

<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, 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 (16)</li> <li>▪ English (13)</li> <li>▪ Social Studies (15)</li> <li>▪ Science (12)</li> </ul>	TAKS	Students pass rates will exceed the current campus average.	\$1,200
<ul style="list-style-type: none"> <li>▪ Special Education (10)</li> </ul>	TAKS M TAKS ALT TAKS A	Students passing rates in the TAKS M will exceed the minimum expectations set by the Texas Education Agency.	\$1,200
<ul style="list-style-type: none"> <li>▪ Electives (42) 2 Art, Band, Orchestra, Music, Guitar, AVID, Drama, Speech, 2 Journalism, 6 FL, 3 Health, Dance, 2 Alternative, 2 ROTC, Pre-Emp, 3 Family Consumer, 3 tech, Office Ed, 2 Business, Metal Trades, Law Enforcement, 4 PE, 1 DELA bilingual</li> </ul>	Local Benchmarks	50% of students showed growth between the 1 <sup>st</sup> benchmark and one of the subsequent benchmarks.	\$1,200
		Teachers must meet Criteria I and II to be eligible for the payment.	

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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
<p><b>Core Teachers (56)</b></p> <ul style="list-style-type: none"> <li>▪ Math (16)</li> <li>▪ English (13)</li> <li>▪ Social Studies (15)</li> <li>▪ Science (12)</li> </ul>	<p><b>Campus Academic Meetings</b></p>	<p><b>Teachers will attend 6 campus meetings per month. This includes common planning, faculty meetings, professional development, ARDs and parent-teacher conferences.</b></p>	<p><b>\$125</b></p>
<p><b>All Teachers (108)</b> From page 9</p>	<p><b>Peer Observation Activities</b></p>	<p><b>Teachers will observe other teachers in class for a total of 25 minutes every six weeks. This will only occur the second and fourth six weeks only.</b></p>	<p><b>\$133</b></p>
<p><b>Electives (42)</b> 2 Art, Band, Orchestra, Music, Guitar, AVID, Drama, Speech, 2 Journalism, 6 FL, 3 Health, Dance, 2 Alternative, 2 ROTC, Pre-Emp, 3 Family Consumer, 3 tech, Office Ed, 2 Business, Metal Trades, Law Enforcement, 4 PE, 1 DELA bilingual</p>	<p><b>Campus Academic Meetings</b></p>	<p><b>Elective teachers will attend 4 campus meetings per month. This includes faculty meetings, department meetings, professional development, ARDs, and parent-teacher conferences.</b></p>	<p><b>\$125</b></p>
<p><b>Special Education Teachers (10)</b></p>	<p><b>Campus Academic Meetings</b></p>	<p><b>Teachers will attend 6 campus meetings per month. This includes common planning, faculty meetings, professional development, ARDs and parent-teacher conferences.</b></p>	<p><b>\$125</b></p>

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

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<b>Part II Additional Incentives to Campus Faculty and Staff</b>	<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
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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
4	Academic Coaches	Student passing rates in English, Math, Science, and Social Studies exceed current campus average and a satisfactory performance evaluation	\$640
1	Assistant Head Custodian	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$640
2	At-Risk Coordinator	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	\$640
1	Cafeteria Manager	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$640
3	Campus Patrol	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$640
14	Clerical Staff	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$640
5	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	\$640
14	Custodians	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$640
2	Diagnosticians	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	\$640

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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	ESL Coach	Student passing rates in LEP exceed current campus average and a satisfactory performance evaluation	\$640
11	Food Service Staff	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$640
1	Head Custodian	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$640
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	\$640
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	\$640
16	Paraprofessionals	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$640
1	Parent Liaison	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$640
1	Special Education Coach	Student passing rates in TAKS M exceed minimum expectation set forth by TEA and a satisfactory performance evaluation	\$640
1	Speech Therapist	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	\$640

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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	Student Activities Manager	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$640

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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 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 be eligible to receive the incentive.

**The following criteria will disqualify staff from receiving an incentive:**

- Staff assigned to the campus as additional staff not filling a vacancy, as they were not originally counted in this proposal.
- Staff 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.

**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	<b>Faculty Meeting</b>	08/22/07	N	
2	Common Planning Meetings (ELA and Social Studies)	08/30/07	Y	29 to 0
3	CILT Committee Meeting	08/30/07	Y	10 to 0
4	CIT Meeting	08/31/07	Y	7 to 0
5	Common Planning Meetings (SPED, Science, Math)	08/31/07	Y	35 to 0
6	Clerical Staff Meeting	08/31/07	Y	10 to 0
7	Custodial Staff Meeting	08/31/07	Y	14 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. <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>108</b>		<b>157,500</b>			<b>157,500</b>
<b>Part 2 Additional Incentives</b>						
<b>2 Academic Coaches</b>	<b>4</b>			2560		2560
<b>3 At-Risk Coordinators</b>	<b>2</b>			1280		1280
<b>4 Student Activities Manager</b>	<b>1</b>			640		640
<b>5 Diagnosticians</b>	<b>2</b>			1280		<b>1280</b>
<b>6 ESL Coach</b>	<b>1</b>			640		640
<b>7 Parent Liaison</b>	<b>1</b>			640		<b>640</b>
<b>8 Special Education Coach</b>	<b>1</b>			640		<b>640</b>
<b>9 Speech Therapist</b>	<b>1</b>			640		<b>640</b>
<b>10 Counselor</b>	<b>5</b>			3200		3200
<b>11 Social Worker</b>						
<b>12 Child Care Provider</b>						
<b>13 Community Liaison/Parent Coordinator</b>						
<b>14 Bus Driver</b>						
<b>15 Cafeteria Staff</b>	<b>9</b>			7680		7680
<b>16 Librarian</b>	<b>2</b>			1280		1280
<b>17 School Nurse</b>	<b>1</b>			640		640
<b>18 Title: Custodians</b>	16			10240		10240
<b>19 Title: Clerks</b>	14			8960		8960
<b>20 Title: Paraprofessional</b>	16			10240		10240
<b>21 Title: Campus Patrol</b>	3			1920		1920
<b>22</b>	<b>Subtotal Employee Costs</b>		<b>157,500</b>	<b>52,500</b>		<b>210,000</b>
<b>Substitute, Extra-Duty, Benefits</b>						
<b>23 6112 Substitute Pay</b>						
<b>24 6119 Professional Staff Extra-Duty Pay</b>						
<b>25 6121 Support Staff Extra-Duty Pay</b>						
<b>26 6140 Employee Benefits</b>						
<b>27</b>	<b>Subtotal Substitute, Extra-Duty, Benefits Costs</b>					
<b>28</b>	<b>Grand Total Payroll Budget (line 22 + line 27)</b>		<b>157,500</b>	<b>52,500</b>		<b>210,000</b>

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