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TEAS EDUCATION AGENCY  
Grant Application System (SAS)

H.R. MOYE

Campus Name

071902

County District No.

by telephone/FAX on \_\_\_\_\_  
by \_\_\_\_\_ of TEA.

School Year 2008-2009 through  
2009-2010

Amendment No

**Texas Educator Excellence Grant, Cycle 3**

**Schedule #4—Program Requirements**

**Part 1: Grant Program Information**

**Summary of Program**

**Purpose and Goals**

The purpose of the TEEG, Cycle 3 is to achieve higher levels of student academic performance. The goals of the program are to create a financial incentive system for educators and increase student academic achievement.

**Allowable Activities**

**Part I Funds (Teacher Incentives)**

Funds under Part I (no less than 75 percent of the total grant allocation) may be spent as follows:

**Teacher Incentives**

1. Incentives awarded under this part may be used only for classroom teachers.
2. To the extent practicable, incentives should not be less than \$3,000 or greater than \$10,000 per teacher, unless otherwise justified.
3. **Incentives must only be awarded to teachers that meet Part I criteria one and two.**
4. Incentives may be awarded to teachers that, in addition to meeting program criteria one and two, also meet program criteria three and/or four.
5. Incentives under this part must be distributed to teachers no later than October 15, 2009, however based on the data sources/measures used an extension can be requested and approved on a case by case basis.

**Part II Funds (Additional Incentives)**

Funds under Part II (no more than 25 percent of the total grant allocation) may be used to grant incentives not funded through local, state, or federal funds. Part II funds can be used for:

**Additional Campus Faculty and Staff**

1. Incentive payments to campus faculty and staff other than classroom teachers (i.e., principals, assistant principals, teachers not eligible for incentives under classroom teacher definitions including counselors, speech therapists, instructional coaches, teacher's aides, nurses, librarians, members of the custodial staff), and other campus employees who have contributed to improved student achievement. *Note: Additional incentives may not be spent on employees whose primary responsibility is athletic activity supervision or superintendents.*

**Classroom Teachers**

1. Incentive payments to classroom teachers using the criteria and performance levels established under Part I.

**Other Campuses**

1. Eligible campuses may choose to extend funding to feeder campuses not assigned accountability ratings (i.e. a K-2 campus).

**Professional Development**

1. Professional development for classroom teachers that did not qualify for an award under Part I of the campus incentive plan.
2. Reimbursement of funds for professional development activities that improve classroom instruction and student achievement.



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Amendment No

**Texas Educator Excellence Grant, Cycle 3**

**Schedule #4—Program Requirements**

**Part 1: Grant Program Information (continued)**

**Summary of Program**

**Allowable Activities**

**Signing Bonuses**

1. Signing bonuses for classroom teachers new to the campus assigned to teach in subject areas designated by the Commissioner and/or the local school district as high-need.

**Mentoring Programs**

1. Teacher mentoring programs approved by the Commissioner (Appendix E: Approved Beginning Teacher Induction and Mentoring Program Providers).
2. Mentor teachers on the same campus, and if possible, teaching in the same subject matter, who:
  - have three or more years of teaching experience;
  - have demonstrated a proven record of engaging students and improving student performance; and
  - are trained in mentor programs approved by the Commissioner and the local school district.

**New Teacher Induction Programs**

1. Activities that support new teacher induction programs.

**Common Planning Time and Curriculum Development**

1. Activities that support common planning time and curriculum development.

**Teacher Stipends**

1. Stipends to teachers that:
  - participate in after-school or Saturday programs;
  - are certified in the main subject area in which they teach; and/or
  - hold certain postgraduate degrees (excluding education administration, mid-management, and superintendency certifications).

**Other Programs**

1. Other programs that contribute directly to improved student achievement.
2. Other programs designed to recruit and retain highly effective teachers.

**Other Activities**

1. Other activities that create and/or further the goals of incentive systems designed to improve student achievement including extending incentive program.



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**TEXAS EDUCATION AGENCY  
Standard Application System (SAS)**

**School Year 2008-2009 through  
2009-2010**

H.R. MOYE

Campus Name

071902

County District No.

