



**District Awards for Teacher Excellence (D.A.T.E.)
Fact Sheet**

Overview:

- Created by House Bill 1, Article IV of the 79th Texas Legislature in 2006 (T.E.C. Ch 21, Subchapter O, § 21.701).
- FY 2009 approximately \$147.5 million in state funds are available.
- All districts are eligible to opt in. District grant award amounts will be based on the average daily attendance (ADA) of the 2007-2008 school year.
- District planning committees will develop district awards plan and determine which campuses are eligible to participate. Campus participation is approved by a simple majority of the campus' classroom teachers.
- Establish, and make public, teacher eligibility requirements.

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.

Use of Funds

Part I - Teacher Awards	Part II – Other Activities
<ul style="list-style-type: none"> • At least 60 percent of the grant must be used to award classroom teachers who positively impact student academic improvement and/or growth. • Utilize criteria to measure individual teacher and/or group /team impact on student achievement. • Annual award amounts must be equal to or greater than \$3,000 unless otherwise determined by the local school board. Minimum awards must be no less than \$1,000 per teacher. 	<ul style="list-style-type: none"> • Up to 40 percent of the district award can be used for other allowable activities including stipends and awards for: <ul style="list-style-type: none"> ○ recruitment and retention of teachers: <ul style="list-style-type: none"> • in critical shortage subject areas • in subject areas with high percentages of out-of-field assignments • certified and teaching in their main subject area • with postgraduate degrees in their teaching area ○ career, mentor, and master teachers ○ on-going applied professional growth ○ increasing local data capabilities to support instruction and accountability ○ awards for principals who increase student performance ○ other campus employees who demonstrate excellence ○ implement elements of the T.A.P.

Target Campuses

If a district awards plan is not implemented district wide, districts must identify target campuses, consistent with district goals to select for participation. Target Campuses are those that are, at least two of the following:

- Currently rated academically unacceptable (2007 accountability ratings); or
- Performing lower than the district average proficiency on TAKS (by subject, by grade, and/or by campus to be determined by the district); or
- Receiving comparable improvement (CI) ratings in the bottom quartile relative to other campus types in the district; or
- Experiencing above average dropout/non-completion rates relative to other campus types in the district; or
- Ranking within the top quartile of campuses enrolling high percentages of economically disadvantaged students.

In addition to adopting at least two of the measures above, districts may use other academic or non-academic indicators, such as experiencing high rates of teacher migration and attrition, free and reduced lunch, etc.

District Requirements

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| <ul style="list-style-type: none"> • Develop a district award plan with goals to improve student academic improvement and/or growth. • Provide matching funds. • Create an awards system consistent with district goals that address Target Campuses. | <ul style="list-style-type: none"> • Establish performance measures consistent with district goals. • Participate for at least two consecutive grant cycles. • Participate in required technical assistance. |
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For more information contact:

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