

<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>071902042</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 (12)</li> <li>▪ English (17)</li> <li>▪ Social Studies (7)</li> <li>▪ Science (7)</li> </ul>	TAKS	<p>Student passing rates exceed the campus average pass rate from 2007. Panel recommendation scores will be the score used (for example: the science TAKS at the 8<sup>th</sup> grade level has been phased-in. This means that the first year of the test, the school was accountable at 2 standard errors of the mean (2SEM) below the panel recommendation (the ultimate standard. This past year (2007), the score was reported at 1 standard error of the mean (1SEM) below the panel recommendation. This year, science will be accountable at the panel recommendation level. It is common practice to use only the panel recommendation since that is what the “real” score is. For 2007, our science score at 1 SEM was 57. At the panel recommendation, it was 49.)</p>	\$428
<ul style="list-style-type: none"> <li>▪ Special Education (7)</li> </ul>	TAKS-M	75% or more of students met all ARD recommended levels on test	\$428
<ul style="list-style-type: none"> <li>▪ Spanish (1)</li> <li>▪ Art (2)</li> <li>▪ Physical Ed. Teachers (4)</li> </ul>	Local Benchmarks	Students showed growth between 1 <sup>st</sup> and 2 <sup>nd</sup> benchmark	\$428
<ul style="list-style-type: none"> <li>▪ Band (2)</li> <li>▪ Choir (1)</li> <li>▪ Orchestra (1)</li> </ul>	EPISD contest	Receive a rating of Excellent or Superior	\$428

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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><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
All 61 Teachers (the same 61 teachers listed under Criteria I)	Sign-in Sheets from academic meetings	Teacher attendance at campus academic meetings was equal to or greater than 95%	\$1000

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

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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
7	Custodians	Employee record of attendance was equal to or greater than 95% and a satisfactory performance evaluation	\$750
8	Cafeteria Employees	Employee record of attendance was equal to or greater than 95% and a satisfactory performance evaluation	\$750
9	Office Clerks, Registrar, Military Liaison, and Principal’s Secretary	Employee record of attendance was equal to or greater than 95% and a satisfactory performance evaluation	\$750
4	Paraprofessionals	Employee record of attendance was equal to or greater than 95% and a satisfactory performance evaluation	\$750
2	Counselor	Employee record of attendance was equal to or greater than 95% in (1) professional development, (2) consultation, collaboration and teaming, and (3) program management and operation and a satisfactory performance evaluation	\$750
1	Literacy Coach	Student passing rates in reading and writing exceed the current campus average and a satisfactory performance evaluation	\$750
1	Math Coach	Student passing rates in reading and math exceed the current campus average and a satisfactory performance evaluation	\$750
1	SPED Coach	Employee record of attendance was equal to or greater than 95% in (1) professional development, (2) consultation, collaboration and teaming, and (3) program management and operation and a satisfactory performance evaluation	\$750
1	Librarian	Employee record of attendance was equal to or greater than 95% in (1) professional development, (2) consultation, collaboration and teaming, and (3) program management and operation and a satisfactory performance evaluation	\$750



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<p><b>Governor's Educator Excellence Award Program – Texas Educator Excellence Grant, Cycle 2 Schedule #4B-Program Description: Additional Program Requirements</b></p>		
<p><b>Part 1: Contingency Plan for Redistribution of Unallocated Funds</b> Responses are limited to the space provided, front side only, with a font size no smaller than 9 point (Arial or Verdana).</p>		
<p><b>Part I Contingency Plan Funds</b> (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><b>Contingency Plan for teachers that are filling a vacancy:</b></p> <ul style="list-style-type: none"> <li>▪ 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.</li> <li>▪ 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.</li> </ul> <p><b>The following criteria will disqualify teachers from receiving an incentive:</b></p> <ul style="list-style-type: none"> <li>▪ Teacher is assigned to the campus as additional staff not filling a vacancy, as they were not originally counted in this proposal.</li> <li>▪ 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.</li> </ul>		
<p><b>Part II Contingency Plan Funds</b></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><b>Contingency Plan for administration and support staff that are filling a vacancy:</b></p> <ul style="list-style-type: none"> <li>▪ 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.</li> <li>▪ 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.</li> </ul> <p><b>The following criteria will disqualify administration and support staff from receiving an incentive:</b></p> <ul style="list-style-type: none"> <li>▪ Staff is assigned to the campus as additional staff not filling a vacancy, as they were not originally counted in this proposal.</li> <li>▪ 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.</li> </ul>		

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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>Grant Committee Meeting to finalize plan</b>	08/21/07	Y	10 to 0
2	The Campus-level decision-making committee voted to approve the Campus Incentive Plan.	08/27/07	Y	10 to 0
3				
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. <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>61</b>		<b>90,000</b>			<b>90,000</b>
<b>Part 2 Additional Incentives</b>						
<b>2 Principals</b>	<b>1</b>			<b>750</b>		
<b>3 Assistant Principals</b>	<b>2</b>			<b>1500</b>		
<b>4 Teacher Facilitator</b>	<b>3</b>			<b>2250</b>		
<b>5 Teacher Supervisor</b>	<b>0</b>			<b>0</b>		
<b>6 Secretary/Administrative Assistant</b>	<b>1</b>			<b>750</b>		
<b>7 Data Entry Clerk</b>	<b>1</b>			<b>750</b>		
<b>8 Grant Accountant/Bookkeeper</b>	<b>0</b>			<b>0</b>		
<b>9 Evaluator/Evaluation Specialist</b>	<b>0</b>			<b>0</b>		
<b>10 Counselor</b>	<b>2</b>			<b>1500</b>		
<b>11 Social Worker</b>	<b>0</b>			<b>0</b>		
<b>12 Child Care Provider</b>	<b>0</b>			<b>0</b>		
<b>13 Community Liaison/Parent Coordinator</b>	<b>2</b>			<b>1500</b>		
<b>14 Bus Driver</b>	<b>0</b>			<b>0</b>		
<b>15 Cafeteria Staff</b>	<b>8</b>			<b>6000</b>		
<b>16 Librarian</b>	<b>1</b>			<b>750</b>		
<b>17 School Nurse</b>	<b>1</b>			<b>750</b>		
<b>Subtotal Employee Costs</b>						
<b>18 Title: Custodians</b>	<b>7</b>			<b>5250</b>		
<b>19 Title: Clerks</b>	<b>7</b>			<b>5250</b>		
<b>20 Title: Paraprofessional</b>	<b>4</b>			<b>3000</b>		
<b>21 Title: Playground Monitor</b>	<b>0</b>			<b>0</b>		
<b>22</b>	<b>Subtotal Employee Costs</b>		<b>90,000</b>	<b>30,000</b>		<b>120,000</b>
<b>Substitute, Extra-Duty, Benefits</b>						
<b>23 6112</b>	<b>Substitute Pay</b>					
<b>24 6119</b>	<b>Professional Staff Extra-Duty Pay</b>					
<b>25 6121</b>	<b>Support Staff Extra-Duty Pay</b>					
<b>26 6140</b>	<b>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>90,000</b>	<b>30,000</b>		<b>120,000</b>

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