Amendment No

**Texas Educator Excellence Grant, Cycle 3**

**Schedule #4B-Program Description: Part I Campus Incentive Plan**

**Criterion 1:** Teacher has a record of improving student performance using objective, quantifiable measures. **Required.** (Minimum of 75 percent of total grant allocation).

**Acceptable Data Sources/Measures:** TAKS, ITBS/Logramos, Aprenda, Advanced Placement assessments, Student Portfolios, Local Benchmark Assessments, summative assessments, End-of-Year Assessments, Value Added Assessments, Others possible

**Unacceptable Data Sources/Measures:** SDAA, SDAAI, TPRI, PDAS ratings, Teacher Attendance, Campus Ratings (i.e., AYP ratings, AEIS ratings, etc Student Attendance.), Others possible

This page may be duplicated as many times as needed to provide all information required for Criterion 1.

Teacher Type(s)	Data Source(s)/ Measure(s)	Performance Level(s) <i>Be Sure to: Review each measure against Appendix D, and include: frequency (bi-weekly, monthly, etc.) and duration (i.e., each semester, annually, etc.)</i>	Incentive Amount	Includes Fringe Benefits
Grade: Pre-K <b>(6 teachers)</b>	Language and Literacy Development in addition to basic development of math skills.	Reading /Recognition of Letters, colors, days of the week, and months with 85% of students <b>within the grade level</b> showing mastery of skills. Math/Recognition of Numbers and Shapes, oral counting to 20 with 85% of students showing mastery of skills.	\$1,000	<input checked="" type="checkbox"/> <b>Yes</b>
Subject/Function: Literacy				<input type="checkbox"/> <b>No</b>
Grade: K-2 <b>(18 teachers)</b>	Developmental Reading Assessment	A 5% growth from EOY 2008 and EOY 2009 <b>within the grade level</b> in each of the following areas must be attained: TPRI / Tejas Lee Comprehensive Reading Graphonemic Awareness and Phonemic Awareness Comprehensive Math/ Oral counting 1 - 50 Comprehensive Math/Number Recognition - 1-20	\$1,000	<input checked="" type="checkbox"/> <b>Yes</b>
Subject/Function: All Subjects				<input type="checkbox"/> <b>No</b>
Grade: 3-5 and Special Education All grades <b>(16 teachers)</b>	TAKS-A and TAKS-M, Reading TAKS, Math TAKS, TELPAS	Performance Level: A .01% growth <b>within the grade level</b> from final TAKS, TAKS-A and TAKS-M scores obtained in 2008 and final TAKS scores obtained in 2009 in each of the following areas must be attained: Reading TAKS, Math TAKS, TELPAS - one year's growth (one level to the next).	\$1,000	<input checked="" type="checkbox"/> <b>Yes</b>
Subject/Function: Regular and Special Ed				<input type="checkbox"/> <b>No</b>



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Performance Level: A 5% growth within the grade level from final TAKS, TAKS-A and TAKS-M scores obtained in 2008 and final TAKS scores obtained in 2009 in each of the following areas must be attained:  
 Reading TAKS, Math TAKS, and/or value added assessments (INOVA)

\$1,000

**Yes**  
 **No**

<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 2008-2009 through          2009-2010</b></p>	<p>_____ <b>H.R. MOYE</b> _____          Campus Name</p> <p>_____ <b>071902</b> _____          County District No.</p> <p>_____ _____          Amendment No</p>
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**Texas Educator Excellence Grant, Cycle 3**

