

YEAR 3
2010-2011

Middle Schools

D.A.T.E. Year 3 Background

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- Created by the 79th Texas Legislature
- Provides funding for districts to create a system of awards for educators who demonstrate success in improving student achievement
- Districts create their own plan, and decide all eligibility rules and award amounts
- Year 2 was just completed, Year 3 begins with the 2010-2011 school year



NISD D.A.T.E. Goals

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- The purpose of the program is to support district wide goals and the implementation of a financial award system designed to
 - ▣ Award teachers for positively impacting student achievement
 - ▣ Target district's most in-need campuses to improve teacher quality
 - ▣ Create capacity and sustainability for improved instruction



Campus Eligibility

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- Campuses ranked by the number of economically disadvantaged students they service, those servicing highest percentages invited
- Each year we have increased the number of campuses, due to availability of funding
- 37 campuses total invited for Year 3
 - 26 Elementary Schools
 - 7 Middle Schools
 - 4 High Schools



Year 3 Campuses

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Adams Hill ES	Lackland City ES	Jones MS
Burke ES	Linton ES	Neff MS
Cable ES	McDermott ES	Pease MS
Cody ES	Mead ES	Rayburn MS
Driggers ES	Meadow Village ES	Ross MS
Esparza ES	Michael ES	Holmes HS
Fisher ES	Myers ES	Jay HS
Glass ES	Passmore ES	Stevens HS
Glenoaks ES	Powell ES	Warren HS
Hatchett ES	Valley Hi ES	*Martin ES
Hull ES	Villarreal ES	*Jordan MS
Knowlton ES	**Westwood Terrace ES	*Zachry MS
		* Rudder MS

*New campuses for Year 3.

**This campus will be funded through the TTIPS grant.



Staff Eligibility

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- TAKS and TAKS Support Teachers are eligible
 - Start Date Rule: Must be employed at D.A.T.E. campus as of 10/29/2010
 - Retention Rule: Must return to your campus and work in a professional position as of 9/2/2011

- Campus Administrators are eligible
 - Start Date Rule: Must be employed at D.A.T.E. campus as of 10/29/2010
 - Retention Rule: Must work at your campus through 6/3/2011



Retention Rule Exceptions

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- Involuntary reduction in force
- Retirement
 - Retirees must complete 2010-2011 school year
- Approved LOA, employees might be eligible for all or part of their award if their leave is due to one of the following and they intend to return:
 - Death in immediate family
 - Personal illness
 - Maternity/Paternity/Adoption leave
 - Military Deployment
 - Approved FMLA



Transfers and Terminations

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- Administrative Transfers/Involuntary Displacements
 - Staff members who **INVOLUNTARILY** leave a campus as the result of reallocation of staff due to new schools, enrollment and/or boundary changes will be eligible to receive a prorated award, based on the amount of time they worked at the campus
- Staff who volunteer to be displaced will not be eligible
- Termination of Staff
 - A staff member whose employment is terminated, non-renewed, or resigns will not be eligible



Staff Eligibility - TAKS Teachers (including Co-Teachers)

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- Must teach or co-teach a tested course
 - ▣ Math 6, Math 7, or Math 8
 - Teachers with split grade level sections, will be classified as Math 6/7 or Math 7/8 for those split sections
 - ▣ Math All Levels
 - Ex: SCE and Math Academic Coaches
 - ▣ Reading 6, Reading 7, or Reading 8
 - ▣ Reading All Levels
 - Ex: SCE, Read 180, and Reading Academic Coaches
 - ▣ Science 8 and Social Studies 8
 - ▣ English 7 and ELA 7



Staff Eligibility – TAKS/TAKS Support Teachers

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- ELA 6 and ELA 8
 - Considered a TAKS teacher for reading instruction and TAKS Support for English instruction
- Writing Specialist/Academic Coach
 - Considered a TAKS teacher for grade 7 support, and a TAKS Support teacher for grade 6 and 8 support
- These teacher categories earn a portion of a TAKS Teacher award and a portion of a TAKS Support Teacher award



