

1. I'm a current staff member at an ACE campus. What does this mean for me?

- DTR-eligible teachers on the ACE campus are automatically invited to remain on the campus for 2015-16, if they choose. If they do not wish to remain on the campus, they are able to seek an assignment elsewhere in the district.
- All other campus staff will be considered by the ACE principal, the Executive Director, and the Assistant Superintendent over the course of April 6th – 16th. Employees will be notified of their 2015-16 status by Friday, April 17th. The decision process for each employee is a mutual one: for staff who know they do not wish to remain on the campus for 2015-16, they may immediately begin seeking an assignment elsewhere in the district.

2. How will decisions be made about current ACE campus staff?

Teachers who are DTR-eligible (i.e., teachers who submitted an application in December and have had or will soon have their DTR observation) are automatically invited to stay on the campus in 2015-16 if they choose. For teachers who are being non-renewed, the non-renewal process will continue per the standard district timeline and procedures. All other teachers will have an opportunity to notify the ACE Principal if they would like to be considered to stay at the campus in 2015-16. For those who want to be considered, an ACE team comprised of the ACE Principal, Executive Director, and Assistant Superintendent will collectively make a decision for each employee based on:

- Track record of success (e.g., student achievement data, spot observations, past evaluations, etc.)
- Interview/meeting with the employee the week of April 6th and/or 13th
- Observation of the employee the week of April 6th and/or 13th

3. If I am not staying at my ACE campus, what will be my next steps?

Employees who choose not to return to the campus or who are not invited back to the campus in 2015-16 may seek another assignment elsewhere in the district. Employees are encouraged to attend upcoming job fairs (see dates below) and use the online Career Center to apply for vacancies. For employees who do not secure a new assignment for 2015-16, Human Capital Management will work with them to secure a placement if possible.

Upcoming job fairs:

- Saturday, April 11th, 8 AM – 12 PM, Conrad High School
- Saturday, April 25th, 8 AM – 12 PM, Conrad High School
- Saturday, May 9th, 8 AM – 12 PM, Conrad High School

4. The internal transfer process has already closed. If I am not staying at my ACE campus, can I transfer?

Yes. Employees who choose not to return to the campus or who are not invited back to the campus in 2015-16 can transfer to another campus in the district.

5. I'm interested in moving to an ACE campus in 2015-16. What steps should I take to express my interest?

DTR-eligible teachers who are interested in moving to an ACE campus in 2015-16 should plan to attend the ACE Recruitment Fair on Wednesday, April 8th. All DTR-eligible teachers should have received an email with event details and a link to RSVP. At the Recruitment Fair, DTR-eligible teachers will learn more about the ACE program and have an opportunity to meet with the ACE

principals. DTR-eligible teachers should monitor their email for additional details about the recruitment fair as well as ways to connect with ACE principals if they are unable to attend on Wednesday.

6. What are the expectations of an ACE teacher? How will the role of an ACE teacher look similar or different to that of a teacher at a non-ACE school?

ACE staff will be expected to:

- Attend professional development and training August 5th – August 11th (for professional staff only)
- Teach for an additional hour daily (school day will be extended by one hour)
- Spend an additional three hours a week (before school, after school, or on Saturday) to support instructional time (for teachers, schedule to be arranged with principal)
- School will be open until 6 PM daily for students to work on HW, attend tutoring, etc.
- As necessary, provide additional instruction and allow students to retake/redo assignments and/or assessments until they achieve a passing grade
- Help students build habits of mind in order to strengthen character and improve behavior

7. What incentives are in place for DTR-eligible teachers interested in moving to an ACE campus?

Teachers who move to an ACE campus will have an opportunity to co-build a dynamic and transformative learning environment alongside a cohort of talented peers. Although the expectations at ACE schools are high, the support provided will ensure staff are well-equipped to accelerate student growth in the context of a rigorous and positive campus climate.

All teachers and principals with a distinguished (Proficient II or higher overall effectiveness level for the 2014-15 school year) will receive a two-year contract extension. ACE teachers and principals with a Proficient I or higher overall effectiveness level for the 2014-15 school year can keep the rating and points for the following two years.

Principals, APs, counselors, CICs, and teachers will also receive ACE stipends as a financial incentive to move. ACE stipends will be distributed in three payouts: a signing bonus of \$2,000 on September 1, 2015, a second payout in December 2015 in the amount of half the difference of the total ACE stipend less the signing bonus, and a third payout in May 2016 in the same amount as the December payout. ACE stipends and the payout schedule are as follows:

Role	ACE Stipend (Total Sum)	Payout #1/Signing Bonus (September 1, 2015)	Payout #2 (December 2015)	Payout #3 (May 2016)
Principal	\$15,000	\$2,000	\$6,500	\$6,500
Assistant Principal	\$13,500	\$2,000	\$5,750	\$5,750
Counselor	\$10,000	\$2,000	\$4,000	\$4,000
Campus Instructional Coach	\$8,000	\$2,000	\$3,000	\$3,000
Distinguished Teacher	\$12,000	\$2,000	\$5,000	\$5,000
Proficient Teacher	\$10,000	\$2,000	\$4,000	\$4,000
Progressing Teacher	\$8,000	\$2,000	\$3,000	\$3,000

8. Will teacher assistants or other support staff be eligible for an ACE stipend?

No. The only positions currently eligible for an ACE stipend include: principals, assistant principals, counselors, campus instructional coaches, and teachers.

9. If I do not sign the parent pledge and/or do not wish for my child to attend his/her ACE campus, where will my child attend school next year?

Parents may elect to opt-out of the ACE campus. If a parent opts-out, then the student will attend the closes non-IR campus. The district will provide transportation for the student, per the transportation eligibility guidelines found [here](#). The closest non-IR campus to each of the ACE campuses are as follows:

<i>ACE Campus</i>	<i>Closest Non-IR Campus</i>
Blanton Elementary	San Jacinto Elementary (1.06 miles)
Mills Elementary	Johnston Elementary (.63 miles)
Pease Elementary	Bushman Elementary (.72 miles)
Umphrey Lee Elementary	Weiss Elementary (.68 miles)
Dade Middle	Hood Middle (2.68 miles)
Edison Middle	Quintanilla Middle (1.12 miles)
Zumwalt Middle	Kennedy-Curry Middle (2.54 miles)

10. How do I notify the ACE campus if I want to opt-out for the 2015-16 school year?

11. What are the start and end times for the 2015-16 school year at each of the ACE campuses?

<i>ACE Campus</i>	<i>Start and End Times</i>
Blanton Elementary	7:55 AM – 3:55 PM
Mills Elementary	7:55 AM – 3:55 PM
Pease Elementary	7:55 AM – 3:55 PM
Umphrey Lee Elementary	7:55 AM – 3:55 PM
Dade Middle	8:30 AM – 4:30 PM
Edison Middle	8:30 AM – 4:30 PM
Zumwalt Middle	8:35 AM – 4:35 PM