**Schedule #4B-Program Description: Part I Campus Incentive Plan**

<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> (Minimum of 75 percent of total grant allocation).</p>	<p><b>Acceptable Measures:</b> Participation in campus-based professional development or instructional/curricular planning; team teaching and classroom observation activities; teacher attendance (at academic 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> PDAS ratings; Student tutoring; PTA Meetings; student performance measures; teacher daily attendance (to school); student attendance; individual planning time; participation in extracurricular activities not related to improved academic performance; Other possible</p>
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Teacher Type(s)	Data Source(s)/ Measure(s)	Performance Level(s) <i>Be Sure to: Review each measure against Appendix D, and include: frequency (bi-weekly, monthly, etc.) and duration (i.e., each semester, annually, etc.)</i>	Incentive Amount	Include s Fringe Benefits
<input checked="" type="checkbox"/> All 40 Teachers identified under Criterion 1	Sign-in sheets	Teacher mentoring, induction, or coaching; collaboration with other teachers on development of lessons (GLM's). <b>A minimum of 30 documented meetings for the 2008-2009 school year. (any planning meetings)</b>	\$687	<input checked="" type="checkbox"/> <b>Yes</b> <input type="checkbox"/> <b>No</b>
All Teachers identified under Criterion 1				<input type="checkbox"/> <b>Yes</b> <input type="checkbox"/> <b>No</b>
<input type="checkbox"/> Select teacher under Criterion 1				<input type="checkbox"/> <b>Yes</b> <input type="checkbox"/> <b>No</b>
Grade: _____	Subject/Function: _____			<input type="checkbox"/> <b>Yes</b> <input type="checkbox"/> <b>No</b>

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Application System (SAS)

Year 2008-2009 through  
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**Texas Educator Excellence Grant, Cycle 3**

**Schedule #4B-Program Description: Part II Campus Incentive Plan**

Number of Positions	Actual Staff Position(s) (do not include individual names, list position type/title – do not group by paraprofessional or office staff)	Performance Level(s)	Maximum Incentive Amount	Includes Fringe Benefits
1	Nurse	Two community health programs to promote improving attendance for the school year 2008-2009	\$240	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
1	Special Education Coach	5% Improvement in TAKS scores for special population in Reading, Writing and Math.	\$524	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
1	Elementary Bilingual Literacy	3rd, 4th, and 5 <sup>th</sup> grade (LEP) students receive 5% increase in Reading TAKS scores.	\$524	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
1	Elementary Math Coach	3rd, 4th, and 5 <sup>th</sup> grade students receive 5% increase in Math TAKS scores.	\$524	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
1	Elementary Literacy Coach	3rd, 4th, and 5 <sup>th</sup> grade students receive 5% increase in Reading TAKS scores.	\$524	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
1	Reading First Coach	A 5% growth from EOY 2008 and EOY 2009 in each of the following areas must be attained: TPRI / Tejas Lee Comprehensive Reading Graphonemic Awareness and Phonemic Awareness in addition a 5% increase in 3 <sup>rd</sup> grade TAKS Reading .	\$524	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
13	Paraprofessionals SPED	85% of students showing mastery of skills in Reading -Recognition of Letters, Colors, days of the week, and months and Math -Recognition of Numbers and Shapes, Oral counting to 20.	\$451	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No





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**Texas Educator Excellence Grant, Cycle 3**

**Schedule #5- Program Budget Summary**

**Program Authority:** House Bill 1, General Appropriations Act, Article III of the 80<sup>th</sup> Legislature, 2007, Rider 72

**Fund Code**

429

**Project Period: October 1, 2008, through February 28, 2010**

Class/Object Code and Description			Program Costs		Admin Costs	Total Budget
			Part I (Min 75%)	Part II (Max 25%)	(*Max 5% deducted from Part II Funds)	
Payroll Costs	5B	6100	\$67,500	\$18,000	\$4,350	\$90,000
Professional and Contracted Services	5C	6200				N/A
Supplies and Materials	5D	6300			\$50	\$50
Other Operating Costs	5E	6400			\$100	\$100
Debt Service	5F	6500				
Capital Outlay (Exclusive of 6619 and 6629)	5G	6600/ 15XX *				N/A
Building Purchase, Construction, or Improvements	5H	6629				
<b>Total Direct Costs:</b>			\$67,500	\$18,000	\$4,500	\$90,000
% Indirect Costs						

**Total Budgeted Costs:**

**Administrative Cost Calculation (\*Must be deducted from Part II Funds)**

Enter total amount from Schedule #5 Budget Summary, Last Column, Total Budgeted Costs \$90,000

Multiply by 0.05 (5% maximum limit) or a lesser amount X 05

Enter Amount Allowable for Administrative Costs \$4,500

**Part 1 Calculation (Min 75%):** 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 .75= 67,500

**Part 2 Calculation (25%) or (up to 20%) if maximum administrative costs are taken:**

Enter total amount from Schedule #5 Budget Summary, Last Column, Total Budgeted Costs x .25 or .20= 22,500

\*15XX is used only by non-profit open enrollment charter schools.