Staff Eligibility - TAKS Support Teachers and Administrators

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- TAKS Support Teachers
 - ▣ English 6 and English 8
 - ▣ Science 6 and Science 7
 - ▣ Social Studies 6 and Social Studies 7
 - ▣ Academic Support Teacher, ESL, BMC (excludes Base teacher), CMC, Inclusion, and *ALE
- Campus Administrators
 - ▣ Principal, Vice Principal, Academic Dean, Assistant Principal, Admin Intern

*This is a new teacher category



D.A.T.E. Year 3 Funds

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- Available funds: \$6,189,538
- Primary Use of Funds
 - ▣ TAKS Teacher Awards - \$3,600 max
 - ▣ TAKS Support Teacher Awards - \$1,500 max
 - ▣ Administrator Awards - \$1,125 max
- Un-awarded funds will be redistributed amongst teachers and administrators who did meet performance measures, therefore awards amounts can increase



D.A.T.E. Year 3 Funds cont.

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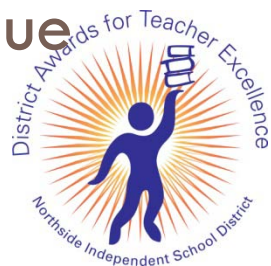
- Other Uses of Funds
 - ▣ Contracted Services
 - Battelle For Kids – award calculation and reporting
 - SAS EVAAS – value added analysis and reporting
 - ▣ Staff Development
 - Amounts TBD
 - Funds can be used from May 2011 through Feb 2012
 - ▣ Administrative Costs



Performance Measures Used to Determine Awards

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- The performance measures that must be met to earn an award are based on student achievement and student growth (value added)
- TAKS results used as criteria to determine student achievement and value added results
- Teacher can earn an award based on student achievement results and an award based on value added results



What Is Value Added?

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- Value Added analysis uses student growth to measure the effectiveness of a campus or grade level team
- Longitudinal data is collected and linked over time to assess cohort progress
 - ▣ Expected student growth is calculated using TAKS data from past 3 years
- In conducting a value added analysis, data is examined to determine a change in learning over time compared to estimated expected growth



Why Use Value Added?

