

<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><u>071902</u> County District No.</p> <p>_____ Amendment No</p>
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**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.

<p>Criterion 1: Teacher has a record of improving student performance using objective, quantifiable measures. (Required)</p>	<p>Acceptable Data Sources/Measures: TAKS, TPRI, SDAA, ITBS/Logramos, Aprenda, Student Portfolios, Local Benchmark Assessments, End-of-Year Assessments, Value Added Assessments, Others possible</p> <p>Unacceptable Data Sources/Measures: Teacher Attendance, Campus Rating, Student Attendance</p>
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Teacher Type	Data Sources and Measures	Performance Levels	Incentive Amount
Pre-Kindergarten (1 teacher)	Language and Literacy Development	75% or more of students showed level 2 mastery on the district continuum	\$846
<ul style="list-style-type: none"> ▪ Kindergarten 1 teacher ▪ Grade 1 2 teachers ▪ Grade 2 4 teachers 	Developmental Reading Assessment	-50% of monolingual English students met level 2 on the DRA for Kinder. -50% of monolingual English students met level 10 on the DRA for First. -50% of monolingual English students met level 16 on the DRA for Second. -50% of the bilingual students met level 8 on the DRA.	\$846
<ul style="list-style-type: none"> ▪ Kindergarten 2 teachers ▪ Grade 1 2 teachers 	Evaluacion de la lectura DRA	-50% of Students met level 2 on the EDL in Spanish for bilingual students. -50% of students met level 10 on the DRA in English for bilingual students.	\$846
<ul style="list-style-type: none"> ▪ Grade 3 4 teachers ▪ Grade 4 4 teachers ▪ Grade 5 3 teachers 	TAKS in English and Spanish	-Campus cumulative scores will increase from 82% to 83% in Math Campus cumulative scores will increase from 85% to 86% in Reading	\$846

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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>
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Teacher Type	Data Sources and Measures	Performance Levels	Incentive Amount
<p>All 23 Teachers <i>(The same 23 teachers listed under Criteria I)</i></p>	<p>Sign-in Sheets</p>	<p>Teacher attendance at common planning and grade level meetings was equal to or greater than 95% of 30 meetings.</p>	<p>\$1,600.00</p>

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Schedule #4B–Program Description: Part I and Part II Campus Incentive Plan**

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<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>
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Number of Positions	Actual Staff Positions (do not include the names of individuals, refer to potential position types above)	Performance Levels	Maximum Incentive Amount
1	Assistant Head Custodian	Employee record of attendance was equal to or greater than 95% and a satisfactory performance evaluation	\$342
1	Cafeteria Manager	Employee record of attendance was equal to or greater than 95% and a satisfactory performance evaluation	\$142
1	Campus Liaison Clerk	Employee record of attendance was equal to or greater than 95% and a satisfactory performance evaluation	\$367
1	Cook	Employee record of attendance was equal to or greater than 95% and a satisfactory performance evaluation	117
1	Computer Clerk	Employee record of attendance was equal to or greater than 95% and a satisfactory performance evaluation	\$367
1	Counselor	Employee will be in attendance equal to or greater than 95% in (1) professional development, (2) consultation, collaboration and teaming, and (3) program management and operation and a satisfactory performance evaluation	1316
2	Custodians	Employee record of attendance was equal to or greater than 95% and a satisfactory performance evaluation	317
1	Elementary Bilingual Literacy	Employee record of attendance was equal to or greater than 95% in (1) professional development, (2) consultation, collaboration and teaming, and (3) program management and operation and a satisfactory performance evaluation	1666
1	Elementary Math Coach	Employee record of attendance was equal to or greater than 95% in (1) professional development, (2) consultation, collaboration and teaming, and (3) program management and operation and a satisfactory performance evaluation	1666

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Number of Positions	Actual Staff Positions (do not include the names of individuals, refer to potential position types above)	Performance Levels	Maximum Incentive Amount
1	Speech Pathologist	Employee record of attendance was equal to or greater than 95% in (1) professional development, (2) consultation, collaboration and teaming, and (3) program management and operation and a satisfactory performance evaluation	317
1	Diagnostician	Employee record of attendance was equal to or greater than 95% in (1) professional development, (2) consultation, collaboration and teaming, and (3) program management and operation and a satisfactory performance evaluation	317
1	Special Education Coach	Employee record of attendance was equal to or greater than 95% in (1) professional development, (2) consultation, collaboration and teaming, and (3) program management and operation and a satisfactory performance evaluation	1041
4	Food Service Specialist	Employee record of attendance was equal to or greater than 95% and a satisfactory performance evaluation	117
1	Head Custodian	Employee record of attendance was equal to or greater than 95% and a satisfactory performance evaluation	367
1	Librarian	Employee record of attendance was equal to or greater than 95% in (1) professional development, (2) consultation, collaboration and teaming, and (3) program management and operation and a satisfactory performance evaluation	841
1	Nurse	Employee record of attendance was equal to or greater than 95% in (1) professional development, (2) consultation, collaboration and teaming, and (3) program management and operation and a satisfactory performance evaluation	341
5	Paraprofessionals	Employee record of attendance was equal to or greater than 95% and a satisfactory performance evaluation	242

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Number of Positions	Actual Staff Positions (do not include the names of individuals, refer to potential position types above)	Performance Levels	Maximum Incentive Amount
1	Playground Monitor	Employee record of attendance was equal to or greater than 95% and a satisfactory performance evaluation	84
1	Principal	Student passing rates in reading and writing exceed the current campus average and a satisfactory performance evaluation	2058
1	Reading First Coach	Student passing rates in reading and writing exceed the current campus average and a satisfactory performance evaluation	1041
1	Secretary to Principal	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	367
2	P.E. Coaches	Employee record of attendance was equal to or greater than 95% in (1) professional development, (2) consultation, collaboration and teaming, and (3) program management and operation and a satisfactory performance evaluation	541
1	Assistant Principal	Student passing rates in reading and writing exceed the current campus average and a satisfactory performance evaluation	1541
1	Director from Priority School	Student passing rates in reading and writing exceed the current campus average.	1050

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**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)

Budgeted funds that are not distributed in Part I will be redistributed equally among the teachers that met criteria 1 and criteria 2.

