

<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, 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
<ul style="list-style-type: none"> ▪ Math (11) ▪ English (11) ▪ Social Studies (5) ▪ Science (6) 	TAKS	Student passing rates exceed the campus average pass rate. Math (11), English (11), Social Studies (5), Science (6)	\$300
<ul style="list-style-type: none"> ▪ Special Education (3) 	TAKS M TAKS-Alt TAKS-A	97% or more of students met all ARD recommended levels on test	\$550
<ul style="list-style-type: none"> ▪ Non-Core (11) Art, Band, Asst, Orchestra, Music, Keyboarding, Spanish, 4 PE 	Local Benchmarks	Students showed growth between 1 st and 2 nd benchmark (using comparison of testable TEKS) Benchmarks administered three time throughout the year	\$550
<ul style="list-style-type: none"> ▪ 6th grade teachers (12) ▪ 7th grade teachers(11) ▪ 8th grade teachers(10) 	TAKS	75% of 6 th graders pass both tests (up from 65%) Reading and Math 75% of 7 th graders pass all three tests (up from 56%) Reading, Math & Writing 75% Of 8 th graders pass all four tests (up from 51%) Reading, Math, Social Studies and Science	\$250

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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
All Teachers under criteria I (47)	Professional Development Transcript & Journal	Minimum of 15 meetings per year with reflection showing implementation and impact on instruction and learning	\$400
All Teachers (47)	Professional Learning Communities Logs	Teacher attendance at campus academic meetings was equal to or greater than 95%	\$1000
All Teachers (47)	Student Contact Logs	Teacher mentors with at least one child once per month.	\$72
Same 47 teachers as those listed under Criteria 2		All teachers must meet Criteria I and II	

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

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Part II Additional Incentives to Campus Faculty and Staff	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
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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	\$500
1	Cafeteria Manager	Employee record of attendance was equal to or greater than 95% and a satisfactory performance evaluation	\$500
4	Campus Clerk	Employee record of attendance was equal to or greater than 95% and a satisfactory performance evaluation	\$400
6	Food Services	Employee record of attendance was equal to or greater than 95% and a satisfactory performance evaluation	\$400
1	Computer Clerk	Employee record of attendance was equal to or greater than 95% and a satisfactory performance evaluation	\$550
2	Counselor/At-Risk Coordinator	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	\$900
5	Custodians	Employee record of attendance was equal to or greater than 95% and a satisfactory performance evaluation	\$400
3	Middle School Literacy/ Math/ Special Ed Coach	Student passing rates in reading, writing, and math exceed the current campus average and a satisfactory performance evaluation 3@ \$900	\$900
3	Support Personnel, Intervention Support, Diagnostician, Tech Support	Employee record of attendance was equal to or greater that 95% and a satisfactory performance evaluation	\$500
1	Lead Instructional 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	\$1000

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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	Security	Employee record of attendance was equal to or greater than 95% and a satisfactory performance evaluation	\$400
1	Head Custodian	Employee record of attendance was equal to or greater than 95% and a satisfactory performance evaluation	\$600
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	\$800
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	\$800
3	Paraprofessionals	Employee record of attendance was equal to or greater than 95% and a satisfactory performance evaluation	\$400
1	GEAR UP Assistant (if applicable)	Employee record of attendance was equal to or greater than 95% and a satisfactory performance evaluation	\$500
1	Principal	Student passing rates in reading and writing, social studies and math exceed the current campus average and a satisfactory performance evaluation	\$1600
1	Parent Involvement Assistant	Employee record of attendance was equal to or greater than 95% and a satisfactory performance evaluation	\$400
1	Secretary to Principal	Employee record of attendance was equal to or greater than 95% and a satisfactory performance evaluation	\$800
2	Assistant Principals	Student passing rates in reading and writing, social studies and math exceed the current campus average and a satisfactory performance evaluation	\$1408

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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	Student Resource Officer	Employee record of attendance was equal or greater than 95% and a satisfactory performance evaluation	\$500

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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 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 fro staff that are filling a vacancy:

- Staff who are filling vacancies of previous allotted positions qualify to receive an incentive if they meet Part II 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 staff who complete the entire school year but transfer or retire at the end of the term, **will be eligible** to receive the incentive.

The following criteria will disqualify teachers from receiving an incentive:

- Staff 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 teaching assignment 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	Committee meeting to discuss grant criteria	08/23/07	N	n/a
2	Committee meeting to distribute funding to criteria	08/28/07	Y	6 to 0
3	Campus-wide vote to approve the Campus Incentive Plan.	9/19/07	Y	80 to 0
4				
5				
6				
7	The Campus-level decision-making committee voted to approve the Campus Incentive Plan.	08/29/07	Y	6 to 0

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		47		95,034			95,034
Part 2 Additional Incentives								
1	Principal		1			1,600		1,600
2								
3	Assistant Principals		2			2,816		2,816
4	Teacher Facilitator / Coaches		4			3,700		3,700
5	Teacher Supervisor							
6	Secretary/Administrative Assistant		1			800		800
7	GEAR UP Assistant		1			500		500
8	Clerks		5			2,150		2,150
9	Security / SRO		2			900		900
10	Counselor		2			1,800		1,800
11	Social Worker							
12	Child Care Provider							
13	Support, Intervention, Diagnostician, Tech		3			1,500		1,500
14	Bus Driver							
15	Cafeteria Staff		7			2,900		2,900
16	Librarian		1			800		800
17	School Nurse		1			800		800
18	Title: Custodians		7			3,100		3,100
19	Parent Involvement		1			400		400
20	Title: Paraprofessional		3			1,200		1,200
21	Title: Playground Monitor							
22	Subtotal Employee Costs					95,034	24,966	120,000
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)					95,034	24,966	120,000

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