

<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, TAKS-I, TAKS-M, TAKS-Alt, ITBS/Logramos, Aprenda, Student Portfolios, District Benchmark Assessments, End-of-Year Assessments, Value Added Assessments, and other possible measures.</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>▪ Language Arts (9)</li> <li>▪ ESOL (5)</li> <li>▪ Humanities (4)</li> <li>▪ Math (9)</li> <li>▪ Science (6)</li> <li>▪ Soc. Stu. (7)</li> </ul>	<p>TAKS</p> <p>District Benchmarks</p> <p>Departmental Tests</p>	<p>1% increase of students meeting standard on 3 of 5 TAKS 2008 tests (compared to 2007), excluding Special Education.</p> <p>50% of 6<sup>th</sup> and 7<sup>th</sup> grade students must meet the 60% standard on Benchmark 3 in Social Studies and Science.</p>	<p><b>\$922</b></p>
<ul style="list-style-type: none"> <li>▪ Special Education (3)</li> </ul>	<p>TAKS- I</p> <p>TAKS-M</p> <p>TAKS–Alt</p>	<p>20% or more of students met all ARD recommended levels on annual performance testing</p>	<p><b>\$922</b></p>
<ul style="list-style-type: none"> <li>▪ Non-Core Teachers (13)</li> </ul>	<p>Local Tests</p>	<p>75% of students show growth between approved departmental pre-test in the 1<sup>st</sup> six weeks and post-test in the last 6 weeks in Fine Arts/elective courses, and in Fitness Testing (Physical Education courses)</p>	<p><b>\$700</b></p>
		<p>All teachers must meet Criteria I and II to obtain the incentive.</p>	

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

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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>All Teachers (56) (The 56 teachers are the same as those for criteria 1)</p>	<p>TAKS Benchmarks Portfolio requirements</p>	<p>Create, maintain and submit a portfolio containing required criteria related to accountability and collaboration.</p> <p><u>Portfolio Required Criteria – Evidence of:</u></p> <p><b>**Attendance at department meetings 80%</b></p> <p><b>**Lesson Plans (2 each) showing accommodations and modifications for LEP and SPED students</b></p> <p><b>**Participate in 2 Technology Staff Development sessions</b></p> <p><b>**Four peer observations</b></p>	<p align="center"><b>Core = \$922</b></p> <p align="center"><b>Non-Core = \$700</b></p>

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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
1	Assistant Head Custodian	Employee record of attendance was equal to or greater than 95% (excluding staff development days) and a satisfactory performance evaluation	\$438
1	Campus Liaison Clerk	employee record of attendance was equal to or greater than 95% (excluding staff development days) and a satisfactory performance evaluation	\$438
1	Computer Clerk	employee record of attendance was equal to or greater than 95% (excluding staff development days) and a satisfactory performance evaluation	\$438
5	Clerk: Registrar, Attendance, Bookroom, Reception, Parent Liaison	employee record of attendance was equal to or greater than 95% (excluding staff development days) and a satisfactory performance evaluation	\$438
2	Campus Security	employee record of attendance was equal to or greater than 95% (excluding staff development days) and a satisfactory performance evaluation	\$438
4	Custodians	employee record of attendance was equal to or greater than 95% (excluding staff development days) and a satisfactory performance evaluation	\$438
7	Food Services	employee record of attendance was equal to or greater than 95% (excluding staff development days) and a satisfactory performance evaluation	\$438
1	Part time food services (.5)	employee record of attendance was equal to or greater than 95% (excluding staff development days) and a satisfactory performance evaluation	\$236
1	Head Custodian	employee record of attendance was equal to or greater than 95% (excluding staff development days) and a satisfactory performance evaluation	\$438
1	Secretary to Principal	employee record of attendance was equal to or greater than 95% (excluding staff development days) and a satisfactory performance evaluation	\$438
5	Paraprofessionals	Employee record of attendance was equal to or greater than 95% and/or student mentoring and attendance to department meetings, and a satisfactory performance evaluation	\$438

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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	Secondary Math Coach	1% increase of students meeting standard on TAKS 2008 tests (compared to 2007), excluding Special Education, evidence of collaboration, and a satisfactory performance evaluation	\$1000
1	Secondary Literacy Coach	1% increase of students meeting standard on TAKS 2008 tests (compared to 2007), excluding Special Education, evidence of collaboration, and a satisfactory performance evaluation	\$1000
1	Special Education Coach	1% increase of students meeting standard on TAKS 2008 tests (compared to 2007), excluding Special Education, evidence of collaboration, and a satisfactory performance evaluation	\$1000
3	Administrators	1% increase of students meeting standard on TAKS 2008 tests (compared to 2007), excluding Special Education, evidence of collaboration, and a satisfactory performance evaluation	\$1000
1	At-Risk Coordinator	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	\$1000
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	\$1000
1	Nurse	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	\$1000
2 half time	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	\$500
1	Diagnostician	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	\$1000
1	TAKS Coordinator	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	\$1000

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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>
.5	Lead Instructional Coach	1% increase of students meeting standard on TAKS 2008 tests (compared to 2007), excluding Special Education, evidence of collaboration, and a satisfactory performance evaluation	\$500

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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)

Part I monies remaining after distribution payments based on incentives will be divided equally among qualifying teachers.

