



**District Awards for Teacher Excellence (DATE)
PROGRAM DESIGN**
Approved by the Texas Education Agency on August 14, 2008

10-1-08

IISD Award

- Total Award: \$2,127,307
- Part 1 Funds: \$1,426,138 or 67% of Total
- Part 2 Funds: \$701,169 or 33% of Total
- "Equal Share" in Part 1 is determined by dividing the Part 1 Funds by the total number of employees qualifying for an award by meeting the respective elementary and secondary criteria

DATE Calendar

- The DATE program will be implemented during the 2008-2009 school year.
- Payment to eligible employees will be made on September 27, 2009

Part 1 – Elementary Program

Eligible Employees (Must meet all criteria listed below):

- 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. (Texas Education Agency definition)
- An educator must be the teacher of record (responsible for planning and implementing instruction, and assigning grades) in math, language arts, science, and/or social studies for students in grades 3, 4, or 5.
- An educator must be employed by Irving ISD no later than the last Friday in October 2008, and must remain continuously employed through the last day of duty in the 2008-2009 school year.

Eligibility Criteria:

- An elementary campus meets or exceeds the following criteria on the TAKS assessment combining results for the "October subset" of students in grades 3 through 5 for "All Students" and "Economically Disadvantaged" on the 2009 TAKS administration:
 - 80% on Reading *and* 80% on Writing, *and*
 - 80% on Math *or* 80% on Science

Award Qualification:

- If an eligible elementary educator is assigned to a campus that meets the eligibility criteria, the educator will receive an equal share of the Part 1 Funds
- The minimum share for any eligible teacher in Part 1 is \$1000.00

Part 1 – Secondary Program

Eligible Employees (Must meet all criteria listed below):

- 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. (Texas Education Agency definition)
- An educator must be the teacher of record (responsible for planning and implementing instruction, and assigning grades) for at least one instructional period in math, English, reading, science, or social studies for students in grades 6 through 12.
- Non-TAKS grade levels in math, English, reading, science, or social studies in grades 6-12 must show evidence in their lesson plans of teaming with TAKS grade level teachers in order to incorporate appropriate TAKS objectives into their curriculum.
- An educator must be employed by Irving ISD no later than the last Friday in October 2008, and must remain continuously employed through the last day of duty in the 2008-2009 school year.

Eligibility Criteria:

- A secondary campus meets or exceeds the following criteria on the TAKS assessment combining results for the "October subset" of students for "All Students" and "Economically Disadvantaged" on the 2009 TAKS administration:
 - "All Students" score 70% or higher in Math at all grade levels, with "Economically Disadvantaged" score 70% or above (Subject Area: Mathematics)
 - "All Students" score 70% or higher in Science at all grade levels, with "Economically Disadvantaged" score 70% or above (Subject Area: Science)
 - "All Students" score 90% or higher in Reading, Language Arts, and Writing at all grade levels, with "Economically Disadvantaged" score 90% or above (Subject Area: English, Reading, Humanities, Self-Contained ESL)
 - "All Students" score 90% or higher in Social Studies at all grade levels, with "Economically Disadvantaged" score 90% or above (Subject Area: Social Studies)

Award Qualification:

- If an eligible secondary educator is assigned to a campus that meets the criteria for one of the subjects listed above, and the educator teaches at least one section in the subject area that meets the eligibility criteria, the educator will receive an equal share of the Part 1 Funds.
- If an educator qualifies in more than one subject area, the educator is limited to receive funding for only one subject area.
- The minimum share for any eligible teacher in Part 1 is \$1000.00

TAKS Note:

For purposes of DATE, TAKS results include the first administration of TAKS and TAKS-Accommodated in grades 3-11 in spring 2009, except grade 3, 5 and 8 reading and grade 5 and 8 mathematics, in which the cumulative results of the 1st and 2nd administration are included.

Part II Program

Group 1: Administrative Costs (<1%) = \$9,500

Eligible Employees (Must meet all criteria listed below):

- An educator must have been assigned and approved by the District Improvement Committee to be a voting member of the DATE Committee
- An educator must be employed by Irving ISD no later than the last Friday in October 2008, and must remain continuously employed through the last day of duty in the 2008-2009 school year.

Eligibility Criteria:

- An eligible employee must have attended at least 75% of the required DATE Committee meetings

Award Qualification:

- An employee meeting all the criteria listed above will receive a stipend of \$500.00
- Any funds not awarded in Group 1 will be distributed with Group 3 eligible employees.

