creates capacity and sustainability for improved instruction within the district.

**Eligibility:** Currently there are 22 campuses participating in the plan that were chosen due to their high numbers of economically disadvantaged students and the number of underperforming TAKS areas in comparison to district scores. One aspect of the plan was to attract and retain teachers in these high needs campuses. Therefore, a retention piece was written into the plan that requires teachers to return to the classroom at these campuses for the 09-10 school year to be eligible.

Only classroom teachers are eligible to participate, and TAKS scores are used as the sole data source that performance measures were built upon. The expected performance level is set at a 75% pass rate for all TAKS tests. Eligible teachers must teach at their campus from October 31, 2008 through September 4, 2009 to receive their award. Exceptions are made for special circumstances, such as FMLA leave.

**Part I:** In Part I, 60% of the funds are used to award TAKS teachers, or teachers that teach TAKS tested grade levels and content areas. Originally the plan was for Part I award amounts to range from a minimum of \$3,000 to a maximum of \$4,500, after contingency funds were redistributed amongst eligible teachers. Recent award amount estimates indicate these will actually be higher than expected. Each teacher is held to the 75% pass rate for the content areas they teach, to determine if they will receive the award. All part I teachers are eligible for the same award amount, but their awards are calculated differently amongst the different grade levels. Elementary TAKS teachers earn a portion of the base award (\$3,000) for each test they administer that meets the 75% pass rate, with the \$3,000 minimum being met if all tests meet this mark. Middle School TAKS teachers earn the entire base award if the content area and grade level they teach meets the 75% pass rate. High School TAKS teachers earn the entire base award if the campus results in their content area meet the 75% pass rate.

**Part II** The remaining 40% is used to reward TAKS Support teachers. These TAKS support teachers might teach non-tested grades/subjects (ex: K-2, ELA 6, Science 7, etc.), or they might work in a classroom in support of teachers (ex: Inclusion teachers, Content Mastery Center teachers, etc.). The award amount was set at \$700, with contingency funds being used for staff development. A portion of the Part II funds is being used for staff salaries as well to fund three positions involved in the management, design and implementation of the D.A.T.E. plan. These positions include an Incentive Grants Specialist, an Incentive Grants Evaluator and an Incentive Grants Technician. In addition to this, Part II funds are also being used to fund services from Battelle for Kids (BFK), an organization with extensive experience in helping schools build and implement incentive pay programs.

