

D.A.T.E. Plan Summary
Longview ISD



The Longview ISD performance pay plan is a value-added model based on student growth. It consists of three levels of growth performance based on the results of teacher, grade, or department value-added analysis. The growth standard is calculated using all available TAKS information and the 2006 TEA adjusted TAKS scores. The performance metric will be based on the individual teacher's reading or math value-added gain index in grades 4-8, the grade-level science or social studies value-added gain index for grade 8, and the department-level value-added gain index in the core

subjects for grades 9 through 12.

There are three levels of awards and payouts:

- ◆ Level 1: a value-added gain index of ≥ 2.0000 merits \$3,000 in performance pay;
- ◆ Level 2: a value-added gain index of ≥ 1.5000 merits \$2,000 in performance pay; and
- ◆ Level 3: a value-added gain index of ≥ 1.0000 merits \$1,000 in performance.

Only classroom teachers are eligible to receive performance pay. A classroom teacher is defined as an employee who is supervised and evaluated by a campus principal; who is the teacher of record in each eligible core subject area; and who is responsible for instructional planning, assignment of grades, and student progress. They must be employed continuously in an eligible category no later than October 31, 2008, through the last day of school, June 5, 2009. Teachers must complete the instructional linkage and award verification processes using the Link and Award applications on the Texas Educator Performance Awards Portal.

Ineligible personnel include substitute teachers; tutors, "pullout" teachers, or instructional specialists; teachers under investigation during the eligibility period (until cleared of any allegations) or who retire or resign in lieu of termination; and teachers who do not have appropriate credentials for their teaching position.

In addition to the above general eligibility requirements, teachers qualify for an award based on core subject area and grade taught.

A. Reading/ELA and Math in Grades 4-8, Science and Social Studies in Grade 8

To be considered eligible for Award Category A, teachers must qualify as an eligible classroom teacher and teach reading/ELA and/or math in grades 4-8, and/or teach science and/or social studies in grade 8. Each core subject area taught can earn a maximum award of \$3000. Teachers who teach the same core subject area in more than one grade level will receive an award based on the gain index weighted by the number of students taught at each grade level.

B. Reading/ELA, Math, Science, and Social Studies in Grades 9-12

To be considered eligible for Award Category B, teachers must qualify as an eligible classroom teacher and teach reading/ELA and/or math and/or science and/or social studies in grades 9-12. Each core subject area taught can earn a maximum award of \$3000. Individual awards will be based on the value-added gain index for each department in grades 9 through 12.

In September, 2009, Longview ISD will distribute approximately \$402,736 to eligible classroom teachers whose students demonstrate above average academic growth. Award amounts will include employee benefits which will be deducted at the time of payout. Level 1 awards will be allocated first. If the grant funds are insufficient to cover all awardees at this level, then the Level 1 awards will be prorated. Remaining award levels will not be funded. Level 2 awards will be allocated next. If the grant funds are insufficient to cover all awardees at this level, then the Level 2 awards will be prorated. Level 3 awards will not be funded. Level 3 awards will be allocated next. If the grant funds are insufficient to cover all awardees at this level, then the Level 3 awards will be prorated. Award adjustments will not be funded. If a total individual's award is calculated to be less than \$1000, then their total award will be adjusted to \$1000. If the grant funds are insufficient to cover all minimum award adjustments, then minimum award adjustments will be prorated. If DATE Grant funding remains after allocation of all award levels and adjustments, then the remaining funds will be distributed equally among all individuals receiving an award.