Group 2: Special Campus Stipends = \$13,000

Eligible Employees (Must meet all criteria listed below):

- An educator must be a fully certified professional staff member assigned to one of the following campuses: Wheeler Center; Secondary Reassignment Center
- An educator must be employed by Irving ISD no later than the last Friday in October 2008, and must remain continuously employed through the last day of duty in the 2008-2009 school year.
- An educator must not be employed under an "Administrative" Contract
- An educator must not have received an award under Part 1 of DATE

Eligibility Criteria:

- Irving ISD's accountability rating, based on the 2008-2009 data, is "Recognized" or "Exemplary" *AND*
 - 1) Mentors one or more students for a minimum of 9 contact units* (for high school, middle school, and elementary school campuses)

OR

 - 2) Mentors one or more students or parents for a minimum of 9 contact units* (for Early Childhood campuses)

Notes: - Mentoring is defined as an opportunity to work with one or more students to provide academic assistance while developing a personal relationship of support and modeling. All mentoring is to take place on an IISD campus.

- Contact Unit is defined as an uninterrupted block of 30 minutes beyond the regular instructional day, with a maximum of three units per week. "Beyond the instructional day" is intended to be time when the employee is not assigned to a class or duty, nor a time when he/she is specifically paid to work with students. "Beyond the instructional day" could be during a conference period, before/after school, or on a non-instructional day.

Award Qualification

- An employee meeting all the criteria listed above will receive a stipend of \$500.00
- If the District is rated below "Recognized," Group 2 funds will be distributed with Group 3 eligible employees.

Group 3: Recognized/Exemplary Stipends = \$679,512

Eligible Employees (Must meet all criteria listed below):

- An educator must be a fully certified professional staff member assigned to an Early Childhood, Elementary, Middle School, or High School campus in IISD.
- An educator must be employed by Irving ISD no later than the last Friday in October 2008, and must remain continuously employed through the last day of duty in the 2008-2009 school year.
- An educator must not be employed under an "Administrative" Contract
- An educator must not have received an award under Part 1 of DATE

Eligibility Criteria:

An eligible employee must be assigned to a campus with an accountability rating, based on the 2008-2009 data, of "Recognized" or "Exemplary" AND

- 1) Mentors one or more students for a minimum of 9 contact units* (for high school, middle school, and elementary school campuses)

OR

- 2) Mentors one or more students or parents for a minimum of 9 contact units* (for Early Childhood campuses)

Notes: - Mentoring is defined as an opportunity to work with one or more students to provide academic assistance while developing a personal relationship of support and modeling. All mentoring is to take place on an IISD campus.

- Contact Unit is defined as an uninterrupted block of 30 minutes beyond the regular instructional day, with a maximum of three units per week. "Beyond the instructional day" is intended to be time when the employee is not assigned to a class or duty, nor a time when he/she is specifically paid to work with students. "Beyond the instructional day" could be during a conference period, before/after school, or on a non-instructional day.

Award Qualification

- An employee meeting all the criteria listed above will receive an equal share of Group 3 Funds, determined by dividing the Group 3 Funds by the total number of eligible employees on eligible campuses.

Communication Plan & Implementation Timeline

Key Dates:

- | | |
|------------------|---|
| 2007-2008 | - Plan Development Phase |
| 2008-2009 | - Plan Implementation Phase |
| 2008-2010 | - Plan Distribution of Funds Phase |
| October 16, 2008 | - DIC Approval of the Implementation Plan |
| October 20, 2008 | - Presentation to Board of Trustees |

- October 21, 2008 - Presentation to IISD Principals
- October 21, 2008 thru
November 21, 2008 - Presentation to all IISD Teachers by Principals and DATE Committee Members
- June 5, 2009 - Mentoring and Lesson Plan documentation is due and must be signed by the Principal
- September 1, 2009 - All applications are due to the Assistant Superintendent for Personnel & Administration, complete with all required supporting documents
- September 25, 2009 - Initial payments to qualified teachers
- February 28, 2010 - All payments must be completed to qualified teachers

Key Communication Strategies:

- All program and application documents posted on IISD website
- Video description of DATE plan posted on IISD website and telecasted on ISTV
- Teleparent system distributes a voice message to all IISD teachers regarding DATE plan at key points in the implementation phase
- Email address DATE@irvingisd.net will be established for questions and comments by District employees, and answers will be distributed to all teachers
- Question & Answer document is posted on website and updated based on continuing questions and comments
- Key "Talking Points" document will be developed for Committee Members and Principals
- Principals will meet regularly with teachers to distribute DATE information and reminders
- Committee members will be assigned to campuses to be a key contact person
- Presentations will be made to the EAC, PAC, PTA, and other district/community organizations as appropriate

Appeals

If an employee disagrees with the outcome of their individual application, the employee must follow the steps as outlined below:

Step 1: Write a letter to the Assistant Superintendent for Personnel & Administration outlining the appeal. The appeal will be heard by the DATE Technical Assistance Team to determine whether to grant the appeal or not. The deadline for all appeals is February 1, 2010.

Step 2: If the employee disagrees with the decision of the DATE Technical Assistance Team, then the employee must file a grievance under Board Policy DGBA (Local).

Please Note:

- ***This document is a general description of the DATE Program in Irving ISD. For complete details, see the official DATE application to TEA, located on the IISD website.***
- ***All award amounts are subject to payroll deductions, such as Federal Withholding Tax, Teacher Retirement, etc.***