

District Award for Teacher Excellence (D.A.T.E.) Cycle 2

D.A.T.E. Plan Summary – Harmony Science Academy-San Antonio (015-828)

Purpose: D.A.T.E. program purpose is to provide financial award system to educators who positively impacting student achievement. It supports the establishment of district-wide goals and targets the district's most in need campuses to improve teacher quality and create capacity and sustainability for improved instruction within the district.

Goals: Program goals are to provide financial award system to educators who positively impact students academic achievement on campuses and districts overall.

A district-level planning committee reviews district goals for the district award plan to maintain consistency with the district strategic plan. District-level planning committee must work to ensure that the data required for this grant is valid and reliable for the purpose of making high-stakes decisions.

Implementation of the Grant: Harmony Science Academy-San Antonio is implementing a district-wide D.A.T.E incentive award program. Campuses included in this program are:

Harmony Science Academy – San Antonio

Eligibility Requirements:

- ❖ Employed by Harmony Schools no later than September 30, 2009 in order to be eligible on this award.
- ❖ An employee who misses more than fifteen (15) days during the 2010-2011 academic year is not eligible to receive a D.A.T.E award. An absence such as Jury Duty, FMLA or maternity leave is excluded from the requirement.
- ❖ For those staff who decided not to return for reasons of retirement, spousal relocation but if they worked full during 2010-2011 school year will have their awards forwarded to the address left on file with the personal file folders.
- ❖ Performance data collection will continue during summer and into September, 2011. Award payout will be made no later than October 1st 2011.
- ❖ Allocated fund amount of those staff members who did not meet the criteria above table moved to the Part II and will be used for the purposes of this part.

Eligible Parties: Core subject area teachers, grade level 3-12, who made a progress in TAKS, as detailed in Part I & in Part II. Performance measures based on the scores of the test as the sole data.

A classroom teacher is defined as a degreed and Highly Qualified individual who instructs students a minimum of four hours per day.

Collaboration is a critical component among teacher for school improvement. In order to increase the achievement of all students, alignment of curriculum and instructional strategies within and between grade levels and subjects is extremely important.

Fund in Part I: Harmony Science Academy – San Antonio is awarded total of \$26,918 of the D.A.T.E grant. 60% of it (\$16,200) is planned to use to award district base instructional staff who achieve performance target based on the table below. Performance year is 2010-2011 school year.

Eligible Teachers	Source of Data	Performance measures	Award Amount
District instructional specialist: Reading/ELA: 3 rd – 11 th Math : 3 rd – 11 th Social Studies: 8 th & 10 th & 11 th Science: 5 th & 8 th & 10 th & 11 th Writing: 4 th & 7 th	TAKS Assessment	<p>The progress or "gain" will be calculated by comparing 2011 and 2010 TAKS passing percentages. For example, the "gain score" for science will be calculated by subtracting 2010 Science TAKS passing percentage from 2011 Science TAKS score (Gain= 2011 Science Passing Percentage-2010 Science Passing Percentage). The results of the very first spring test administration in each subject will be used in this comparison (results of make-up tests will not be taken into consideration).</p> <p>All the teachers of a subject (e.g. Science has the highest gain compare to other subjects, only all science teachers will receive the award) that has the highest "gain" (the growth is equal to minimum 3% or higher) will be granted money award in the amount of \$2,700.</p> <p>Total of 6 teachers, will be awarded</p>	\$2,700
Total Part I Funds	60%	Maximum amount for a teacher is \$2,700 (benefits are included)	\$16,200

Fund in Part II: 40% of the remaining amount (\$10,718) and if any un-awarded funds remain in Part I, are planned to use district base for those teachers who did not meet the criteria in Part I. Part II teachers are those teachers, who teaches Reading, Math, Social Studies, Science and Writing as described on the table below but did not reach the highest criteria explained on Part I table. Their performance measures based on, all the teachers of a subject (e.g. only Science or Math or Reading or Social Studies or Writing) has the 2nd and 3rd place will receive the award as detailed on the table below.

Other teachers, who do not fell in any criteria but teaches core academic subject, K-12 grade, will also receive award if the campus become with an **“Exemplary”** or **“Recognized”** rating in 2010 and maintain in 2011 also.

Eligibility requirements are same as in Part I.

Part II awarded teachers are those instructors who must have not received any award in Part I of D.A.T.E.

Eligible Teachers	Source of Data	Performance measures	Award Amount
District instructional specialist: Reading/ELA: 3 rd – 11 th Math : 3 rd – 11 th Social Studies: 8 th & 10 th & 11 th Science: 5 th & 8 th & 10 th & 11 th Writing: 4 th & 7 th	TAKS Assessment	<p>The progress or” gain” will be calculated by comparing 2010 and 2011 TAKS passing percentages. For example, the “gain score” for science will be calculated by subtracting 2010 Science TAKS passing percentage from 2011 Science TAKS score (Gain= 2011 Science Passing Percentage-2010 Science Passing Percentage). The results of the very first spring test administration in each subject will be used in this comparison (results of make-up tests will not be taken into consideration).</p> <p>All the teachers of a subject (e.g. Science has the highest gain compare to other subjects, only all science teachers will receive the award) that has the 2nd place “gain” (the growth is equal to minimum 3% or higher) will be granted money award.</p>	Total \$3,210- is shared equally among qualifying teachers
District instructional specialist: Reading/ELA: 3 rd – 11 th Math : 3 rd – 11 th Social Studies: 8 th & 10 th & 11 th	TAKS Assessment	<p>The progress or” gain” will be calculated by comparing 2010 and 2011 TAKS passing percentages. For example, the “gain score” for science will be calculated by subtracting 2010 Science TAKS passing percentage from 2011 Science TAKS score (Gain= 2011 Science Passing Percentage-2010 Science Passing Percentage)</p>	Total \$2,676 - is shared equally among qualifying teachers

<p>Science: 5th & 8th & 10th & 11th</p> <p>Writing: 4th & 7th</p> <p style="text-align: center;">&</p> <p>All other core subject teachers</p>		<p>Science Passing Percentage). The results of the very first spring test administration in each subject will be used in this comparison (results of make-up tests will not be taken into consideration).</p> <p>All the teachers of a subject (e.g. Science has the highest gain compare to other subjects, only all science teachers will receive the award) that has the 3rdnd place “gain” (the growth is equal to minimum 3% or higher) will be granted money award.</p> <p>All other core subject Teachers will receive award if campus became with an “Exemplary or “Recognized” rating in 2010 and maintain in 2011.</p>	<p>Remaining award (\$4,832) is shared equally among all other qualifying teachers</p>
Total Part II Funds	40%		\$10,718

NOTE: If “**All other core subject teachers**” are not qualified for the award, which means neither campus become with an “Exemplary” or “Recognized” rating, the award amount (\$10,718) is shared equally among Part II qualifying teachers in each performance measures.