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**Texas Educator Excellence Grant, Cycle 3**

**Schedule #5B—Payroll Costs (6100)**

**Budgeted Costs**

Employee Position Titles	#Full-Time Effort	#Part-Time Effort	Program Costs		Admin Costs (*Part II Only)	Total Budget
			Part I (Min 75%)	Part II (*Max 25%)		
<b>Part I Incentive Payments</b>						
1 Classroom Teachers	40		\$67,500			\$90000
<b>Part II Additional Incentives</b>						
2 Principals	1			\$528		\$528
3 Assistant Principals	1			\$525		\$525
4 Counselor	1			\$524		\$524
5 Diagnostician		1		\$322		\$322
6 Librarian	1			\$524		\$524
7 Nurse	1			\$240		\$240
8 Special Ed Coach	1			\$524		\$524
9 Elementary Bilingual Literacy	1			\$524		\$524
10 Math Coach	1			\$524		\$524
11 Literacy Coach	1			\$524		\$524
12 Reading First Coach	1			\$524		\$524
12 Speech Pathologist		1		\$322		\$322
15 Paraprofessionals	13			\$5,863		\$5,863
16 Secretary / Clerks	4			\$1,120		\$1,120
17 Head Custodian, Assistant and Custodians	5			\$1,400		\$1,400
13 PE Coaches	3			\$1,572		\$1,572
18 Cafeteria Staff	3			\$840		\$840
19 Part Time Personnel		8		\$1,600		\$1,600
<b>Other Employee Positions</b>						
20 Title: Program Assistant					\$3850	
21 Title:						
22	Subtotal Employee Costs		\$67,500	\$18,000	\$3850	\$90,000
<b>Substitute, Extra-Duty, Benefits**</b>						
23 6112	Substitute Pay					
24 6119	Professional Staff Extra-Duty Pay					
25 6121	Support Staff Extra-Duty Pay					
26 6140	Employee Benefits**				\$500	
27 6399	Supplies				\$50	
28 6400	In City Travel				\$100	
29	Subtotal Substitute, Extra-Duty, Benefits Costs				\$650	
30	Grand Total Payroll Budget (line 22 + line 27)		\$67,500	\$18,000	\$4,500	\$90,000

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

\*\*Indicate the benefit amounts to be charged to the grant.



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**Texas Educator Excellence Grant, Cycle 3**

**Program Budget**

**Schedule #5D - Supplies and Materials (6300)**

**Budgeted Costs**

Class/Object Code and Description	Program Costs		Admin Costs (*Part II Only)	Total Budget
	Part I (Min 75%)	Part II (*Max 25%)		
<b>6300</b>	<b>Supplies and Materials</b>			
6310	Maintenance and/or Operations Supplies and Materials			
6320	Textbooks and Other Reading Materials (6321/6329)			
6339	Testing Materials			
6340	District Food Service (6341/Food, 6342/Non-Food, 6349/Supplies)			
6399	General Supplies and Materials		\$50.00	\$50.00
6400	In City Travel		\$100.00	\$100.00

**Subtotal**

**Program Supplies and Materials:**

**6399 Hardware and Equipment Not Capitalized**

**Computer Hardware Not Capitalized**

#	Type	Purpose	Quantity				
1							
2							
3							
4							
5							
6							
7							
8							

**Other Equipment Not Capitalized**

#	Type	Purpose	Quantity				
1							
2							
3							
4							
5							

**Subtotal**

**Hardware and Equipment Not Capitalized:**

**Grand Total**

**Supplies and Materials Budget:**

\$150

\$150



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071902

County District No.

