

<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 (15) ▪ English (20) ▪ Social Studies (6) ▪ Science (8) 	TAKS	Student passing rates exceed the campus average pass rate of 2006-2007	\$300
<ul style="list-style-type: none"> ▪ Special Education (5) 	TAKS ALT TAKS M TAKS	45% or more of students met all ARD recommended levels on test	\$400
<ul style="list-style-type: none"> ▪ Math (15) ▪ English (20) ▪ Social Studies (6) ▪ Science (8) 	Local Benchmarks	Students showed growth between 1 st and 2 nd benchmark. This is one time during the school year.	\$100
Non-Core 13 Art 2, Band, Orchestra, Music, Keyboarding, Spanish, 5 PE, Career Investigation	Local Tests	75% of students show growth between approved departmental pre-test in the 1 st six weeks and post-test in the last 6 weeks in Fine Arts/elective courses, and in Fitness Testing (Physical Education courses)	\$96

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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
<ul style="list-style-type: none"> ▪ Math (15) ▪ English (20) ▪ Social Studies (6) ▪ Science (8) ▪ Spec Ed (5) 	Horizontal Vertical Team Meeting minutes or sign in sheets	Minimum of 15 meetings per year for all core teachers	\$200
<ul style="list-style-type: none"> ▪ Math (15) ▪ English (20) ▪ Social Studies (6) ▪ Science (8) ▪ Spec Ed (5) 	Campus Academic Meetings	Teacher attendance at campus academic meetings was equal to or greater than 80%	\$1325
Non-Core 13 Art 2, Band, Orchestra, Music, Keyboarding, Spanish, 5 PE, Career Inv	Horizontal Vertical Team Meeting minutes or sign in sheets	Minimum of 15 hours of staff development for all non-core teachers per year.	\$200
Non-Core 13 Art 2, Band, Orchestra, Music, Keyboarding, Spanish, 5 PE, Career Inv	Campus Academic Meetings	Teacher attendance at campus academic meetings was equal to or greater than 80%	\$1,227
The same teachers under Criteria I are listed under Criteria II			

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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	778
1	Cafeteria Manager	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	778
1	Campus Liaison Clerk	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	778
1	Cook	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	778
8	Clerical Staff	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	778
2	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	778
4	Custodians	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	778
1	At-Risk Coordinator	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	778
5	Instructional Coach/Support (Math, Literacy, Special Education, Diagnostician, Speech Therapist)	Student passing rates exceed the current campus average and a satisfactory performance evaluation	778
1	Testing Coordinator	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	778

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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
7	Food Service Specialist	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	778
1	Head Custodian	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	778
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	778
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	778
10	Paraprofessionals	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	778
2	Campus Patrol	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	778
1	Principal	Student passing rates in reading and writing exceed the current campus average and a satisfactory performance evaluation	778
1	Campus Police	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	778
1	Secretary to Principal	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	778
3	Assistant Principal	Student passing rates in reading and writing exceed the current campus average and a satisfactory performance evaluation	778

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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 staff that are filling a vacancy:

- Staff who are filling vacancies of previous allotted positions qualify to receive an incentive if they meet criteria 1 or 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 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 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	08/06/07	N	
2	Committee Meeting	08/20/07	N	
3				
4				
5				
6				
7	The Campus-level decision-making committee voted to approve the Campus Incentive Plan.	08/29/07	Y	78 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	68		123,750			123,750
Part 2 Additional Incentives						
2 Principals	1			778		778
3 Assistant Principals	3			2334		2334
4 Teacher Facilitator	1			778		778
5 Teacher Supervisor	5			3892		3892
6 Secretary/Administrative Assistant	1			778		778
7 Data Entry Clerk	0			0		
8 Grant Accountant/Bookkeeper	0			0		
9 Evaluator/Evaluation Specialist	0			0		
10 Counselor	2			1556		1556
11 At Risk Coordinator	1			778		778
12 Child Care Provider	0			0		
13 Community Liaison/Parent Coordinator	1			778		778
14 Bus Driver	0			0		
15 Cafeteria Staff	9			7002		7002
16 Librarian	1			778		778
17 School Nurse	1			778		778
18 Title: Custodians	6			4668		4668
19 Title: Clerks	8			6224		6224
20 Title: Paraprofessional	10			7780		7780
21 Campus Patrol (2) and SRO Officer	3			2334		2334
22	Subtotal Employee Costs		123,750	41,250		165,000
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)		123,7500	41,250		165,000

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