



**District Improvement Team (DIT)  
Meeting  
January 14, 2010  
5:30 – 7:30 p.m.**

In attendance: *Patrick Aana, Kathy Abshire, Ellen Davis, Holly Durham, Misty Ellis, Ruben Espinoza, Duncan Klussmann, Sue Loudis, Kristin Pavlik, Mary Peterson, Susan Sabetti, Lance Stallworth, Carol Strickland, Katie Teeters.*

There were 37% of DIT members in attendance at this meeting

Guests: *Terry Bell, Keith Haffey, Gary Henry, Melissa Knop, Diane Swan*

Kristin Pavlik welcomed everyone and introduced the guests at the meeting.

Duncan reviewed the meeting agenda.

**Task Force Reports**

Kristin Pavlik said it was important to keep in mind what is best for the students and what areas have the greatest needs.

It was proposed that at least one representative from the DIT be on every district taskforce.

**Five Year Plan Update**

The district is in the 3<sup>rd</sup> year of the Five Year Plan. The 2<sup>nd</sup> report to the SBISD School Board will be in February. The district is starting the timeline for the next Five Year Plan and will bring it to DIT for approval. There were 300-400 teachers and community members involved in the 1<sup>st</sup> Five Year Plan.

**Bond Update**

Terry Bell gave an update on the Bond projects.

Plans for Wilchester will go to the SBISD School Board next week for approval.

It was suggested that the DIT go on a tour of Westwood Elementary on March 4, 2010 at 5:30pm.

In the next 6 months the district will accept bids on several elementary schools to be rebuilt as a part of the 2007 Bond Program. Duncan indicated that a current interest rate of 3.8% on the recent \$125 million bond sale is very good and will save the district significant interest costs.

The following schools which are being rebuilt are complete as indicated:

Westwood Elementary	75% complete
Hollibrook Elementary	70% complete
Ridgecrest Elementary	35% complete

Each month the SBISD School Board approves facilities projects. The Board may allocate project cost savings into a contingency fund.

There is a link to the bond updates on the district homepage ([www.springbranchisd.com](http://www.springbranchisd.com)).

### **A.E.I.S. Report**

Keith Haffey, Executive Director for Accountability and Research, gave the report on the Academic Excellence Indicator System.

The Data Committee looked at the districts testing results for the last 2yrs.

- substantial improvement on TAKS scores since 2003
- The data committee chose to target Math and Science because those are the areas that have the widest gap.

The following information shows that the gaps in the student groups from 2003 to 2009 are narrowing.

#### **Math**

- 36 point difference between student groups in 2003
- 21 point difference between student groups in 2009

#### **Reading**

- 27 point difference between student groups in 2003
- 14 point difference between student groups in 2009

#### **Writing**

- 24 point difference between student groups in 2003
- 6 point difference between student groups in 2009

#### **Science**

- 50 point difference between student groups in 2003
- 27 point difference between student groups in 2009

#### **Social Studies**

- 25 point difference between student groups in 2003
- 9 point difference between student groups in 2009

A complete and detailed AEIS report can be found on the Texas Education Agency website <http://ritter.tea.state.tx.us/perfreport/aeis/2009/>

### **D.A.T.E. Grant**

Julie Hodson, Grants Director, gave a report on the D.A.T.E. Grant. D.A.T.E. stands for District Awards for Teacher Excellence. This is a \$1.5 million per year grant covering a two year period. SBISD set-up a Performance Pay Task Force in September. The Task Force consisted of 7 Administrators, 13 Teachers, and 2 Community members/Parents. The D.A.T.E. grant opportunity became available in November and was referred to the Task Force since "performance pay" supports the district's Five Year Goals to be the employer of choice. The Performance Pay Task Force decided to have a D.A.T.E. Planning committee because state guidelines for this grant are very complicated and narrowly defined. The planning committee consisted of 2 principals, 8 teachers (2 from DIT), 1 Community Member/Parent, and 2 people from the district's Grants Department. The Performance Pay Committee will ultimately recommend how to award the teacher incentive pay.

SBISD plans to target student achievement in Math and Science as well as reward full-time Math and Science classroom teachers in grades 3-10. (Note: The plan has since been revised to include grade 3-12.) It has a Part I where 60% of the funds will be spent on teacher awards. Part II has 40% of the funds; 5% will be for administrative costs to manage the grant. (Note: The plan has since been revised to spend up to 95% on teacher awards.)

**Questions:**

Susan: What is the length of time for distributing the funds?

Julie: The district has to spend the money up front and the state reimburses the district within 18 months.

Duncan: Pay out will be from the fund balance with reimbursement back to the fund balance. It is important to design the process and parameters for the grant.

Kathy: If a campus has a strong Math teacher and one not so strong, do they both get rewarded if the students improve?

Julie: Yes, the committee needs to meet again to finalize the measurement, but they are looking at improvements by campus, grade level, and subject. They are considering a 4 year average.

Duncan: We operate on a team basis rather than individual performance. We want the incentive for the team to improve.

Ellen: How will targets be set up?

Duncan: It will be a combination of growth and minimum standards of achievement.

Julie: The grant application is due March 9<sup>th</sup>. The committee voted to spend some of the Part II funds to send people to training to understand the value added growth measures if money is left over due to unearned awards. This would pay for substitutes for the teachers to attend training.

Duncan: You might consider having Bill Sanders do his Value Added Presentation. It takes 1.5 to 3 hours for him to present the Growth Models. He takes data for the past 2 years and projects where students will be in the future. If they perform beyond that it is considered "value added".

Diane Swan said that the recommendation for the courses to consider came from the Math and Science Directors. Duncan said that the first year of the D.A.T.E. grant will be under old TAKS test results and the second year will be under the end of course exams. Our goal is to figure out the best way to implement the grant. He recommended that they not draw a model based on budget constraints but to look at the best model.

**Next Meeting**

Thursday, March 4, 2010 (5:30 – 7:30 p.m.)

The Guthrie Center

Note: If DIT members have suggestions for agenda items, please notify Ellen Davis, Kristin Palvik, or Sue Loudis.