

<p>For TEA Use Only Adjustments and/or annotations made on this have been confirmed with _____ by telephone/FAX on _____ 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>
---	--	--

**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>
--	--

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
Pre-Kindergarten (1 teacher)	Language and Literacy Development	50% or more of students showed level 4 mastery for both A.M. and P.M. classes.	\$1,160.00
Kindergarten (3 teachers) Grade 1 (3 teachers) Grade 2 (4 teachers)	TPRI	Students need to show added value from BOY to EOY in TPRI and from a math pretest to a end of the year post test.	\$1,164.00
Grade 3 (3 teachers) Grade 4 (4 teachers) Grade 5 (3 teachers)	TAKS	Students passing rates in Reading, Science and Math exceed the current campus average of 70 in Reading, 32 in Science and 70 in Math.	\$1,500.00
Math Coach Teacher (1) Science Coach Teacher (1) Literacy Coach Teacher(1) Resource Teacher (1)	TAKS	Students passing rates in Reading, Science and Math exceed the current campus average of 70 in Reading, 32 in Science and 70 in Math.	\$1,175.00

<p>For TEA Use Only Adjustments and/or annotations made on this have been confirmed with _____ by telephone/FAX on _____ 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>
---	--	--

**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 25 Teachers	Sign-in Sheets	Teacher attendance at common planning and grade level meetings was equal to or greater than 80%.	\$200.00
There are 25 teachers on Part I and 25 on Part II			

<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>
--	--	--

**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.

Part II Additional Incentives to Campus Faculty and Staff	<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
5	Special Ed. Paraprofessional	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$205.00
6	Cafeteria Personnel (including 1 Nutri-Clerk)	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$133.00
1	Campus Liaison Clerk	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$200.00
1	Computer Clerk	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$200.00
4	Custodians	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$175.00
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	\$550.00
2	P.E. Coaches	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	\$350.00
6	Special Education Teachers	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	\$300.00
1	Social Worker	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	\$200.00

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

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
1	Principal's Secretary	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$227.00
5	Part-Time Teachers Speech, Diagnostician, Adaptive P.E., Orchestra, and Music	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$200.00
1	Reading First Grant Coach	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	\$500.00
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	\$500.00
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	\$250.00
3	Paraprofessionals (school)	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$250.00
1	Playground Monitor	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$100.00
1	Principal	Student passing rates in reading, science, and writing exceed the current campus average and a satisfactory performance evaluation	\$600.00
1	Assistant Principal	Student passing rates in reading, science, and writing exceed the current campus average and a satisfactory performance evaluation	\$300.00
6	Grant Monitors and Evaluators	Employee record of attendance was equal to or greater than 80% in (1) consultation, collaboration and teaming, and (3) program management and operation.	\$350.00

<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>
--	--	--

**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 other staff that are filling a vacancy:

- Staff who are filling vacancies of previous allotted positions qualify to receive an incentive if they meet all criteria under 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 still 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 position 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.

<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>
--	--	--

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	Final Draft Revisions by TEEG	08/30/07	Y	6 to 0
2	Faculty and Staff voted to approve the TEEG.	08/31/07	Y	61 to 0
3	Final Approval and Submission of Plan	08/31/07	Y	61 to 0
4				
5				
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, Cabinet members and Board of Trustees.	09/25/07	Y	5 to 0
5				

<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>
--	--	--

**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	25		37,500			37,500
Part 2 Additional Incentives						
2 Principal	1			600		600
3 Assistant Principal	1			300		300
4 Reading First Grant Coach	1			500		500
5 Special Education Teachers	6			300		1800
6 Secretary to the Principal	1			227		227
7 Computer Clerk	1			200		200
8 Grant Monitor-Evaluation		6		350	2,100	
9 Special Education Paraprofessionals	5			205		1025
10 Counselor	1			550		550
11 Social Worker	1			200		200
12 P.E. Coaches	2			350		700
13 Community Liaison/Parent Coordinator	1			200		200
14 Part-Time Teachers		5		200		1000
15 Cafeteria Staff	6			133		800
16 Librarian	1			500		500
17 School Nurse	1			250		250
18 Title: Custodians	4			175		700
19 Title: Clerks	0			0		0
20 Title: Paraprofessional (Reg. Ed.)	3			250		750
21 Title: Playground Monitor	1			100		100
22	Subtotal Employee Costs		37,500	\$10,400	2,100	50,000
Substitute, Extra-Duty, Benefits						
23 6112 Substitute Pay				0	0	0
24 6119 Professional Staff Extra-Duty Pay				0	0	0
25 6121 Support Staff Extra-Duty Pay				0	0	0
26 6140 Employee Benefits				0	0	0
27	Subtotal Substitute, Extra-Duty, Benefits Costs			0	0	0
28	Grand Total Payroll Budget (line 22 + line 27)		37,500	12,500		50,000

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