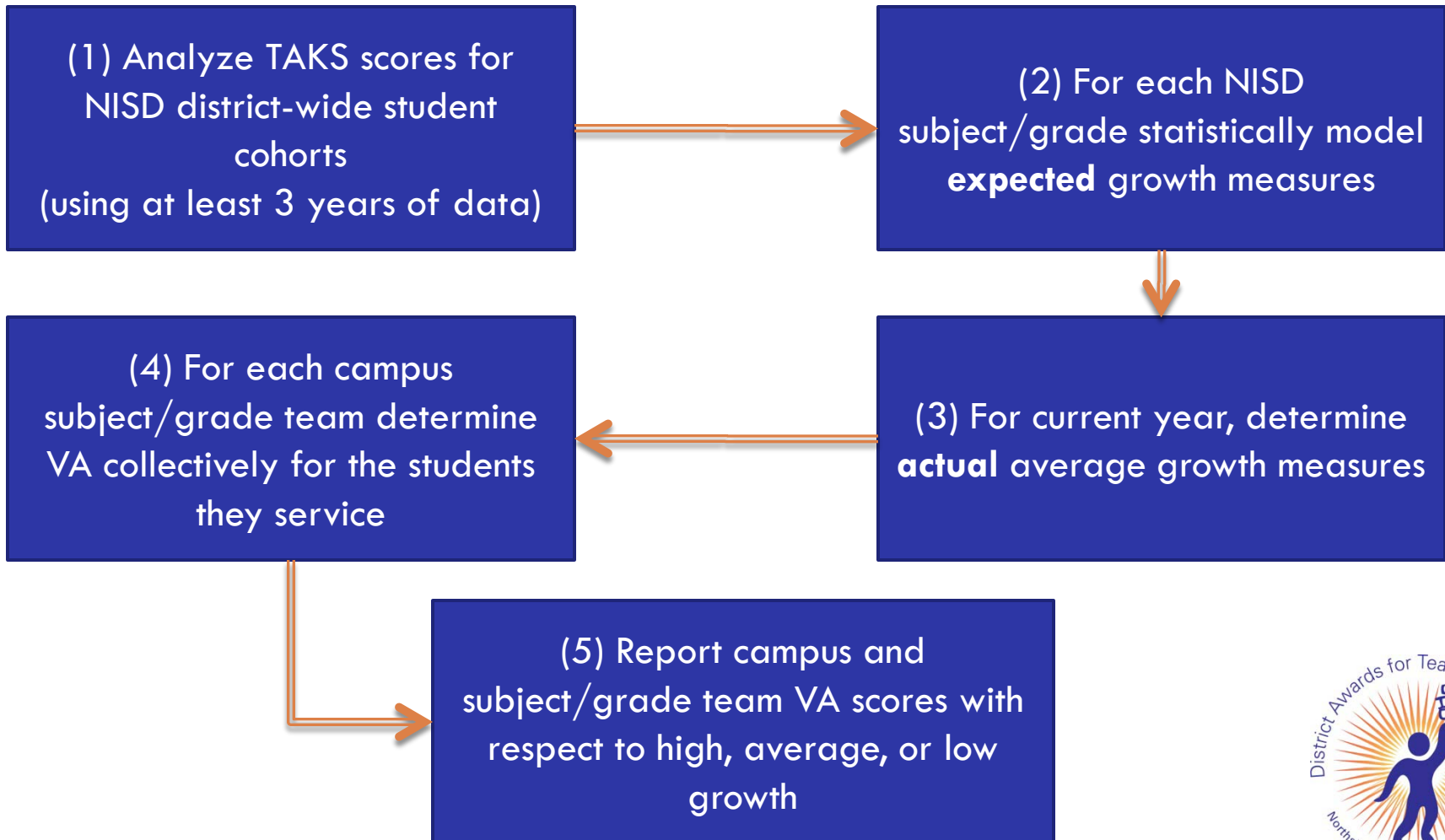
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- Student achievement data only tells us whether a student passed or failed at a single point in time, and does not measure the growth a student has made
- With value added analysis we can identify and acknowledge the progress teachers made with a group of students
- Provides additional important data to help in planning for improvement



Process Overview to Determine VA

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Student Achievement Measure

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- Specific target pass rate set for each TAKS test
 - Targets are based on average performance of D.A.T.E. campuses in 2010, using TAKS, TAKS Acc, TAKS M and TAKS Alt data
 - Targets range from 70 to 90

- If the target is not met, alternative measures will be used to determine an alternative award amount



Student Achievement Award Targets

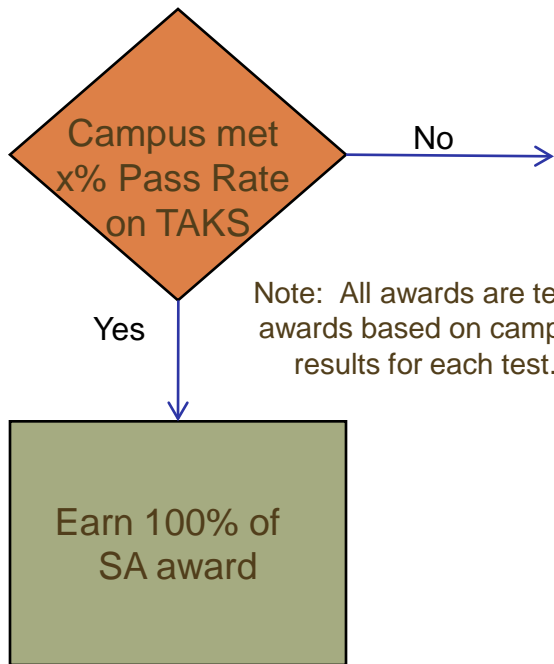
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Subject	Reading	Math	Writing	Science	Social Studies
Grade					
6	81	80			
7	84	77	90		
8	90	84		70	90



Student Achievement (SA) Award

SA Award



Note: All awards are team awards based on campus results for each test.