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Amendment No

**Texas Educator Excellence Grant, Cycle 3**

**Schedule #4B-Program Description: Additional Program Requirements**

**Part I: 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.)

1.  Part I funds not awarded will be redistributed equally among all Part I teachers that met the required plan criteria (at a minimum met criteria #1 and #2) until all remaining funds are distributed.
2.  Part I funds not awarded will be redistributed using the below procedure among the following Part I teachers that met the required plan criteria (at a minimum met criteria #1 and #2), until all remaining funds are distributed.

**Explain the criteria necessary to qualify for redistributed funds (include any language that excludes teachers from receipt of redistributed funds, i.e., teacher retires, transfers to another campus during the grant year, and/or does not return to the campus the year following the grant award and include any language that "caps" or limits the amount to be redistributed):**

**Contingency Plan for teachers:**

- Budgeted funds that are not distributed in Part I will be redistributed equally among the teachers that met one or more of all 4 criterions. The maximum cap, in the event of a re-distribution, is twice the amount of the maximum award established per teacher.
- Teachers who are filling vacancies of previous allotted positions qualify to receive an incentive if they meet one or more of all four criterions as identified in the grant application; however, they will receive a pro-rated incentive based on the number of days they were on duty at the campus. They must remain on site until the last day of school year 2009.
- All teachers who complete the entire school year but transfer retire or leave the campus at the end of the term, will be eligible to receive the incentive.

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

- Teacher will not qualify if they are added as additional staff since they were not included in the original proposal.
- Teachers who leave their teaching assignment for any reason (i.e. resign, transfer (voluntary or involuntary, etc.) prior to the end of the 2008-2009 school term, irregardless of how many prior years they were at the campus.
- Teachers with any disciplinary actions and who are removed from the campus for 30 or more calendar days have not contributed 100% to the four criteria for the entire school year of 2008-2009 and will be disqualified.



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Campus Name

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County District No.

by \_\_\_\_\_ of TEA.

Amendment No

**Texas Educator Excellence Grant, Cycle 3**

**Schedule #4B-Program Description: Additional Program Requirements**

**Part II: 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 II Contingency Plan Funds** (These funds **cannot** be used for incentives to staff that did not qualify for awards under either Part I and/or Part II criteria.)

1.  **X** Part II funds not awarded will be redistributed equally among all Part II staff that met the required plan criteria until all remaining funds are distributed.
2.  Part II funds not awarded will be redistributed using the below procedure among the following Part I and/or Part II staff that met the required plan criteria, until all remaining funds are distributed. Also be sure to indicate if any funds will be used for other allowable Part II activities (i.e., professional development).

**Explain the criteria necessary to qualify for redistributed funds (include any language that excludes campus staff from receipt of redistributed funds, i.e., campus staff person retires, transfers to another campus during the grant year, and/or does not return to the campus the year following the grant award and include any language that "caps" or limits the amount to be redistributed):**

**Contingency Plan for administration and support staff:**

- 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. The maximum cap, in the event of a re-distribution, is twice the amount of the maximum award established per person.
- Staff who are filling vacancies of previous allotted positions qualify to receive an incentive if they meet the criteria as specified in Part II; however, they will receive a pro-rated incentive based on the number of days they were on duty. They must remain on site until the last day of school year 2009.
- All staff who complete the entire school year but transfer, retire or leave the campus at the end of the term, will be eligible to receive the incentive.

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

- Staff will not qualify if they are added as additional personnel since they were not included in the original proposal.
- Staff who leave their position for any reason (i.e. resign, transfer (voluntary or involuntary), etc.) at the campus prior to the end of the entire 2008-2009 school term, irregardless of the amount of prior years they are at a campus.

**Clarification**

- Exemption to the attendance is due to major medical reasons (i.e. cancer, workman\$ comp injury, pregnancy)
- Satisfactory evaluation means all indicators were met. If any performance indicator falls below expectations, this disqualifies staff under Part II.