

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

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Plano Independent School District

2010-2011



TEXAS EDUCATION AGENCY

# D.A.T.E. Background

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- ❑ Created by House Bill 1, Article IV of the 79<sup>th</sup> 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

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- 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;
    - Create capacity and sustainability for improved instruction within the district;
    - Align with overall district goals
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# D.A.T.E. Funding

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- ❑ \$397 million appropriated by state for funding
  - ❑ Plano ISD expected to receive \$3,921,674  
(Amount based on average daily attendance)
  - ❑ At least 60% of grant used for classroom teacher awards
  - ❑ Minimum eligible award amount of \$1,000
  - ❑ To ensure effectiveness, TEA recommends minimum award of \$3,000
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# District Planning Committee

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- ❑ The district award plan is developed by the district-level planning committee
  - ❑ Majority of committee members are teachers and principals
  - ❑ The committee also includes 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. Target Campus Selection

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- Selection of target schools consistent with district improvement plan goals
  - Selection based on:
    - TAKS passing rates in Math, Reading, and Science
    - Percent of Economically Disadvantaged students
    - Percent of LEP students
  - Selected campuses will be notified in August 2010
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# D.A.T.E. Performance Categories

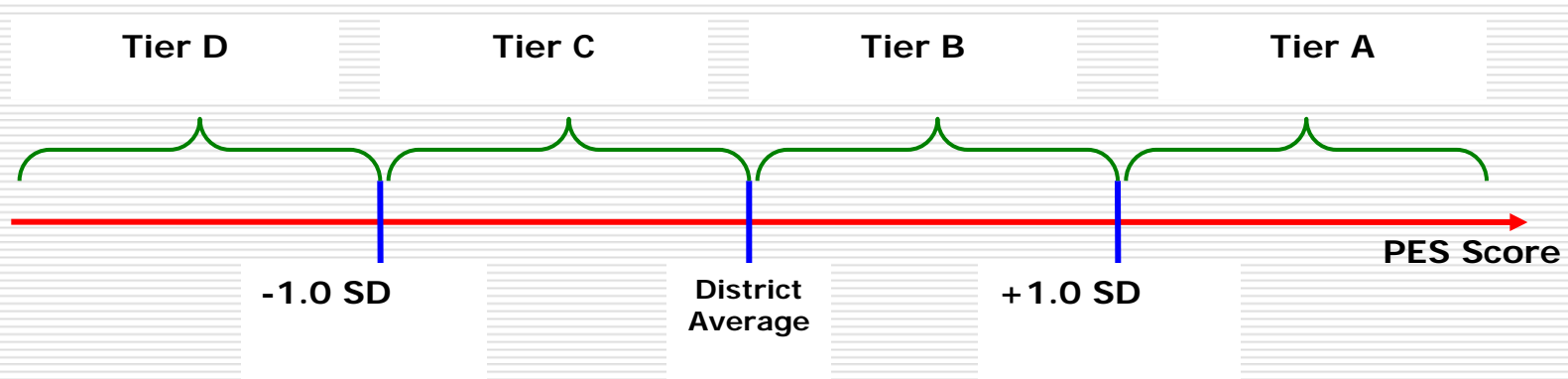
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## □ PART I

- For ELA/Math/Science teachers
  - Principals
  - Minimum 60% of the grant
  - Must be eligible for minimum \$1,000
  - TEA suggested amount: \$3,000
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# D.A.T.E. Performance Model

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- ❑ Tier based performance award
  - ❑ Maintaining the objective of rewarding high growth for the most efficacious teachers
  - ❑ Maximize the number of core subject teachers eligible for an award
  - ❑ For High Schools (TAKS PES) use ETV for Tiers
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# Tiered Award Levels

## ELA/Math/Science Teachers

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- Performance Awards
    - Tier A = \$2,550
    - Tier B = \$1,300
    - Tier C = \$1,000
    - Tier D = No Award
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# Principal Performance Award

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- ❑ Performance award aligned with teacher team awards
  - ❑ Based on:
    - Grade Team PES – Elementary
    - Subject Team PES – Middle/High Schools
  - ❑ **Elementary Principal Awards:**
    - For each Grade Team PES above district average: \$400
    - Total Award:  $\$400 \times 6 \text{ Grade Teams} = \$2,400$
  - ❑ **Secondary Principal Awards:**
    - Each Subject/Department Team PES above district average: \$800
    - Total Award:  $\$800 \times 3 \text{ Subject Teams} = \$2,400$
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# D.A.T.E. Performance Categories

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## □ Part II

- For non-ELA/Math/Science teachers and other professional campus staff
  - Staff Development
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# Part II Campus Staff Awards

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## A-1

1. AP Spanish Teacher
2. Athletic Director Senior High
3. Band Director Senior High
4. Behavior Specialist
5. Director Preschool
6. Elementary Art Teacher
7. Elementary Music Teacher
8. Elementary PE Teacher
9. ROTC
10. Secondary Teacher (not in Part I)
11. Speech Language Pathologist
12. Vocational Adjustment Coordinator
13. Librarians (New)
14. Counselors (New)

## A-2

1. Academic Support Teacher
2. Bilingual Instructional Support
3. Deaf Education Teacher
4. ESL Teacher
5. Gifted Specialist / Pace
6. Instructional Support Specialist
7. Intervention Specialist
8. Literacy Specialist
9. Special Ed. Structured Teacher
10. Special Ed. Bilingual Teacher
11. Special Ed. Teacher
12. Title I Teacher
13. Administrative Interns (New)
14. Assistant Principals (New)

# Campus Staff Award

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- **Campus Staff Group A-1:**
    - \$500 if Campus PES Score > 0
  
  - **Campus Staff Group A-2:**
    - \$900 if Campus PES Score > 0
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# Part II

## Professional Development

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- **Available for all teachers and professional campus staff PD Sessions**
    - Attend 6 hours of unique professional development, targeted for specific needs, outside of regularly scheduled district professional development
  - **Presentations/Applications**
    - Examples of how the PD would enhance student achievement at the campus; and
    - Summary of lessons learned/Distribution of all relevant materials to staff
  - **When**
    - First 3-hours of PD must occur during the first 9-weeks
    - Second 3-hours PD must occur before the end of the second 9-weeks
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# Part II

## Professional Development

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- Performance Evaluation that Meets Expectations or higher
  
  - Award Amounts:
    - Level I – 3 hours of PD: \$250
    - Level II – 6 hours of PD: \$500
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# Contingency Plan

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- The grant application is based on all teachers/staff being eligible for the highest performance levels
- The contingency plan for funds not awarded:

## **Part I Funds**

- Grant funds not awarded from DATE Part I are added back to Part I and awarded to teachers in Tiers A and B

## **Part II Funds**

- The district will redistribute un-awarded Part II funds equally among all staff who meet the requirements related to each award for attending 3 hours of professional development.
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# D.A.T.E. in PISD

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Please send questions or comments to:  
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