Alternative SA Award

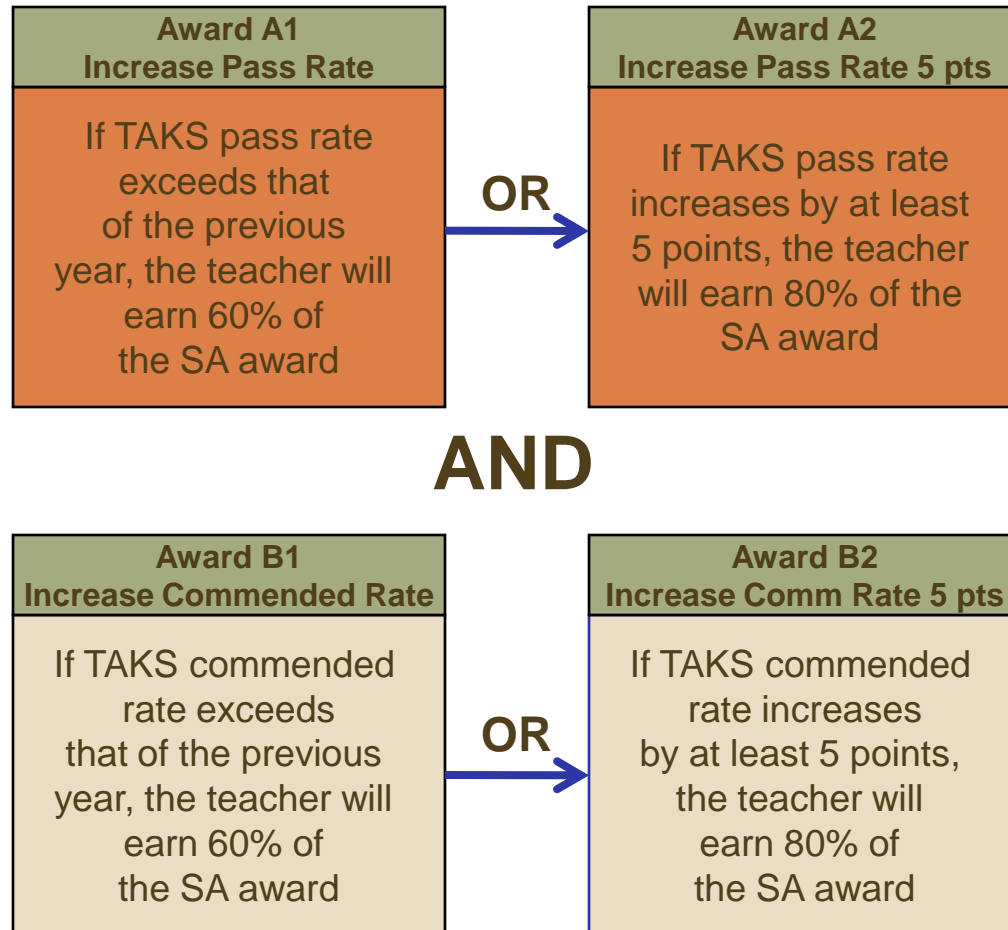
Teachers can still earn anywhere from 60% to 100% of their award if they meet these alternative measures, explained in next slide



Student Achievement Award cont.

Alternative SA Award

These measures are used if the target pass rate is not met.



Note: Teachers are eligible for an A award and a B award. The maximum any teacher can earn from Award A1, A2, B1 and B2 combined will not exceed 100% of the SA award amount.



Value Added Measure

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- SAS EVAAS is the vendor that will be conducting the Value Added (VA) analysis
- VA award will be based on overall grade level or department team effectiveness, as demonstrated by the SAS EVAAS value added calculation
- VA calculation will be done for each TAKS tested subject in grades 4-11, using data from grades 3-11



Value Added Measure cont.

