

**District Awards for Teacher Excellence (D.A.T.E.)
Grant Program Proposal
Plano Independent School District**

Program Description

The District Awards for Teacher Excellence (D.A.T.E.), created by House Bill 1, Article IV of the 79th Legislature in 2006 (T.E.C. Ch. 21, Subchapter O, § 21.701), is a non-competitive teacher incentive awards program designed to provide funding to support the establishment of district-wide goals and implementation of a financial award system designed to do the following:

- Award teachers for positively impacting student achievement
- Target the district's most in-need campuses to improve teacher quality
- Create capacity and sustainability for improved instruction within the district.

All Texas school districts and open enrollment charter schools are eligible to take part in the program. District level committees will establish district goals for their district award plans that are consistent with their local district improvement strategic plan. Once the district goals have been determined, district level planning committees will create an awards plan either district-wide or for select targeted campuses.

Approximately \$147.5 million was appropriated for implementation of D.A.T.E. in FY 2009. District grant award amounts will be based on the average daily attendance (ADA) of the 2007-2008 school year calculated among the total number of districts opting into the grant program. Plano ISD is currently scheduled to receive approximately \$2,956,600. The amount will increase if other school districts withdraw from participation in the grant program. The district is required to provide cash or in-kind matching funds of 15% of the first TEA award estimate, which means that the amount of matching for Plano ISD will be approximately \$368,322 per year. The district must participate in the program for at least two consecutive grant cycles.

District Planning Committee

The district award plan must be developed by a district-level planning committee. The planning committee is comprised of classroom teachers, campus principals, members of the superintendent's cabinet, and representatives from various departments such as technology and academic services, business services, human resources, and student and family services. The membership includes the following individuals.

Jeff Bailey, Deputy Superintendent
Jim Hirsch, Associate Superintendent for Technology and Academic Services
Richard Matkin, Associate Superintendent for Business Services
Roxanne Burlison, Area Assistant Superintendent – Central Cluster
Mike Collinsworth, Area Assistant Superintendent – East Cluster
Patty Meyer, Area Assistant Superintendent – West Cluster
Linda Madon, Executive Director for Financial Services
Jayne Cantwell, Executive Director for Elementary Academic Services
Jim Wussow, Executive Director for Secondary Academic Services
Cathy Galloway, Executive Director for Student and Family Services

Tamira Griffin, Executive Director for Human Resources
Jun Melvin, Director for Compensation and Diversity
James Ashby, Director of Assessment and Accountability
Noel McBee, Coordinator for Compensation
Kathy Waskow, Construction/Revenue Accountant
Linda Engelking, Principal, Hunt Elementary School
Maricela Helm, Principal, Memorial Elementary School
Selenda Anderson, Principal, Wilson Middle School
Burt Smith, Principal, Shepton High School
Karen McDonald, Principal, Plano East Senior High School
Mandy Brock, Teacher, Memorial Elementary School
Maria Therrell, Teacher, Hunt Elementary School
Tonelli Hatley, Teacher, Wilson Middle School
Linda Havins, Teacher, Shepton High School
Kathy Witcher, Teacher, Plano East Senior High School

Statement of Need

The key to raising student achievement is to find teachers that have the skills to successfully work with students in our district that have the highest needs. Through a student achievement model, the district is able to monitor the growth of specific groups of students and the effect of particular teachers on those students. A performance award would allow teachers to set individual goals for students based on the amount of growth needed to achieve grade level status. Awarding teachers based on their success will allow high needs campuses to retain effective teachers.

Targeted Campuses

To implement the D.A.T.E. incentive award program district-wide, Plano ISD would have to allocate more than \$900,000 of the district's local funds each year, which would cost the district over \$1.8 million during the two year commitment of the program. Since the district's priority is to give teachers general salary increases, the D.A.T.E. program for Plano ISD was designed in a way that will not require the use of local dollars. The planning committee recommends targeting the district's most in-need campuses versus providing the program district-wide.

Using TEA criteria for the selection of target campuses, Plano ISD selected campuses that meet one or more of the following criteria:

- At least 17% of the student population is economically disadvantaged.
- The students on the campus performed lower than the district's average proficiency on TAKS.
- The campus has been rated "Academically Acceptable" at least two out of the last three years.

