



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

Purpose: To provide funding to support the establishment of district-wide goals and the implementation of a financial awards system designed to:

- Award teachers for positively impacting student achievement;
- Target the district's most in-need campuses to improve teacher quality; and
- Create capacity and sustainability for improved instruction within the district.

Part I Goals: The goals for part one funds are designed to promote student academic improvement; and/or Student academic growth; and/or Student achievement. A minimum of 60% of the total funds were distributed to those meeting the criteria for Part I. Part I recipients had to be certified classroom teachers directly involved with the students' performance.

Part II Goals: The goal for part II funds is to reward principals and other staff demonstrating excellence through job-related performance criteria. *Principals district wide declined any rewards in order to allow more money for qualifying staff.* No more than 40% of the total funds were distributed to staff meeting criteria for part II funds. Part II recipients could include Classroom Teachers not included in Part I, Counselors, Principals, Assistant Principals, Speech Therapists, Instructional Coaches, Teacher Aides, Nurses, Librarians, Custodial Staff, Cafeteria Workers, and other campus personnel who may have contributed to increased student achievement.

Contingency: To redistribute un-awarded Part I funds equally among all teachers in Part I that met the required plan criteria.

Criteria: All criteria were decided by the district DATE committee. A certain amount of money was assigned to each criteria according to the value the committee placed on each.

- Staff Development: Teachers were required to participate in all required school and staff activities identified as being pertinent to student achievement.
- Above Average TAKS: Teachers in TAKS level subjects whose students achieved above the state average.
- TAKS 95%: Teachers in TAKS level subjects whose students achieved at or above 95% on the TAKS test.
- Student Performance: Teachers who had at least 90% of their students achieve appropriately on one or all of the following. (TAKS, TPRI, TAKS I, TAKS M, ITBS/Logramos, Aprenda, Student Portfolios, Local Benchmark Assessments, End-of-Year Assessments, Value Added Assessments)
- End of Year Assessment: Teachers who had at least 90% of their students meet all of the requirements to gain credit for the year. This took into consideration any value added assessments and the promotion of each student to the next grade level.

Results were noticeable and helped improve school climate among other things for the year this plan was in place.

