

District Awards for Teacher Excellence (D.A.T.E.)

Plano Independent School District



TEXAS EDUCATION AGENCY

District Planning Committee

- ❑ The district award plan was developed by a district-level planning committee.
 - ❑ The committee includes classroom teachers, campus principals, members of the superintendent's cabinet, and representatives from various district departments such as technology and academic services, business services, human resources, and student and family services.
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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)
 - ❑ Non-competitive teacher incentive award program
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D.A.T.E. Purpose

- ❑ To provide funding to support the establishment of district-wide goals and the implementation of a financial award system to:
 - Award teachers for positively impacting student achievement
 - Target the district's most in-need campuses to improve teacher quality
 - Create capacity & sustainability for improved instruction within the district
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D.A.T.E. Requirements

- Determine if plan will be district-wide or for targeted campuses
 - If targeted campuses:
 - Must meet with targeted campus staff
 - Majority of classroom teachers must vote to participate
 - Conduct stakeholder meetings
 - Make plan accessible to the public
 - Have plan approved by School Board
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D.A.T.E. Funding

- Approximately \$147 million appropriated for implementation in FY 2009
 - Plano ISD estimated to receive \$3,557,942
(Amount based on average daily attendance)
 - Matching requirement - \$368,322 (in-kind)
(Bilingual and team leader stipends, master's pay differential)
 - At least 60% of grant must be used for classroom teacher awards
 - Minimum award amount of \$1,000
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TEA Criteria for Target Campuses

(More than half must meet at least one academic and one non-academic)

- Rated academically unacceptable
- Performs lower than the district's average proficiency on TAKS
- Comparable improvement (CI) ratings in the bottom quartile compared to other campus types in district
- Above average dropout/non-completion rates relative to other campus types in district
- Ranks in the bottom half in gains on the Texas Growth Index (TGI)
- Ranks within the top quartile of campuses enrolling high percentages of economically disadvantaged students
- District may use other academic or non-academic indicators

Plano ISD Plan Criteria

- Selection of target schools consistent with the district improvement plan goals.
 - Target campuses must meet at least one of the following criteria:
 - Performed lower than the district's average proficiency on TAKS
 - Rated "Academically Acceptable" at least two out of the last three years
 - At least 17% of students economically disadvantaged
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Target Campuses

Elementary Schools

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|-----------------------------------|-------------------------------------|--------------------------------------|
| <input type="checkbox"/> Christie | <input type="checkbox"/> Huffman | <input type="checkbox"/> Mitchell |
| <input type="checkbox"/> Daffron | <input type="checkbox"/> Jackson | <input type="checkbox"/> Rasor |
| <input type="checkbox"/> Davis | <input type="checkbox"/> McCall | <input type="checkbox"/> Rose Haggar |
| <input type="checkbox"/> Dooley | <input type="checkbox"/> Meadows | <input type="checkbox"/> Sigler |
| <input type="checkbox"/> Forman | <input type="checkbox"/> Memorial | <input type="checkbox"/> Thomas |
| <input type="checkbox"/> Hickey | <input type="checkbox"/> Mendenhall | <input type="checkbox"/> Weatherford |

Middle Schools

- Armstrong
- Bowman
- Carpenter
- Frankford
- Wilson

High Schools/Sr. High Schools

- Shepton
- Vines
- Williams
- Plano East
- Plano West

Award Strands

Strand I:
Campus Progress
\$1,275

For teachers on the campus who do not qualify for Strands II or III

- Composite PES > 0
- Based on Math, Reading, Science (TAKS, MAP, CogAT) improvement

Strand II:
Grade-Level Progress
\$1,675

For elementary teachers on grade-level teams

- Composite PES > 0
- Based on Math, Reading, Science (TAKS, MAP, CogAT) improvement

Strand III:
Department Progress
\$1,675

For secondary teachers who teach courses in the Math, English, or Science departments

- PES > 0 in dept subject
- Based on Math, Reading, Science (TAKS, MAP, CogAT) improvement
- Includes Final Exams in Grade 12

PES – Plano Effect Score –growth measure

Special Features of the PISD Award for Performance Model

- ❑ Award based on growth of student achievement not merely proficiency.
 - ❑ Award based on team performance (grade, department, campus).
 - ❑ Growth measure is relative to an individual student's starting point, not comparison of a student to a group.
 - ❑ Students are easier to associate within a grade level, department, and campus rather than with individual teachers.
 - ❑ Data processing will not involve any extra teacher or campus staff input.
 - ❑ No new measurements will need to be added to the testing calendar for DATE.
 - ❑ Statistical model implements most up-to-date techniques for growth modeling.
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