



## D.A.T.E. Plan Summary IDEA Public Schools

**Overview:** We know all IDEA Public School employees work hard, strongly believe in the mission of college for all children, and have students' best interest in mind. But at IDEA results matter and performance pay is an effort to recognize this organizational core value. Our intention is to help employees focus on high leverage activities that result in large-scale impact throughout the organization. It is meant to increase effectiveness by driving results-oriented behavior and retaining more high-performing employees by creating an environment in which they feel recognized.

**Impact:** For the 2009-2010 school year, D.A.T.E will impact core subject area teachers and leadership teams at IDEA Frontier College Prep and IDEA College Prep Donna.

**Purpose:** This year is about learning and understanding what performance management means for IDEA. It is about thinking how to structure an organization-wide program that is in tune with our **core values**. We expect a more expansive roll-out of this initiative in the 2010 – 2011 school year.

**Structure:** All employees participating in the pilot must have job descriptions on file with HR. Based on each employee's defined scope of work, employees and their managers will develop the employee's goals. Goals must be SMART (specific, measurable, achievable, realistic, and timely), based on external assessments (largely TAKS), and they must be tied to organizational priorities.

Awards in the amount of 10% of an employee's salary will be awarded to those participants that meet their target. Only those employees who return to IDEA for the 2010-11 school year are eligible to receive their award.

**Contingency Plan:** Largely, funds will be used to fully fund awards in Part 1 (up to 10% of an employee's salary) after which any remaining funds are used to offer additional professional development on IDEA's data management system, Data Director. Thereafter, any remaining funds will be used to recruit new teachers and new principals.

