

<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"> ▪ Math (12) ▪ English (18) ▪ Social Studies(5) ▪ Science (7) 	TAKS	Student passing rates are between 90-100%	1500
		Student passing rates are between 89%-80	1000
		Student passing rates are between 75%-79%	500
		7 th Grade Writing TAKS Passing rate of 80%+	1000
		Math & Reading increased if between 65%-75%	250
		Math & Reading increased if between 76%-89%	500
		Math & Reading increased if exceeds 90%	750
		ESL Math Teachers Reach 75%+ Passing on LAT TAKs	500
<ul style="list-style-type: none"> ▪ Special Education (6) 	Modified TAKS	Student passing rates on alternative TAKS assessments are	
		80%-89% Met ARD Expectations	750
		90-100% Met ARD Expectations	1000
<ul style="list-style-type: none"> ▪ Elective (18) 	INOVA Data, Staff Development transcripts, tutoring logs	<p>Elective teachers will receive a stipend of \$400 if they meet all the following criteria:</p> <ol style="list-style-type: none"> 1. Mentor at least two students as identified by INOVA data. 2. Voluntarily tutor at least 10 hours in one of the four core subjects (Math, Rdg, SS, Sci) 3. Attend at least 10 hours of staff development.. in Reading or Math strategies. 	\$400

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<p>ESL Teachers (7)</p>	<p>RPTE</p>	<p>Students advanced one level or more on RPTE from previous year. 85%-100%</p> <p>Non-exempt students taking TAKS (LAT or regular) have passing rates as follows:</p> <p>70%-79% 80%-89% 90%-100%</p>	<p>750</p> <p>250 500 750</p>

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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 Subjects (The same 73 teachers as in Criteria I)	Mtg sign in sheets Absence reports	Teacher attends 90% of campus faculty meetings and subject area meetings. Have employee record of attendance with no more than 10 absences (sick or personal days) during the school year.	1000.00

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Schedule #4B–Program Description: Part I and Part II Campus Incentive Plan**

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Part II Additional Incentives to Campus Faculty and Staff	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
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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	673
1	Cafeteria Manager	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	673
2	Campus Liaison Clerk	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	673
1	Cook	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	673
6	Computer Clerk, Registrar, Attendance clerk and other clerks	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	673
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	673
11	Custodians	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	673
1	Middle School Lit Coach	Student passing rates in reading and writing exceed the current campus average and a satisfactory performance evaluation	673
1	Middle School Math Coach	Student passing rates in reading and math exceed the current campus average and a satisfactory performance evaluation	673
1	Middle School SPED Coach	A minimum of 85% of SPED Students meet their ARD expectations on state assessment	673

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<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</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
7	Food Service Specialist	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	673
1	Head Custodian	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	673
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	673
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	673
8	Paraprofessionals & Campus Patrols/Playground Monitors & Resource Officer	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	673
1	GEAR UP Coordinator	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	673
1	Principal	Student passing rates in reading and writing exceed the current campus average and a satisfactory performance evaluation	674
1	At Risk Coordinator	Student passing rates in reading and writing exceed the current campus average and a satisfactory performance evaluation	673
1	Secretary to Principal	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	673
3	Assistant Principal	Student passing rates in reading and writing exceed the current campus average and a satisfactory performance evaluation	674

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<p>Governor's Educator Excellence Award Program – Texas Educator Excellence Grant, Cycle 2 Schedule #4B-Program Description: Additional Program Requirements</p>		
<p>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).</p>		
<p>Part I Contingency Plan Funds (These funds <u>cannot</u> be used for professional development)</p>		
<p>Budgeted funds that are not distributed in Part I will be redistributed equally among the teachers that met criteria 1 <u>and</u> criteria 2.</p> <p>Contingency Plan for teachers that are filling a vacancy:</p> <ul style="list-style-type: none"> ▪ Teachers who are filling vacancies of previous allotted positions qualify to receive an incentive if they meet criteria 1 <u>and</u> 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, <u>will be eligible</u> to receive the incentive. <p>The following criteria will disqualify teachers from receiving an incentive:</p> <ul style="list-style-type: none"> ▪ 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. 		
<p>Part II Contingency Plan Funds</p>		
<p>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.</p> <p>Contingency Plan for administration and support staff that are filling a vacancy:</p> <ul style="list-style-type: none"> ▪ 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, <u>will be eligible</u> to receive the incentive. <p>The following criteria will disqualify teachers from receiving an incentive:</p> <ul style="list-style-type: none"> ▪ 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. <p>Clarification</p> <ul style="list-style-type: none"> ▪ 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	Campus Input Meeting	08/24/07	N	N/A
2	CIT Review	08/25/07	Y	6 to 0
3	Campus Vote	08/28/07	Y	63 to 2
4	The Campus-level decision-making committee voted to approve the Campus Incentive Plan.	08/28/07	Y	63 to 2
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 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	73		105000			105000
Part 2 Additional Incentives						
2 Principals	1			674		700
3 Assistant Principals	3			2022		2100
4 Teacher Facilitator	4			2692		2800
5 Teacher Supervisor	0			0		0
6 Secretary/Administrative Assistant	1			673		700
7 Data Entry Clerk	4			2692		2100
8 Grant Accountant/Bookkeeper	0			0		0
9 Evaluator/Evaluation Specialist	0			0		0
10 Counselor	2			1346		1400
11 At Risk Coordinator	1			673		700
12 Child Care Provider	0			0		0
13 Community Liaison/Parent Coordinator	2			1346		1400
14 Bus Driver	0			0		0
15 Cafeteria Staff	9			6057		6300
16 Librarian	1			673		700
17 School Nurse	1			673		700
18 Title: Custodians	13			8749		8400
19 Title: Clerks	2			1346		1400
20 Title: Paraprofessional	4			2692		2800
21 Title: Playground Monitor	4			2692		2800
22	Subtotal Employee Costs		105000	35000		140000
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)		105000	35000		140000

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