

Introduction to the District Awards for Teacher Excellence (D.A.T.E.) Program Design and Implementation

Omni Hotel, Austin, TX
August 5, 2009

9:00am – 9:15am **Welcome and Introductions**

9:15am – 10:00am **The Big Picture: Strategic Compensation in Texas**

Tammy Kreuz, Institute for Public School Initiatives

Strategic compensation programs have garnered statewide support in Texas with the investment of \$868 million over six years for school districts and campuses to design and implement such programs. These programs serve as a catalyst for change, sparking systemic reform efforts in districts across the state. To illustrate, the speaker will discuss the national context of strategic compensation, describe the history of the Texas programs, and present the various types of programs being implemented by districts. The speaker also will highlight the impact of technical assistance on these programs.

10:00am – 10:15am **Break**

10:15am – 11:00am **D.A.T.E. Program Goals and Requirements**

Michael Vriesenga, Mary Gawron, and Vicki Logan, Texas Education Agency

The purpose of this session is to review the D.A.T.E. Cycle 2 program goals, guidelines, requirements, grant application, and timelines.

11:00am – 11:45am **D.A.T.E. Technical Assistance Services**

Elizabeth Barkowski, Institute for Public School Initiatives

The purpose of this session is to discuss the technical assistance services available to districts during the D.A.T.E. program design and implementation processes.

11:45am – 1:00pm **Lunch**

1:00pm – 2:00pm **D.A.T.E. Program Design- Panel Discussion**

The purpose of this session is to hear about the program design process from current D.A.T.E. districts. Panelists will discuss their respective program design process, highlighting the following:

- Selecting D.A.T.E. committee members
- Analyzing district needs
- Determining program goals
- Determine which campuses and staff to include
- Identifying and selecting performance measures
- Determining Part II activities
- Aligning current district activities with the D.A.T.E. program

Participants will have the opportunity to interact with panelists and ask questions related to the program design process.

1:00pm – 2:00pm D.A.T.E. Program Design- Panel Discussion (continued)

Moderator:

Heather Zavadsky, Institute for Public School Initiatives

Panelists:

Phil Chavez, Southside ISD

Martha Trevino and Maria Belem Leal, La Joya ISD

Kirby Williams, Round Rock ISD

Susan Bauer, Pasadena ISD

Neva Kelly, Aransas County ISD

2:00pm – 2:15pm Break

2:15pm – 3:15pm Panel Discussion: Campus Voices- Teacher and Principal Perspectives on Strategic Compensation

Panelists will discuss their perspectives on strategic compensation, touching upon program elements such as teacher and staff collaboration, professional development, teacher supports, data use, focus on student achievement, and grade-level/subject area instructional alignment. Panelists will also discuss the importance of campus-level leadership in strategic compensation program implementation by driving program implementation, supporting teachers through the process, incorporating program goals into campus culture, providing time for collaboration, aligning professional development, and maintaining focus on student achievement.

Moderator:

Tammy Kreuz, Institute for Public School Initiatives

Panelists:

Stacy Pennington, Hooks ISD

Cooper Hilton, Irving ISD

Jeanifer Caldwell, Frenship ISD

Brent Lowrey, Frenship ISD

Sheila Anderson, Austin ISD

Kim James, Aransas County ISD

3:15pm – 3:45pm Next Steps and Wrap-up

3:45pm Adjourn