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- Cannot calculate a VA score for grade 3 tests, as there is no previous TAKS data
- Cannot calculate VA score for Writing 4 or 7 test, due to the scoring of Writing tests
- D.A.T.E. committee, with help from SAS EVAAS, will set the expected high, average, and low value added performance targets used to determine awards
- VA targets will be reported to campuses later this school year

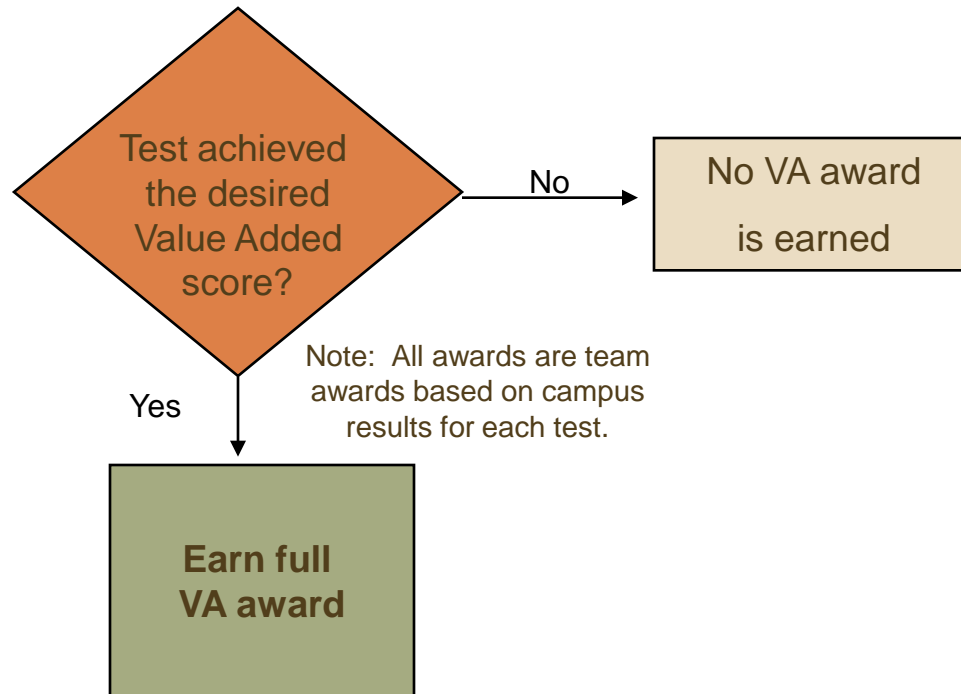


Value Added Award

The following tests will have a VA score calculated:

- 6 Math
- 7 Math
- 8 Math
- 6 Reading
- 7 Reading
- 8 Reading
- 8 Science
- 8 Social Studies

VA Award



Calculating Your Potential Award

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- The following tables indicate what test(s) will be reviewed to determine the award for each teacher category
- Award amounts reported in the tables are based on a full 6 section teaching day
 - To determine the amount earned per section taught, divide the reported amounts by 6
- Teachers who teach multiple eligible courses, will be eligible under multiple teacher categories
- If you teach an eligible course fewer than 6 sections, your award will be prorated based on the number of sections you teach each course



Teacher Award Breakdown

Math 6 Teacher or Co-Teacher			
Student Achievement Award		Value Added Award	
Test	Award Amount	Test	Award Amount
TAKS Grade 6 Math	\$3,000.00	TAKS Grade 6 Math	\$600.00
Total Base	\$3,000.00	Total Bonus	\$600.00
TOTAL AWARD		\$3,600.00	

Math 7 Teacher or Co-Teacher			
Student Achievement Award		Value Added Award	
Test	Award Amount	Test	Award Amount
TAKS Grade 7 Math	\$3,000.00	TAKS Grade 7 Math	\$600.00
Total Base	\$3,000.00	Total Bonus	\$600.00
TOTAL AWARD		\$3,600.00	

Math 8 Teacher or Co-Teacher			
Student Achievement Award		Value Added Award	
Test	Award Amount	Test	Award Amount
TAKS Grade 8 Math	\$3,000.00	TAKS Grade 8 Math	\$600.00
Total Base	\$3,000.00	Total Bonus	\$600.00
TOTAL AWARD		\$3,600.00	

Note: To determine the amount earned per section taught, divide by 6.



