

<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>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
<ul style="list-style-type: none"> ▪ Science Teacher 	Science TAKS	70% of students will meet 70% passing rate.	\$576
<ul style="list-style-type: none"> ▪ Pre-Kindergarten (1 teacher-2 sections) 	Language and Literacy Development	70% of students will show level 3 mastery	\$576
<ul style="list-style-type: none"> ▪ Kindergarten (3 teachers) ▪ Grade 1 (4 teachers) ▪ Grade 2 (3 teachers) 	TPRI/Tejas Lee and Logramos/ITBS (Grades 1-2)	70% of students will meet All Skills Developed/Story 3 on the TPRI/Tejas Lee Logramos/ITBS 70% of students will meet the 40 th percentile standard	\$576
<ul style="list-style-type: none"> ▪ Grade 3 (3 teachers) ▪ Grade 4 (3 teachers) ▪ Grade 5 (3 teachers) ▪ Special Education All grades (3 teachers) 	TAKS	75% of Student will meet passing rates in reading, math, and writing of 75% and 70% in science 50% of Special Education students will meet ARD expectations	\$576

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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 24 Teachers (24 teachers are listed under Criteria I)	Sign-in Sheets	Teacher attendance at common planning and grade level meetings was equal to or greater than 80%.	\$987.00

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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 attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$325
1	Cafeteria Manager	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$325
1	Campus Liaison Clerk	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$325
1	Cook (7 hours)	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$285
1	Computer Clerk	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$325
1	Counselor	Employee record of attendance was equal to or greater than 80% in (1) professional development, (2) consultation, collaboration and teaming, and (3) program management and operation and a satisfactory performance evaluation	\$600
1	Custodian	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$325
1	Elementary Literacy Coach	Student passing rates in reading and writing exceed the current campus average and a satisfactory performance evaluation	\$900
1	Elementary Math Coach	Student passing rates in reading and math exceed the current campus average and a satisfactory performance evaluation	\$900
1	Special Education Coach (.5)	Employee record of attendance was equal to or greater than 80% in (1) professional development, (2) consultation, collaboration and teaming, and (3) program management and operation and a satisfactory performance evaluation	\$350

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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	Diagnostician (.5)	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$350
1	Speech Therapist (.5)	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$350
2	Physical Education Teachers	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$1200
1	Head Custodian	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$325
1	Librarian	Employee record of attendance was equal to or greater than 80% in (1) professional development, (2) consultation, collaboration and teaming, and (3) program management and operation and a satisfactory performance evaluation	\$600
1	Nurse	Employee record of attendance was equal to or greater than 80% in (1) professional development, (2) consultation, collaboration and teaming, and (3) program management and operation and a satisfactory performance evaluation	\$600
5	Paraprofessionals	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$1625
1	Playground Monitor	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$325
1	Principal	Student passing rates in reading and writing exceed the current campus average and a satisfactory performance evaluation	\$1,115
1	Reading First Coach (.5)	Student passing rates in reading and writing exceed the current campus average and a satisfactory performance evaluation	\$300

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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	Secretary to Principal	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$325
2	Cafeteria Staff (4 hours)	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$325
1	Assistant Principal (.5)	Student passing rates in reading and writing exceed the current campus average and a satisfactory performance evaluation	\$400

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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 Staff that are filling a vacancy:

- Staff who are filling vacancies of previous allotted positions qualify to receive an incentive if they meet criteria Part 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 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 staff 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 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.

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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	Faculty and Staff Meeting to discuss grant	08/29/07	Y	51 to 0
2	Faculty and Staff review of the grant	08/30/07	Y	51 to 0
3				
4				
5				
6				
7	The Campus-level decision-making committee voted to approve the Campus Incentive Plan.	08/29/07	Y	14 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	24		37,500			37,500
Part 2 Additional Incentives						
2 Principals	1			1,000		1,000
3 Assistant Principals	1			300		300
4 Teacher Facilitator	2			900		1800
5 Reading First Coach	1			300		300
6 Secretary/Administrative Assistant	1			325		325
7 Data Entry Clerk						
8 Grant Accountant/Bookkeeper						
9 Evaluator/Evaluation Specialist						
10 Counselor	1			500		500
11 Social Worker						
12 Music Teachers	2			75		150
13 Community Liaison/Parent Coordinator	1			315		315
14 Bus Driver						
15 Cafeteria Staff (8 hours)	1			325		325
16 Cafeteria Staff (7 hours)	1			285		285
17 Cafeteria Staff (4 hours)	2			162.50		325
18 Librarian	1			600		600
19 Nurse	1			600		600
20 Sp. Ed. Staff (Diag/Sp Th/Coach)	3			300		900
21 Physical Ed. Teachers	2			600		1,200
22 Title: Custodians	3			325		975
23 Title: Clerks	2			325		650
24 Title: Paraprofessional	5			325		1,625
25 Title: Playground Monitor	1			325		325
26	Subtotal Employee Costs		37,500	\$12,500		50,000
Substitute, Extra-Duty, Benefits						
27 6112	Substitute Pay					
28 6119	Professional Staff Extra-Duty Pay					
29 6121	Support Staff Extra-Duty Pay					
30 6140	Employee Benefits					
31	Subtotal Substitute, Extra-Duty, Benefits Costs					
32	Grand Total Payroll Budget (line 26 + line 30)		37,500	12,500		50,000

*Administrative costs can only be taken from Part II funds