

For TEA Use Only Adjustments and/or annotations made on this have been confirmed with _____ by telephone/FAX on _____ by _____ of TEA.	TEXAS EDUCATION AGENCY Standard Application System (SAS) School Year 2007-2008 through 2008-2009	037-908 County District No. _____ Amendment No
--	---	---

Governor's Educator Excellence Award Program – Texas Educator Excellence Grant, Cycle 2
Schedule #4B–Program Description: Part I and Part II Campus Incentive Plan

This page may be duplicated as many times as needed to provide all information required for Criterion 1.

Criterion 1: Teacher has a record of improving student performance using objective, quantifiable measures. (Required)	Acceptable Data Sources/Measures: TAKS, TPRI, SDA, ITBS/Logramos, Aprenda, Student Portfolios, Local Benchmark Assessments, End-of-Year Assessments, Value Added Assessments, Others possible Unacceptable Data Sources/Measures: Teacher Attendance, Campus Rating, Student Attendance
---	--

This page may be duplicated as many times as needed to provide all information required for Criterion 1.

Teacher Type	Data Sources and Measures	Performance Levels	Incentive Amount
Core Content Classroom Teachers	TAKS	Performance Level 1: Math - 50% of students will meet state passing standards; Science – 45% of students will meet state passing standards; Reading/ELA – 70% of students will meet state passing standards; Social Studies – 65% of students will meet state passing standards Performance Level 2: Math - 55% of students will meet state passing standards; Science – 50% of students will meet state passing standards; Reading/ELA – 75% of students will meet state passing standards; Social Studies – 70% of students will meet state passing standards	Level 1: \$1,000 Level 2: an additional \$500 Total \$30,800
Support Classroom Teachers, Head Start, and Pre-K Teachers	TAKS	Performance Level: Each teacher will receive \$50 for each of the (4) TAKS areas that meet Performance Level 1 criteria for Core Content Classroom Teachers (not to exceed \$200 per teacher)	\$200 each Total \$2,800
K-2 Teachers	TPRI	Performance Level 1: 85% of students served during the year showed growth using the Texas Primary Reading Inventory	\$200 each Total \$1,200
Special Education Teachers	TAKS-M	Performance Level: 90% or above of student meeting all ARD recommended level on TAKS-M	\$200 each Total \$600
Core Content Classroom Teachers	Benchmarks	95% of students showed growth using district benchmarks (comparing 1 st benchmark to last benchmark administered in the spring)	\$129.54 each Total \$2,850

<p>For TEA Use Only Adjustments and/or annotations made on this have been confirmed with _____</p> <p>by telephone/FAX on _____ by _____ of TEA.</p>	<p>TEXAS EDUCATION AGENCY Standard Application System (SAS)</p> <p>School Year 2007-2008 through 2008-2009</p>	<p>037-908 County District No.</p> <p>_____ Amendment No</p>
---	--	--

**Governor's Educator Excellence Award Program – Texas Educator Excellence Grant, Cycle 2
Schedule #4B–Program Description: Part I and Part II Campus Incentive Plan**

This page may be duplicated as many times as needed to provide all information required for Criterion 2.

<p>Criterion 2: Teacher has a record of collaboration with faculty and staff that contributes to improving overall campus student achievement. (Required)</p>	<p>Acceptable Measures: Participation in campus-based professional development or instructional/curricular planning; team teaching and classroom observation activities; teacher mentoring, induction, or coaching; collaboration with other teachers on development of lessons; sharing student data with other campus teachers; Others possible</p> <p>Unacceptable Measures: Student tutoring; PTA Meetings; student performance measures; teacher attendance; student attendance; individual planning time; participation in extracurricular activities not related to improved academic performance</p>
---	--

Teacher Type	Data Sources and Measures	Performance Levels	Incentive Amount
All teachers	Lesson plans indicating inclusion of new curriculum	Weekly lesson plans are aligned with curriculum/timelines (must be turned in on time with no more than 4 times late)	Total \$2,250

<p>For TEA Use Only Adjustments and/or annotations made on this have been confirmed with _____ by telephone/FAX on _____ of TEA. by _____ of TEA.</p>	<p>TEXAS EDUCATION AGENCY Standard Application System (SAS)</p> <p>School Year 2007-2008 through 2008-2009</p>	<p>037-908 County District No.</p> <p>_____ Amendment No</p>
--	--	--

**Governor's Educator Excellence Award Program – Texas Educator Excellence Grant, Cycle 2
Schedule #4B–Program Description: Part I and Part II Campus Incentive Plan**

This page may be duplicated as many times as needed to provide all information required for Criterion 3.

