

**Memorial Middle School  
Texas Educator Excellence Award Program  
2007 – 2008 Stipend Pay Application**

**Part I**

**Teaching Staff – 82% of award money**

- **Teachers can qualify for Criterion I, II, and III**  
*(For the purpose of this grant a classroom teacher means “an educator who is employed by a school district and who, not less than average of four hours each day, teaches in an academic setting or a career and technology instructional setting.”)*
- **Award is based on 2007-2008 data**
- **Any qualifying applicant must be teaching at the qualifying campus at application submission time (2007-2008 school year).**

**Criterion I**

	<b>Teacher Type</b>	<b>Data Source</b>	<b>Performance Level(s)</b>	<b>Award Amt.</b>
<b>Improving Student Achievement</b>	Core Area Teachers	Demonstrate student success on TAKS.	80% - 100%	\$400.00
	Special Education Teachers	Demonstrate student success on Special Education T.E.A. approved testing.	80% - 100%	\$400.00
	ESL Teachers	Demonstrate student success on TELPAS testing	80% - 100%	\$400.00
	Core-area department teachers.	Demonstrate student success in improving their students' performance on TAKS.	75% - 100%	\$300.00
	Elective Teachers	Demonstrate student success on TAKS for a select group of at-risk students.	50% - 100%	\$200.00

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**Criterion II**

Collaboration with Faculty and Staff	Teacher Type	Data Source	Performance Level(s)	Award Amt.
	All Teachers	Team minutes, lesson plans	Implementation of Academic Advisory activities that contribute to student success.	\$200.00
	All Teachers	Team minutes, department meeting minutes	Participation in curriculum development sessions including team planning, department meetings, and weekly grade level planning	\$200.00
	All Teachers	Lesson plans	Participating in the Campus Inclusion Program.	\$175.00

**Criterion III**

	Teacher Type	Data Source	Performance Level(s)	Award Amt.	
Teacher Initiative	All Teachers	Certificates of attendance, rosters and sign-in sheets	Participated in twelve hours of Professional Development Activities tied to Campus Initiatives ( <i>does not include regular campus staff development</i> ) as evidenced by certificates and/or badges from conferences and workshops. Initiatives include: <ul style="list-style-type: none"> <li>• College Board Training</li> <li>• Professional Development related to student achievement</li> <li>• Professional Conferences directly related to courses taught</li> <li>• Parental Involvement Conference.</li> <li>• Technology Conference</li> <li>• District staff development opportunities (off contract)</li> <li>• Other opportunities as approved by the Campus Principal.</li> </ul>	\$200.00	
	All Teachers	Student rosters	Work with AMI/ARI teachers to provide additional tutorials to identified at-risk students that are not served by an “after-school” program.	\$ 200.00	
	All Teachers	Campus TEA Rating	Acceptable		\$100.00
			Recognized		\$250.00
		Exemplary		\$350.00	

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**Part II**

<b>Other Campus Staff – 18% of award money</b>				
<b>Other Campus Staff</b>	<b>Number of Positions</b>	<b>Actual Staff Positions</b>	<b>Performance Levels</b>	<b>Maximum Incentive Amount</b>
	8	Cafeteria worker	Collaborates with the staff to assure that all students receive appropriate nutrition during State testing days.	\$100.00
	2	Security Guard	Mentor at least two at-risk students to students to improve attendance to all classes.	\$225.00
	8	Custodian	Provide a clean and orderly environment and receive no more than two infractions.	\$150.00
	11	Paraprofessional	Mentor at least two special needs students through out the school year.	\$500.00
	1	Attendance Clerk	Provides a list of student attendance and makes phone calls to those who are absent.	\$450.00
	1	Registrar	Assists in coordination of meals for teachers and students during TAKS testing.	\$450.00
	1	Campus Technician	Complete all work orders with no more than one week response time.	\$500.00
	1	Campus Secretary	Provides staff and students with instructional materials and meals.	\$550.00
	1	Receptionist	Assists in location of students during TAKS and helps direct them to their appropriate homeroom.	\$450.00
	6	AMI/ARI Teacher	Coordinate with instructional intervention team to improve student achievement on TAKS Reading and Math.	\$500.00
	2	Part time Teacher	Demonstrate student success on TAKS for a select group of at-risk students.	\$500.00
	1	Nurse	Provide at least one lesson on “wellness” topics per quarter to Health classes.	\$200.00
	1	Academic Facilitator	Assist teachers in the desegregation of TAKS data and assist in monitoring student benchmark progress through out the year.	\$800.00
	1	Librarian	Assist core subject area teachers with projects that will assure student success. (examples: Accelerated Reader, virtual field trips, etc.)	\$400.00
	1	Diagnostician	Coordinate with instructional intervention team to improve student achievement on State Assessments.	\$200.00
	2	Counselor	Enhances the character development curriculum by promoting at least one school-wide project per semester.	\$850.00
	2	Assistant Principal	Facilitates at least five parent/teacher conferences to assist students with academic achievement.	\$1000.00
1	Principal	Collaborates with local educational community stake holders to improve student success.	\$1400.00	

*It should be understood that performance pay is based on the availability of funds.*

*(82%) After awarding funds to new teachers eligible to receive Criterion 1 monies, any remaining funds from original grant will be awarded and distributed equally to those eligible at Criterion I, and Criterion II.*

*(18%) Any remaining funds from original grant will be awarded and distributed for staff development and equipment to improve the overall performance in the campus.*