



## FAQ Incentive for Targeted Impact Schools

### Which schools are eligible for the incentive for 2009-10?

There are 26 schools that met specific criteria approved by the Board in June 2007. The criteria included the reconstituted schools (\*), those in the Superintendent's Learning Community and those facing other challenges such as high teacher turnover and student at-risk population.

Eligible campuses for 2009-2010 school year are those high schools rated Academically Unacceptable for 2008.

#### High Schools

BRYAN ADAMS H.S.	*L.G. PINKSTON H.S.
W.H. ADAMSON H.S.	*FRANKLIN D. ROOSEVELT H.S.
DAVID W. CARTER H.S.	*W.W. SAMUELL H.S.
EMMETT J. CONRAD H.S.	*SEAGOVILLE HIGH SCHOOL
THOMAS JEFFERSON H.S.	*KIMBALL H.S.
A. MACEO SMITH H.S.	*SOUTH OAK CLIFF H.S.
LINCOLN H.S.	*H. GRADY SPRUCE H.S.
MOISES E. MOLINA H.S.	*WOODROW WILSON H.S.
NORTH DALLAS H.S.	

#### Middle Schools

T.W. BROWNE M.S.	D.A. HULGY M.S.
*E.B. COMSTOCK M.S.	*T.J. RUSK M.S.
OLIVER WENDELL HOLMES M.S.	BOUDE STOREY M.S.
JOHN B. HOOD M.S.	

#### Elementary Schools

*BIRDIE ALEXANDER E.S.	*EDWARD TITCHE E.S.
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### What is a reconstituted school?

Texas Education Code 39.132 requires districts to reconstitute any campus that has been rated unacceptable for two consecutive years. The schools listed above with an asterisk have been identified as reconstituted campuses. Core teachers on these campuses not meeting TAKS passing rate or CEI requirements were removed from the campuses. The district has established supportive strategies to assist these campuses in recruiting and retaining a strong instructional staff to raise the level of academic achievement on these campuses. Additionally, schools in the Superintendent's Learning Community and those who meet other performance intensive school criteria have been included in the incentive program.

### Which teachers are eligible for the incentive?

- ❑ An existing Dallas ISD teacher, transferring from another school, must be full-time and assigned to a core subject teaching math, science, social studies, or English/language arts/reading with a 2006-07 CEI at 50 or above.
- ❑ An existing Dallas ISD teacher who remains at the Targeted Impact School, must be full-time and assigned to a core subject teaching math, science, social studies, or English/language arts/reading with a 2007-08 CEI at 50 or above.

<sup>1</sup>Admission into the Dallas ISD Alternative Certification Program requires successful Haberman scores. Therefore, Dallas ISD AC's meet the Haberman requirement.



- ❑ A core teacher who is new to the district or a district teacher with no CEI (07-08) who will be assigned to a core subject at the Targeted Impact School with a 1<sup>st</sup> or 2<sup>nd</sup> quartile Haberman assessment.<sup>1</sup>

### **Which teachers are not eligible for the incentive?**

- ❑ Teachers who are not assigned to teach core classes
- ❑ Reading Improvement teachers
- ❑ Core teachers not teaching in a classroom
- ❑ A teacher who does not teach a full schedule (4 hours per day)
- ❑ A core teacher, already on the Targeted Impact school, with a 2007-2008 CEI below 50
- ❑ ~~Transfer teachers with 2006-07 CEI below 50~~
- ❑ A teacher without a 2007-2008 CEI who did not score in the 1<sup>st</sup> or 2<sup>nd</sup> quartile of the Haberman assessment

### **How can a teacher apply or transfer to a position with the incentive?**

New teachers may apply online at <https://onlineapp.dallasisd.org/appentry/>

Dallas ISD teachers who want to transfer must complete the Internal Move/Teacher Transfer Form and send to the principals at the reconstituted schools. The transfer period is: April 1 through June 1. The link for the form is: [http://inet.dallasisd.org/forms/hr\\_docs/transfer\\_app.pdf](http://inet.dallasisd.org/forms/hr_docs/transfer_app.pdf)

### **How much is the teacher incentive?**

\$ 6,000 for core teachers is paid in two payments, \$3000 will be paid in November and \$3000 in April.

### **What are the criteria for receiving the incentive?**

Division CEI must be greater than or equal to 50  
This must be in all divisions and will not be rounded.

### **How does a teacher find out his/ her CEI?**

Classroom Effectiveness Indices (CEIs) are a relative measure of the amount of growth students had after receiving a year's worth of instruction from a teacher. Reports containing a teacher's CEI for a particular division, such as mathematics, reading, science, social studies, computer, or foreign language, are available on MyData Portal at <https://portal.dallasisd.org/mydata/> for viewing and printing. (No CEIs are calculated for Kindergarten, Special Education, Fine Arts, or PE teachers. In addition, not all teachers in core subject areas have CEIs for various reasons.)

To access your CEI report, you must have an active MyData Portal account. If you do not have an active account, see your principal or campus account manager. (Also see information on teacher accounts under "Accounts" on the home page or go to <https://portal.dallasisd.org/mydata/HELP/index.jsp> for detailed information on activating teacher accounts.)

To view your CEI report, sign in to your account, and follow the appropriate link under "MyReports." The report contains a glossary, longitudinal data (see figure), and detailed reports for courses and sections. The red box in the figure highlights the line where a sample teacher' division CEIs is reported. In this example, the teacher only had division CEIs for reading. Other teachers may have a division CEI for each subject they taught. Each subject appears in a separate table in the longitudinal report.

<sup>1</sup>Admission into the Dallas ISD Alternative Certification Program requires successful Haberman scores. Therefore, Dallas ISD AC's meet the Haberman requirement.



## Longitudinal CEI report for SAMPLE TEACHER

### Reading Division (Grades 1-6 )

CEI Statistic	2005-06	2004-05	2003-04
School	SAMPLE SCHOOL	SAMPLE SCHOOL	SAMPLE SCHC
Division CEI	60.3	58.1	58.3
Division CEI %ile	88	82	84
Number of Student <sup>1</sup>	43	32	43
Division CEI Tie <sup>2</sup>	5	5	5

<sup>1</sup> CEI not reported if computed using fewer than eight (8) student

<sup>2</sup> CEI Tier: Tier 1 (Percentile 1 - 19)  
 Tier 2 (Percentile 20 - 39)  
 Tier 3 (Percentile 40 - 59)  
 Tier 4 (Percentile 60 - 79)  
 Tier 5 (Percentile 80 - 99)

### Which principals are eligible for the 2008-09 incentive?

- The existing principal who has a 2007-08 SEI of 50 or greater and no decline in state or federal accountability.
- A transferring Dallas ISD principal who has a 2006-07 SEI of 50 or greater.
- A new principal to the campus who does not have a SEI would be eligible the first year.

### Which principals are not eligible?

A principal with a 2007-2008 SEI below 50 (or current principals of targeted impact schools who have been in the position for two years).

### How does a principal find out his/her SEI?

SEIs are available on MyData Portal at <https://portal.dallasisd.org/mydata/SL/SD/index.jsp#SEIs> .

### How does a principal transfer or apply to a performance intensive school?

Apply to job postings on the Dallas ISD Internet job page and follow instructions for the application process.

### How much is the principal incentive and when is it paid?

\$10,000 for the principal of the performance intensive school, \$5000 will be paid in November and \$5000 in April.

### Who can I contact if I have questions?

HD Connect at 972.925.4200

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