<p>Criterion 3: Teacher demonstrates ongoing initiative, commitment, professionalism, personalization, and involvement in other activities that directly result in improved student performance. (Optional)</p>	<p>Acceptable Measures: Participation in student tutoring or after-school programs focused on student learning; participation in parent involvement programs; district leadership of planning activities involving curriculum or instructional programs; teacher attendance; others measures that demonstrate commitment, professionalism, personalization, and involvement.</p> <p>Unacceptable Measures: Student attendance; parent attendance at parent involvement activities; participation in extracurricular activities not related to improved student academic performance.</p>
---	--

Teacher Type	Data Sources and Measures	Performance Levels	Incentive Amount
All Professional Staff	Teacher Attendance	Performance Level: 97% or greater attendance rate	Total \$4,500

<p>For TEA Use Only Adjustments and/or annotations made on this have been confirmed with _____</p> <p>by telephone/FAX on _____ by _____ of TEA.</p>	<p>TEXAS EDUCATION AGENCY Standard Application System (SAS)</p> <p>School Year 2007-2008 through 2008-2009</p>	<p><u>037-908</u> County District No.</p> <p>_____ Amendment No</p>
---	--	---

**Governor's Educator Excellence Award Program – Texas Educator Excellence Grant, Cycle 2
Schedule #4B–Program Description: Part I and Part II Campus Incentive Plan**

This page may be duplicated as many times as needed to provide all information required.

<p>Part II Additional Incentives to Campus Faculty and Staff</p>	<p>Potential Staff Positions: Classroom Teachers not included in Part I, Counselors, Principals, Assistant Principals, Speech Therapists, Instructional Coaches, Teacher Aides, Nurses, Librarians, Custodial Staff, Cafeteria Workers, and other campus personnel who may have contributed to increased student achievement, funding may not be used for athletics</p>
---	---

Number of Positions	Actual Staff Positions (do not include the names of individuals, refer to potential position types above)	Performance Levels	Maximum Incentive Amount
15	Maintenance, Custodians, and Cafeteria Workers	Contributes to improve student achievement	\$50 each Total \$750
12	Instructional Aides	Contributes to improve student achievement	\$200 each Total \$2,400
5	Secretaries, Nurse, PEIMS Coordinator	Contributes to improve student achievement	\$200 each Total \$1,000
3	Principals, and Curriculum Director	Contributes to improve student achievement	\$2,616.66 each Total \$7,8450
2	Counselor and Technology Coordinator	Contributes to improve student achievement	\$1,500 each Total \$3,000

<p>For TEA Use Only Adjustments and/or annotations made on this have been confirmed with _____ by telephone/FAX on _____ by _____ of TEA.</p>	<p>TEXAS EDUCATION AGENCY Standard Application System (SAS)</p> <p>School Year 2007-2008 through 2008-2009</p>	<p>037-908 County District No.</p> <p>_____ Amendment No</p>
--	--	--

**Governor's Educator Excellence Award Program – Texas Educator Excellence Grant, Cycle 2
Schedule #4B-Program Description: Additional Program Requirements**

Part 1: Contingency Plan for Redistribution of Unallocated Funds Responses are limited to the space provided, front side only, with a font size no smaller than 9 point (Arial or Verdana).

Part I Contingency Plan Funds (These funds **cannot** be used for professional development)

Part I of the grant, which is 75% of the total money or \$45,000, will be awarded to classroom teachers using Criteria 1-3. Under Criterion 1 all teacher have the opportunity to earn an award based on appropriate assessments for their content/grade level and/or benchmarks administered at the beginning and end of the year. Criterion 2 addresses the collaboration of all teachers and will be measured by weekly checks of lesson plans being turned in on time and aligned with curriculum and timelines. Criterion 3 focuses on teacher attendance. Criterion 1 and 2 are required, and the data sources and measures were chosen to give every teacher the opportunity to earn an award.

Each principal and curriculum director will collect data on each of the criteria and keep individual records for each teacher as appropriate. Benchmarks and TPRI scores will be collected as well as other appropriate data and measures to allow for comparison between the beginning and end of the year.

If for any reason, such as not meeting criteria, the money in Criterion I is not awarded to the teacher involved, that money will be added to the Criterion 3 total. If an employee is hired to replace one that leaves during the year the new employee shall receive that award. Money in Criterion 2 will be divided equally among all teachers who meet the collaboration requirements. Money in Criterion 3 (including Criterion I funds that are not awarded) will be divided evenly among all teachers who meet the attendance requirements.

Part II Contingency Plan Funds

Part II of the grant, which is 25% of the total money or \$15,000, will be awarded to the non-teaching staff. The BLT wanted all staff to have an opportunity to receive an award. The data sources and measures used were that all staff contributes to the improvement of student achievement. Each staff member that is not a classroom teacher will receive an award for the work they do to improve student achievement. Any funds that are not earned because of someone leaving during the year and not replaced will be distributed equally among the remaining non-teaching staff. If an employee is hired to replace one that leaves during the year the new employee shall receive that award.