Teacher Award Breakdown

Math All Levels Teacher (SCE and Math Coach)			
Student Achievement Award		Value Added Award	
Test	Award Amount	Test	Award Amount
TAKS Grade 6 Math	\$1,000.00	TAKS Grade 6 Math	\$200.00
TAKS Grade 7 Math	\$1,000.00	TAKS Grade 7 Math	\$200.00
TAKS Grade 8 Math	\$1,000.00	TAKS Grade 8 Math	\$200.00
Total Base	\$3,000.00	Total Bonus	\$600.00
TOTAL AWARD		\$3,600.00	

Math 6/7 Teacher or Co-Teacher			
Student Achievement Award		Value Added Award	
Test	Award Amount	Test	Award Amount
TAKS Grade 6 Math	\$1,500.00	TAKS Grade 6 Math	\$300.00
TAKS Grade 7 Math	\$1,500.00	TAKS Grade 7 Math	\$300.00
Total Base	\$3,000.00	Total Bonus	\$600.00
TOTAL AWARD		\$3,600.00	

Math 7/8 Teacher or Co-Teacher			
Student Achievement Award		Value Added Award	
Test	Award Amount	Test	Award Amount
TAKS Grade 7 Math	\$1,500.00	TAKS Grade 7 Math	\$300.00
TAKS Grade 8 Math	\$1,500.00	TAKS Grade 8 Math	\$300.00
Total Base	\$3,000.00	Total Bonus	\$600.00
TOTAL AWARD		\$3,600.00	



Teacher Award Breakdown

Reading 6 Teacher or Co-Teacher			
Student Achievement Award		Value Added Award	
Test	Award Amount	Test	Award Amount
TAKS Grade 6 Reading	\$3,000.00	TAKS Grade 6 Reading	\$600.00
Total Base	\$3,000.00	Total Bonus	\$600.00
TOTAL AWARD		\$3,600.00	

Reading 7 Teacher or Co-Teacher			
Student Achievement Award		Value Added Award	
Test	Award Amount	Test	Award Amount
TAKS Grade 7 Reading	\$3,000.00	TAKS Grade 7 Reading	\$600.00
Total Base	\$3,000.00	Total Bonus	\$600.00
TOTAL AWARD		\$3,600.00	

Reading 8 Teacher or Co-Teacher			
Student Achievement Award		Value Added Award	
Test	Award Amount	Test	Award Amount
TAKS Grade 8 Reading	\$3,000.00	TAKS Grade 8 Reading	\$600.00
Total Base	\$3,000.00	Total Bonus	\$600.00
TOTAL AWARD		\$3,600.00	



Teacher Award Breakdown

Reading All Levels Teacher (Read 180, SCE and Reading Coach)			
Student Achievement Award		Value Added Award	
Test	Award Amount	Test	Award Amount
TAKS Grade 6 Reading	\$1,000.00	TAKS Grade 6 Reading	\$200.00
TAKS Grade 7 Reading	\$1,000.00	TAKS Grade 7 Reading	\$200.00
TAKS Grade 8 Reading	\$1,000.00	TAKS Grade 8 Reading	\$200.00
Total Base	\$3,000.00	Total Bonus	\$600.00
TOTAL AWARD		\$3,600.00	

Writing Specialist Teacher (Writing Coach)			
Student Achievement Award		Value Added Award	
Test	Award Amount	Test	Award Amount
TAKS Grade 7 Writing	\$1,900.00	TAKS Grade 7 Reading*	\$300.00
Total Base	\$1,900.00	Total Bonus	\$300.00
TOTAL AWARD		\$2,200.00	

*A value added analysis can't be calculated using TAKS Writing 7 scores, therefore the Reading VA score will be used to calculate an English teacher's VA award.