Contingency Plan for teachers that are filling a vacancy:

- Teachers who are filling vacancies of previous allotted positions qualify to receive an incentive if they meet criteria 1 and 2 as identified in the campus incentive plan; however, they will receive a pro-rated incentive based on the number of days they were on duty.
- All teachers who complete the entire school year but transfer or retire at the end of the term, will still be eligible to receive the incentive.

The following criteria will disqualify teachers from receiving an incentive:

- Teacher is assigned to the campus as additional staff not filling a vacancy, as they were not originally counted in this proposal.
- Teachers who leave their teaching assignment for any reason (i.e. resign, transfer etc.) at the campus prior to the end of the entire 2007-2008 school term.

Part II Contingency Plan Funds

Budgeted funds that are not distributed in Part II will be redistributed equally among the qualifying employees that met their specific criteria as identified in the incentive plan.

Contingency Plan for administration and support staff that are filling a vacancy:

- Staff who are filling vacancies of previous allotted positions qualify to receive an incentive if they meet the criteria as specified in Part II; however, they will receive a pro-rated incentive based on the number of days they were on duty.
- All staff who complete the entire school year but transfer or retire at the end of the term, will still be eligible to receive the incentive.

The following criteria will disqualify administration and staff from receiving an incentive:

- Staff who is assigned to the campus as additional staff not filling a vacancy, as they were not originally counted in this proposal.
- Staff who leave their position for any reason (i.e. resign, transfer etc.) at the campus prior to the end of the entire 2007-2008 school term.

Clarification

- Exemption to the attendance is due to medical reasons (i.e. cancer, workman’s comp injury, pregnancy, etc)
- Satisfactory evaluation means all indicators were met. If any performance indicator falls below expectations, this disqualifies staff under Part II.

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Governor's Educator Excellence Award Program – Texas Educator Excellence Grant, Cycle 2

Schedule # 4B – Program Description: Additional Program Requirements

Part 3: Evidence of Campus Committee Participation

#	List of Campus Committee Planning Activities	Date mm/dd/yy	Vote Taken (Y or N)	Result # to #
1	Overview of TEEG to CIT	08/21/07	N	N/A
2	TEEG Presentation to faculty & staff	08/22/07	N	N/A
3	CIT Meeting on proposed language and data sources	08/24/07	Y	12 to 0
4	The Campus-level decision-making committee voted to approve the Campus Incentive Plan.	08/27/07	Y	12 to 0
5	CIT presented to faculty on finalized grant for vote	08/29/07	Y	12 to 0
6				
7				

Part 4: Evidence of District Committee and Board Participation

#	List of District Committee and Board Activities	Date mm/dd/yy	Vote Taken (Y or N)	Result # to #
1	The District-level decision-making committee voted to approve the Campus Incentive Plan.	08/27/07	Y	15 to 0
2	The Campus Incentive Plan was presented, or will be presented, to the School Board of Trustees or Directors.	09/25/07		
3	The Campus Incentive Plan was made available for public viewing.	9/30/07		
4	Campus Incentive Plan that include award amounts outside the recommended range of \$3,000 - \$10,000 had this variance approved by the local school board. The plan has been approved by Superintendent and Cabinet members. It will be presented to the Board of Trustees on 9/25/2007.	09/25/07	Y	5 to 0
5				

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Governor’s Educator Excellence Award Program – Texas Educator Excellence Grant, Cycle 2
Schedule #5B–Payroll Costs (6100)

Budgeted Costs

Employee Position Titles	#Full-Time Effort	#Part-Time Effort	Program Costs		Admin Costs (*Part 2 Only)	Total Budget
			Part I (Min 75%)	Part II (*Max 25%)		
Part 1 Incentive Payments						
1 Classroom Teachers	23		56,258			56,258
Part 2 Additional Incentives						
2 Principals	1			2058		2058
3 Assistant Principals	1			1541		1541
4 Teacher Facilitator	8			7130		7130
5 Teacher Supervisor	1			1050		1050
6 Secretary/Administrative Assistant	1			367		367
7 Data Entry Clerk	1			367		367
8 Grant Accountant/Bookkeeper						
9 Evaluator/Evaluation Specialist						
10 Counselor	1			1316		1316
11 Social Worker						
12 Child Care Provider						
13 Community Liaison/Parent Coordinator	1			367		367
14 Bus Driver						
15 Cafeteria Staff	5			727		727
16 Librarian	1			841		841
17 School Nurse	1			341		341
18 Title: Custodians	4			1343		1343
19 Title: Clerks						
20 Title: Paraprofessional	5			1210		1210
21 Title: Playground Monitor	1			84		84
22	Subtotal Employee Costs		56,258	18,742		75,000
Substitute, Extra-Duty, Benefits						
23 6112 Substitute Pay						
24 6119 Professional Staff Extra-Duty Pay						
25 6121 Support Staff Extra-Duty Pay						
26 6140 Employee Benefits						
27	Subtotal Substitute, Extra-Duty, Benefits Costs					
28	Grand Total Payroll Budget (line 22 + line 27)		56,258	18,742		75,000

*Administrative costs can only be taken from Part II funds.