

<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
<ul style="list-style-type: none"> ▪ Math - 16 ▪ English - 19 ▪ Social Studies - 13 ▪ Science - 11 	TAKS campus passing rate	<p>Department will meet or exceed 50% passing rate</p> <p>Department will meet or exceed 70% passing rate</p> <p>Department will meet or exceed 70% passing rate</p> <p>Department will meet or exceed 45% passing rate</p>	734
<ul style="list-style-type: none"> ▪ Special Education - 6 	TAKS I TAKS ALT TAKS M	90% of students met all ARD recommended levels on test	734
<ul style="list-style-type: none"> ▪ Elective - 27 	Local Benchmarks	85% of students showed growth between 1 st and 2 nd benchmark and between the 2 nd and 3 rd benchmark exams.	734

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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 92	Campus Academic Meetings	Teacher attendance at campus academic / team meetings was equal or greater than 80%	733
Same 92 teachers under Criterion I			

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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 80% and a satisfactory performance evaluation	\$592
1	Cafeteria Manager	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$592
1	Campus Liaison Clerk	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$592
1	Cook	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$592
1	Computer Clerk	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$592
6	Counselor / At Risk Coordinators	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	\$592
13	Custodians	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$592
3	Student Activities Director/ Coord School Imprv/ DELA Leader	Student passing rates in reading and writing exceed the current campus average and a satisfactory performance evaluation	\$592
2	High School Math Coach / SPA Math	Student passing rates in math exceed the current campus average and a satisfactory performance evaluation	\$592
8	Clerk / Business Agent / Registrar / Office Assistant	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$592

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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
11	Food Service Specialist	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$592
1	Head Custodian	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$592
2	Librarian / Assistant 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	\$592
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	\$592
9	Paraprofessionals	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$592
4	Campus Security	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$592
1	Principal	Student passing rates in reading and writing exceed the current campus average and a satisfactory performance evaluation	\$600
5	SPA ELA / ELA Literacy Coach SPED Instructional Coach ESOL Literacy Coach / TAKS Coordinator	Student passing rates in reading and writing exceed the current campus average and a satisfactory performance evaluation	\$592
1	Secretary to Principal	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$592
4	Assistant Principal	Student passing rates in reading and writing exceed the current campus average and a satisfactory performance evaluation	\$592

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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 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 criteria as specified in Plan 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 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	Staff was given an overview of the grant and its criteria. The teachers were offered the opportunity to give feedback.	8/29/07	N	
2	The Staff was given an informal opportunity to decide to include support staff and a committee formed to follow their recommendations	8/30/07	N	
3	The committee met to formulate the plan	8/30/07	N	
4	The Campus-level decision-making committee voted to approve the Campus Incentive Plan.	9/4/07	Y	11 to 1
5	The plan was presented to the campus for a vote	9/5/07	Y	43 to 16
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	92		135,000			135,000
Part 2 Additional Incentives						
2 Principal	1			592		592
3 Assistant Principals	4			2368		2368
4 Teacher Facilitator	7			4144		4144
5 Counselors	4			2368		2368
6 Secretary/Administrative Assistant	1			592		592
7 Computer Clerk	1			592		592
8 Student Activities Director	1			592		592
9 Coordinator School Improvement	1			592		592
10 DELA Leader	1			592		592
11 At-Risk Coordinators	2			1184		1184
12 Cafeteria Staff	14			8288		8288
13 Librarian	2			1184		1184
14 School Nurse	1			592		592
15						
16						
17						
18 Title: Custodians	15			8880		8880
19 Title: Clerks	8			4736		4736
20 Title: Paraprofessional	9			5328		5328
21 Title: Campus Security	4			2368		2368
22	Subtotal Employee Costs		135,000	45,000		180,000
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)		135,000	45,000		180,000

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