Teacher Award Breakdown

ELA 6 Teacher or Co-Teacher			
Student Achievement Award		Value Added Award	
Test	Award Amount	Test	Award Amount
TAKS Grade 6 Reading	\$1,500.00	TAKS Grade 6 Reading	\$375.00
TAKS Grade 7 Writing	\$675.00		
Total Base	\$2,175.00	Total Bonus	\$375.00
TOTAL AWARD		\$2,550.00	

ELA 7 Teacher or Co-Teacher			
Student Achievement Award		Value Added Award	
Test	Award Amount	Test	Award Amount
TAKS Grade 7 Reading	\$1,500.00	TAKS Grade 7 Reading	\$600.00
TAKS Grade 7 Writing	\$1,500.00		
Total Base	\$3,000.00	Total Bonus	\$600.00
TOTAL AWARD		\$3,600.00	

ELA 8 Teacher or Co-Teacher			
Student Achievement Award		Value Added Award	
Test	Award Amount	Test	Award Amount
TAKS Grade 8 Reading	\$1,500.00	TAKS Grade 8 Reading	\$375.00
TAKS Grade 7 Writing	\$675.00		
Total Base	\$2,175.00	Total Bonus	\$375.00
TOTAL AWARD		\$2,550.00	



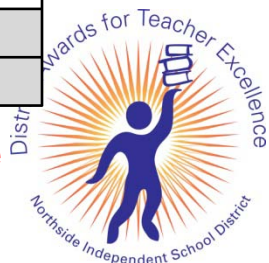
Teacher Award Breakdown

English 6 Teacher or Co-Teacher			
Student Achievement Award		Value Added Award	
Test	Award Amount	Test	Award Amount
TAKS Grade 7 Writing	\$1,350.00	TAKS Grade 6 Reading*	\$150.00
Total Base	\$1,350.00	Total Bonus	\$150.00
TOTAL AWARD		\$1,500.00	

English 7 Teacher or Co-Teacher			
Student Achievement Award		Value Added Award	
Test	Award Amount	Test	Award Amount
TAKS Grade 7 Writing	\$3,000.00	TAKS Grade 7 Reading*	\$600.00
Total Base	\$3,000.00	Total Bonus	\$600.00
TOTAL AWARD		\$3,600.00	

English 8 Teacher or Co-Teacher			
Student Achievement Award		Value Added Award	
Test	Award Amount	Test	Award Amount
TAKS Grade 7 Writing	\$1,350.00	TAKS Grade 8 Reading*	\$150.00
Total Base	\$1,350.00	Total Bonus	\$150.00
TOTAL AWARD		\$1,500.00	

*A value added analysis can't be calculated using TAKS Writing 7 scores, therefore the Reading VA score will be used to calculate an English teacher's VA award.



Teacher Award Breakdown

Science 6 or 7 Teacher or Co-Teacher			
Student Achievement Award		Value Added Award	
Test	Award Amount	Test	Award Amount
TAKS Grade 8 Science	\$1,350.00	TAKS Grade 8 Science	\$150.00
Total Base	\$1,350.00	Total Bonus	\$150.00
TOTAL AWARD		\$1,500.00	

Science 8 Teacher or Co-Teacher			
Student Achievement Award		Value Added Award	
Test	Award Amount	Test	Award Amount
TAKS Grade 8 Science	\$3,000.00	TAKS Grade 8 Science	\$600.00
Total Base	\$3,000.00	Total Bonus	\$600.00
TOTAL AWARD		\$3,600.00	



Teacher Award Breakdown

Social Studies 6 or 7 Teacher or Co-Teacher			
Student Achievement Award		Value Added Award	
Test	Award Amount	Test	Award Amount
TAKS Grade 8 Social Studies	\$1,350.00	TAKS Grade 8 Social Studies	\$150.00
Total Base	\$1,350.00	Total Bonus	\$150.00
TOTAL AWARD		\$1,500.00	

Social Studies 8 Teacher or Co-Teacher			
Student Achievement Award		Value Added Award	
Test	Award Amount	Test	Award Amount
TAKS Grade 8 Social Studies	\$3,000.00	TAKS Grade 8 Social Studies	\$600.00
Total Base	\$3,000.00	Total Bonus	\$600.00
TOTAL AWARD		\$3,600.00	



