



Weaving Innovative Instructional Strategies and Data into Mathematics and Science

wis'dom *n.* the ability to make sound judgments; insight or intuition; extensive knowledge; an accumulated body of knowledge

Program Description: "WIISDMS" is a professional development and teacher retention program designed to retain experienced teachers of secondary science in the Irving ISD by providing ongoing professional development and financial incentives for continued employment.

Program Goals: WIISDMS will do the following:

- ☆ Retain experienced secondary science teachers in the Irving ISD.
- ☆ Use professional development to create a highly skilled core of science teachers.
- ☆ Create opportunities for teachers to gain skills to meet the needs of a diverse student population.
- ☆ Utilize an engaging and relevant professional development model to empower teachers to improve student achievement and to meet the rigors of the state curriculum.
- ☆ Reduce teacher turnover by creating a district culture which honors teachers as learners while providing financial incentives for an ongoing commitment to the Irving ISD.

Program Components: Key components of WIISDMS science intervention are:

- ☆ Focused professional development – Twelve (12) hours annually
- ☆ Teachers will be placed on the stipend schedule this fall (2007) based on consecutive years of experience teaching science. The retention stipend will be paid in November and May in 2007-2008 to thank teachers for choosing to stay in IISD as a science teacher.
- ☆ To maintain the stipend in 2008 and subsequent years, teachers will be required to complete twelve hours of WIISDMS professional development during the prior school year. Retention stipend will be paid in November and May after the completion of the twelve hours of WIISDMS professional development.
- ☆ Access to current research and advanced technology tools via professional development

Who Is Eligible?

WIISDMS and the retention stipend are open to all secondary science teachers who:

- ☆ Have at least two years of consecutive experience teaching secondary science in an IISD middle or high school
- ☆ Are returning teachers to IISD

- ☆ Teach at least four sections of science
- ☆ Meet professional development requirements as prescribed

Note: Science Instructional Coaches may receive the stipend as approved by the campus principal and office of secondary teaching and learning.

Requirements:

Once a teacher receives the \$1,500 or \$3,000 stipend, he/she must meet the following requirements to maintain the stipend:

- ☆ Earn at least a proficient rating on the annual teacher appraisal instrument or have PDAS waiver approved by their PDAS supervisor/principal.
- ☆ Meet the annual professional development requirement.
- ☆ Maintain consecutive service in IISD as a secondary science teacher. (Teachers with breaks in service in IISD will forfeit the stipend and qualifying years of service)
- ☆ Teach at least four sections as prescribed in eligibility requirements.
- ☆ Return the following year and continue as a science teacher.
- ☆ Teachers who change positions (i.e., become an administrator, librarian, etc.) or retire from the district will forfeit the stipend even if they have met the professional development requirements the preceding year.

Program Design:

Level I (\$1,500 stipend): Starting in 2008 (and thereafter subject to available funds), *during* their second thru fifth years of teaching in IISD, secondary science teachers will:

1. Complete twelve hours of approved IISD mathematics training as prescribed on the WIISDMS professional development plan
2. Complete the twelve hours of WIISDMS professional development between ***September 1 and August 1*** as specified in the provisions of WIISDMS.
3. Submit the WIISDMS professional development verification form and a copy of the professional development transcript (upon completion of the twelve hours of WIISDMS) to the department of secondary teaching and learning for approval and verification.

Upon approval and verification of twelve hours of WIISDMS professional development, the department of secondary teaching and learning will forward the approved form to the Human Resources Department for payment of the annual stipend. The stipend will be paid in November and May of the year following the completion of the professional development requirement.

** For example: In September 2008, a teacher, Ms. Science, has just completed her fourth year of teaching at IISD High School.*

During the 2007-2008 school year, Ms. Science took the following approved professional development courses: Teaching with Labs (9/07), Teaching Science Concepts with Rigor and Relevancy (1/08); Data Driven Instruction (3/08) and Science Literacy – Teaching Literacy in Science (6/08).

Ms. Science completes the WIISDMS Professional Development Verification Form and submits it to the Office of Secondary Teaching and Learning (forms are due no later than

August 31 of each year) for verification and approval, and she includes her professional development transcript by the August 31, 2008 deadline.

The Office of Secondary Teaching and Learning verifies Ms. Science's attendance and completion of the twelve hours of training as well as her continued employment for the 2008-2009 school year in an IISD secondary school. The forms are forwarded to the IISD Human Resources Department for payment of the \$1,500 stipend.

Ms. Science receives a \$750 stipend on her November 2008 paycheck and a second \$750 stipend on her May 2009 paycheck.

Level II (\$3,000 stipend): Starting in 2008 (and all years to follow), **during** their sixth and subsequent years of teaching in IISD, secondary science teachers will:

4. Complete twelve hours of approved IISD science training as prescribed on the WIISDMS professional development plan.
5. Complete the twelve hours of WIISDMS professional development between September 1 and August 1 as specified in the provisions of WIISDMS.
6. Submit the WIISDMS professional development verification form and a copy of the professional development transcript (upon completion of the twelve hours) to the department of secondary teaching and learning for approval and verification.

Upon approval and verification of twelve hours of WIISDMS professional development, the department of secondary teaching and learning will forward the approved form to the Human Resources Department for payment of the annual stipend. The stipend will be paid in November and May of the year following the completion of the professional development requirement.

** For example: In September 2008, a teacher, Mr. Middle School Science, has just completed his fifteenth year of teaching at IISD Middle School.*

During the 2007-2008 school year, Mr. Middle School Science took the following approved professional development courses: Served as middle school campus department chair (8/07 – 6/08).

Mr. Middle School Science completes the WIISDMS Professional Development Verification Form and submits it to the Office of Secondary Teaching and Learning (forms are due no later than August 31 of each year) for verification and approval, and he includes his professional development transcript by the August 31, 2008 deadline.

The Office of Secondary Teaching and Learning verifies Mr. Middle School Science's attendance and completion of the twelve hours of training as well as his continued employment for the 2008-2009 school year in an IISD secondary school. The forms are forwarded to the IISD Human Resources Department for payment of the \$3,000 stipend.

Mr. Middle School Science receives a \$1,500 stipend on his November 2008 paycheck and a second \$1,500 stipend on his May 2009 paycheck.

Attached are the approved WIISDMS professional development courses for the 2007-2008 school year.