

<p><b>For TEA Use Only</b> Adjustments and/or annotations made on this have been confirmed with _____ by telephone/FAX on _____ by _____ of TEA.</p>	<p><b>TEXAS EDUCATION AGENCY Standard Application System (SAS)</b></p> <p><b>School Year 2007-2008 through 2008-2009</b></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><b>Criterion 1:</b> Teacher has a record of improving student performance using objective, quantifiable measures. <b>(Required)</b></p>	<p><b>Acceptable Data Sources/Measures:</b> TAKS, TPRI, SDAA, ITBS/Logramos, Aprenda, Student Portfolios, Local Benchmark Assessments, End-of-Year Assessments, Value Added Assessments, Others possible</p> <p><b>Unacceptable Data Sources/Measures:</b> 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"> <li>▪ Math (11)</li> <li>▪ English (9)</li> <li>▪ Social Studies (10)</li> <li>▪ Science (9)</li> </ul>	TAKS	Students pass rates will exceed the campus subject area pass rate for 2007.	\$1,000
<ul style="list-style-type: none"> <li>▪ Special Education (7)</li> </ul>	TAKS-M	Students will meet the minimum expectations as set forth by the TEA.	\$1,000
<ul style="list-style-type: none"> <li>▪ Elective (35)</li> </ul>	Local Benchmarks	70% of students showed growth between the 1 <sup>st</sup> benchmark and one of the subsequent benchmarks.	\$1,000

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<p><b>Criterion 2:</b> Teacher has a record of collaboration with faculty and staff that contributes to improving overall campus student achievement. <b>(Required)</b></p>	<p><b>Acceptable Measures:</b> 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><b>Unacceptable Measures:</b> 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
<b>81 Teachers (same 81 teachers as listed for Criteria I)</b>	<b>Visitation signature form</b>	<b>Teachers will have a classroom visitation lasting a minimum of 45 minutes once each six-week grading period.</b>	<b>\$601</b>

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<p><b>Part II Additional Incentives to Campus Faculty and Staff</b></p>	<p><b>Potential Staff Positions:</b> 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 <b>not</b> 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	535
1	Cafeteria Manager	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	535
2	Campus Liaison Clerk/ Parent Liaison	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	535
10	Cook	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	535
1	Special Education Coach	Student passing rates in reading and math exceed the current campus average and a satisfactory performance evaluation	1,000
4	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	1,000
10	Custodians	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	535
1	English Literacy Coach	Student passing rates in reading and writing exceed the current campus average and a satisfactory performance evaluation	1,000
1	Math Coach	Student passing rates in math exceed the current campus average and a satisfactory performance evaluation	1,000
1	Science 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 performance evaluation	1,000

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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
2	Transition Specialist and Job Coach	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	535
1	Head Custodian	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	535
2	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	1,000
1	Nurse	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	535
6	Paraprofessionals	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	535
1	Principal	Student passing rates in reading and writing exceed the current campus average and a satisfactory performance evaluation	1,214
4	Campus Security	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	535
9	Clerical Staff	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	535
3	Assistant Principal	Student passing rates in reading and writing exceed the current campus average and a satisfactory performance evaluation	1,107
1	Student Activities Manager	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	535
1	Diagnostician	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	535

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<b>Number of Positions</b>	<b>Actual Staff Positions</b> (do not include the names of individuals, refer to potential position types above)	<b>Performance Levels</b>	<b>Maximum Incentive Amount</b>
1	Teacher/TAKS Coordinator	Student passing rates in reading and writing exceed the current campus average and a satisfactory performance evaluation	1,000
2	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	1,000

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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 Part 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 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 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	<b>Faculty meeting</b>	08/22/07	Y	110 to 0
2	Department Chairperson Meeting	08/23/07	Y	12 to 0
3	Campus Improvement Team meeting	08/30/07	Y	11 to 0
4	The Campus-level decision-making committee voted to approve the Campus Incentive Plan.	08/30/07	Y	11 to 0
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. <b>The plan has been approved by Superintendent and Cabinet members. It will be presented to the Board of Trustees on 9/25/2007.</b>	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%)		
<b>Part 1 Incentive Payments</b>						
<b>1 Classroom Teachers</b>	<b>81</b>		<b>131,250</b>			<b>131,250</b>
<b>Part 2 Additional Incentives</b>						
<b>2 Principals</b>	<b>1</b>			1214		1214
<b>3 Assistant Principals</b>	<b>3</b>			3321		3321
<b>4 Teacher Coach</b>	<b>4</b>			4000		4000
<b>5 Teacher TAKS Coordinator</b>	<b>1</b>			1000		1000
<b>6 Student Activities Manager</b>	<b>1</b>			535		535
<b>7 Data Entry Clerk</b>	<b>1</b>			535		535
<b>8 Transition Specialist</b>	<b>1</b>			535		535
<b>9 Job Coach</b>	<b>1</b>			535		535
<b>10 Counselor</b>	<b>4</b>			4000		4000
<b>11 Diagnostician</b>	<b>1</b>			535		535
<b>12 At-Risk Coordinator</b>	<b>2</b>			2000		2000
<b>13 Community Liaison/Parent Coordinator</b>	<b>2</b>			1070		1070
<b>14 Campus Security</b>	<b>4</b>			2140		2140
<b>15 Cafeteria Staff</b>	<b>11</b>			5885		5885
<b>16 Librarian</b>	<b>2</b>			2000		2000
<b>17 School Nurse</b>	<b>1</b>			535		535
<b>18 Title: Custodians</b>	<b>12</b>			6420		6420
<b>19 Title: Clerks</b>	<b>8</b>			4280		4280
<b>20 Title: Paraprofessional</b>	<b>6</b>			3210		3210
<b>21</b>						
<b>22</b>	<b>Subtotal Employee Costs</b>		<b>131,250</b>	<b>43,750</b>		<b>175,000</b>
<b>Substitute, Extra-Duty, Benefits</b>						
<b>23</b>	<b>6112</b>	<b>Substitute Pay</b>				
<b>24</b>	<b>6119</b>	<b>Professional Staff Extra-Duty Pay</b>				
<b>25</b>	<b>6121</b>	<b>Support Staff Extra-Duty Pay</b>				
<b>28</b>	<b>Grand Total Payroll Budget (line 22 + line 27)</b>		<b>131,250</b>	<b>43,750</b>		<b>175,000</b>

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