Teacher Award Breakdown

Academic Support Teacher, ESL, CMC, BMC (excludes Base teacher), ALE, and Inclusion			
Student Achievement Award		Value Added Award	
Test	Award Amount	Test	Award Amount
TAKS Grade 6 Math	\$150.00	TAKS Grade 6 Math	\$18.75
TAKS Grade 7 Math	\$150.00	TAKS Grade 7 Math	\$18.75
TAKS Grade 8 Math	\$150.00	TAKS Grade 8 Math	\$18.75
TAKS Grade 6 Reading	\$150.00	TAKS Grade 6 Reading	\$18.75
TAKS Grade 7 Reading	\$150.00	TAKS Grade 7 Reading	\$18.75
TAKS Grade 8 Reading	\$150.00	TAKS Grade 8 Reading	\$18.75
TAKS Grade 7 Writing	\$150.00	TAKS Grade 8 Science	\$18.75
TAKS Grade 8 Science	\$150.00	TAKS Grade 8 Social Studies	\$18.75
TAKS Grade 8 Social Studies	\$150.00		
Total Base	\$1,350.00	Total Bonus	\$150.00
TOTAL AWARD		\$1,500.00	



Administrator Award Breakdown

Assistant Principal and Admin Intern			
Student Achievement Award		Value Added Award	
Test	Award Amount	Test	Award Amount
TAKS Grade 6 Math	\$75.00	TAKS Grade 6 Math	\$9.38
TAKS Grade 7 Math	\$75.00	TAKS Grade 7 Math	\$9.38
TAKS Grade 8 Math	\$75.00	TAKS Grade 8 Math	\$9.38
TAKS Grade 6 Reading	\$75.00	TAKS Grade 6 Reading	\$9.38
TAKS Grade 7 Reading	\$75.00	TAKS Grade 7 Reading	\$9.38
TAKS Grade 8 Reading	\$75.00	TAKS Grade 8 Reading	\$9.38
TAKS Grade 7 Writing	\$75.00	TAKS Grade 8 Science	\$9.38
TAKS Grade 8 Science	\$75.00	TAKS Grade 8 Social Studies	\$9.38
TAKS Grade 8 Social Studies	\$75.00		
Total Base	\$675.00	Total Bonus	\$75.04
TOTAL AWARD		\$750.04	



Administrator Award Breakdown

Principal, Vice Principal, and Academic Dean			
Student Achievement Award		Value Added Award	
Test	Award Amount	Test	Award Amount
TAKS Grade 6 Math	\$112.50	TAKS Grade 6 Math	\$14.07
TAKS Grade 7 Math	\$112.50	TAKS Grade 7 Math	\$14.07
TAKS Grade 8 Math	\$112.50	TAKS Grade 8 Math	\$14.07
TAKS Grade 6 Reading	\$112.50	TAKS Grade 6 Reading	\$14.07
TAKS Grade 7 Reading	\$112.50	TAKS Grade 7 Reading	\$14.07
TAKS Grade 8 Reading	\$112.50	TAKS Grade 8 Reading	\$14.07
TAKS Grade 7 Writing	\$112.50	TAKS Grade 8 Science	\$14.07
TAKS Grade 8 Science	\$112.50	TAKS Grade 8 Social Studies	\$14.07
TAKS Grade 8 Social Studies	\$112.50		
Total Base	\$1,012.50	Total Bonus	\$112.56
TOTAL AWARD		\$1,125.06	



Upcoming Grant Activities

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- Staff from will have the option to submit comments and vote online from Sept 14 through Sept 30
 - ▣ **Majority vote is required for campus to participate**
 - ▣ **Your principal will email you info on accessing this site immediately after this meeting**
- Staff online surveys in March (TEA) and May (NISD)
- Staff will receive quarterly newsletters via email, to announce any grant activities and advertise grant requirements
- Teachers and administrators will verify their assignment and hours in late Jan



Closing

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- NISD D.A.T.E. website
 - ▣ <http://www.nisd.net/instruction/grants/grants/date>
- Year 4 Funding
 - ▣ There is the potential for this, but it is up to the legislature to decide
 - ▣ Late spring 2011 we should have more information
- Grants Department D.A.T.E. Contact
 - ▣ Lisa Moczygemba Armstrong 397-8946
 - ▣ Lisa.moczygemba@nisd.net or dategrant@nisd.net
- **This presentation will be emailed to you by your principal after this meeting.**