The following schools have been selected as target campuses. Twenty-eight of the twenty-nine schools have met the required majority vote by teachers on the campus to participate in the program.

Elementary Schools

Christie	McCall
Daffron	Meadows
Davis	Memorial
Dooley	Mendenhall
Forman	Mitchell
Haggar	Rasor
Hickey	Sigler
Huffman	Thomas
Jackson	Weatherford

Middle Schools

Armstrong
Bowman
Carpenter
Frankford
Wilson

High Schools/Senior High Schools

Clark*
Shepton
Vines
Williams
Plano East
Plano West

*Majority of teachers at this campus voted not to participate.

There is a high correlation between low performing campuses and those that have a high percentage of economically disadvantaged students and/or limited English proficient (LEP)

students. The students on the targeted campuses make up the majority of the low socioeconomic and LEP populations for the district; therefore, improved performance on the targeted campuses will directly impact the district's performance within these populations.

Program Design

The district goals for D.A.T.E. are:

- To increase the percentage of students achieving academic growth.
- To increase the teacher retention rate on targeted campuses.
- To identify best teaching practices that produce improved student performance.

These goals directly align with the major district goal for student learning with an emphasis on closing the achievement gap and ensuring learning for all students through high standards, integrated technology and the district-wide coherent curriculum.

Classroom teachers on the selected campuses who teach in the core subjects of Reading, English/Language Arts, Math, and/or Science will be eligible to receive a minimum award amount of \$1,400 based on the academic growth of the students instructed by their grade level team or departmental team. Other teachers on the selected campuses may be eligible to receive a minimum award amount of \$1,000 based on the overall academic growth of the students on the campus.

As defined in the Texas Education Code, 5.001(2), "classroom teacher" means an educator who is employed by a school district and who, not less than an average of four hours each day, teaches in an academic instructional setting or a career and technology instructional setting. The term does not include a teacher's aide or a full-time administrator. Per TEA grant guidelines, funds may not be used for athletic positions that have no classroom responsibilities.

Award Plan

Strand I: Campus Progress Award (Minimum - \$1,000)

Awarded to all campus teachers who do not qualify for Strand II or Strand III awards and whose campuses meet the following criterion: the campus' composite 2008 mean Plano Effect Score (PES) is above 0 indicating that the composite academic growth in Reading, Math, and Science is above the average for students with similar academic histories.

Strand II: Grade-Level Team Progress Award, Grades K-5 (Minimum - \$1,400)

Awarded to teachers on grade-level teams whose grade-level composite 2008 mean PES is above 0 indicating that the composite academic growth in Reading, Math, and Science is above the average for students with similar academic histories.

Strand III: Department Progress Award, Grades 6-12 (Minimum - \$1,400)

Awarded to teachers in Math, English, and Science departments whose department's 2008 mean PES is above 0 indicating that the average academic

growth in the department's subject is above the average for students with similar academic histories.

- PES is a value-added growth measure based on student TAKS*, MAP* and CogAT results. *District final exams may be included in grade 12.
- The PES uses students as their own control group; that is, the score compares a student's previous year or beginning of the year performance to his own end of the year performance.

TAKS and MAP will be utilized to measure the students' achievement growth.

Contingency Plan

Funds for any awards that were not met will be reallocated to teachers and campuses that did not meet the award criteria. A maximum award amount will be established, but the minimum a teacher meeting the award criteria will receive for Strand I is \$1,000 and for Strands II and III the amount is \$1,400. Additionally, the district may use remaining funds for professional development, recruitment, and retention of teachers.

Matching Funds

Plano ISD will be able to use in-kind matching in lieu of cash. Matching from the following sources can be utilized to meet the program requirements:

- Bilingual stipends
- Team leader stipends
- Master's Degree pay differential

Principal and Teacher Feedback

The details of the D.A.T.E. plan have been shared with all campus principals and teachers. Feedback from the principals and teachers were reviewed by the planning committee. The information obtained indicates that the majority of principals and teachers support the D.A.T.E. incentive grant program.

Recommendation

The district planning committee recommends that Plano ISD proceed with the submission of the district plan to the Texas Education Agency and apply to participate in the District Awards for Teacher Excellence grant program.