**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 school 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**

Part II monies remaining after distribution payments based on incentives will be divided equally among qualifying staff.

**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 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 school 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 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 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>Grant Committee met to discuss voting process and criteria requirements for the Campus Incentive Plan.</b>	08/28/07	N	
2	<b>Departments met to vote and discuss criteria requirements.</b>	08/29/07	Y	57 to 0
3	<b>Grant Committee reconvened to report voting results and review/revise plan criteria.</b>	08/29/07	n/a	
4	<b>Grant Committee met for a final revision of the Campus Incentive Plan.</b>	08/30/07	n/a	
5	<b>The Campus Improvement Team (THIS IS THE CAMPUS COMMITTEE) voted to approve the Campus Incentive Plan.</b>	08/30/07	Y	8 to 0
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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<b>Governor's Educator Excellence Award Program – Texas Educator Excellence Grant, Cycle 2</b>	
<b>Schedule #5– Program Budget Summary</b>	
<b>Program Authority:</b> Contingent upon passage of the General Appropriations Act, Article III of the 80 <sup>th</sup> Legislature, 2007, Rider 73	<b>Fund Code</b>  429

**Year 1 Project Period: January 1, 2008 through February 28, 2010**

Class/Object Code and Description			Program Costs		Admin Costs (*Max 5%)	Total Budget
			Part I (Min 75%)	Part II (Max 25%)		
Payroll Costs	5B	6100	97,500	26,000	6,500	130,000
Professional and Contracted Services	5C	6200				
Supplies and Materials	5D	6300				
Other Operating Costs	5E	6400				
Debt Service	5F	6500				
Capital Outlay (Exclusive of 6619 and 6629)	5G	6600				
Building Purchase, Construction, or Improvements	5H	6629				
<b>Total Direct Costs:</b>			97,500	26,000	6,500	130,000
% Indirect Costs						
<b>Total Budgeted Costs:</b>			97,500	26,000	6,500	130,000

<b>Shared Services Arrangement</b>						
6493	Payments to Member Districts of Shared Services Arrangements					

<b>Administrative Cost Calculation (*Must be taken from Part II)</b>	
Enter total amount from Schedule #5 Budget Summary, Last Column, Total Budgeted Costs	130,000
Multiply by 0.05 (5% limit)	X 5%
Enter Maximum Allowable for Administration	6,500
<b>Part 1 Calculation (Min 75%):</b> The amount above under Part 1 cannot be less than the amount listed here.	
Enter total amount from Schedule #5 Budget Summary, Last Column, Total Budgeted Costs x <b>.75</b> =	n/a
<b>Part 2 Calculation (25%) or (20%) if administrative costs are taken:</b>	
Enter total amount from Schedule #5 Budget Summary, Last Column, Total Budgeted Costs x <b>.25 or .20</b> =	n/a

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**Governor's Educator Excellence Award Program – Texas Educator Excellence Grant, Cycle 2  
Schedule #5B–Payroll Costs (6100)**

<b>Budgeted Costs</b>						
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</b>	<b>Classroom Teachers</b>	<b>56</b>		<b>97,500</b>		<b>97,500</b>
<b>Part 2 Additional Incentives</b>						
<b>2</b>	<b>Principals</b>	<b>1</b>			1000	1000
<b>3</b>	<b>Assistant Principals</b>	<b>2</b>			2000	2000
<b>4</b>	<b>Instructional Coaches</b>	<b>3</b>			3000	3000
<b>5</b>	<b>Teacher Supervisor</b>	<b>0</b>				
<b>6</b>	<b>Secretary/Administrative Assistant</b>	<b>1</b>			438	438
<b>7</b>	<b>Data Entry Clerk</b>	<b>1</b>			438	<b>438</b>
<b>8</b>	<b>Grant Monitors</b>	<b>13</b>			<b>6500</b>	<b>6500</b>
<b>9</b>	<b>At-Risk Coordinator</b>	<b>1</b>			1000	<b>1000</b>
<b>10</b>	<b>Counselor</b>	<b>2</b>			2000	2000
<b>11</b>	<b>Diagnostician</b>	<b>1</b>			1000	<b>1000</b>
<b>12</b>	<b>TAKS Coordinator</b>	<b>1</b>			1000	<b>1000</b>
<b>13</b>	<b>Community Liaison/Parent Coordinator</b>	<b>1</b>			438	<b>438</b>
<b>14</b>	<b>Campus Officer / Patrol</b>	<b>2</b>			876	<b>876</b>
<b>15</b>	<b>Cafeteria Staff</b>	<b>7</b>	<b>1</b>		3302	3302
<b>16</b>	<b>Librarians – 2 half-time</b>		<b>2</b>		1000	1000
<b>17</b>	<b>School Nurse</b>	<b>1</b>			1000	1000
<b>18</b>	<b>Title: Custodians</b>	<b>6</b>			2628	2628
<b>19</b>	<b>Title: Clerks</b>	<b>5</b>			2190	2190
<b>20</b>	<b>Title: Paraprofessional</b>	<b>5</b>			2190	2190
<b>21</b>	<b>Title: Lead Instructional Coach</b>		<b>1</b>		500	500
<b>22</b>	<b>Subtotal Employee Costs</b>			<b>97,500</b>	<b>26,000</b>	<b>6500</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>26</b>	<b>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>97,500</b>	<b>26,000</b>	<b>6500</b>

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