

<p>For TEA Use Only Adjustments and/or annotations made on this have been confirmed with _____</p> <p>by telephone/FAX on _____ by _____ of TEA.</p>	<p>TEXAS EDUCATION AGENCY Standard Application System (SAS)</p> <p>School Year 2007-2008 through 2008-2009</p>	<p>031903 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>Criterion 1: Teacher has a record of improving student performance using objective, quantifiable measures. (Required)</p>	<p>Acceptable Data Sources/Measures: TAKS, TPRI, SDAA, ITBS/Logramos, Aprenda, Student Portfolios, Local Benchmark Assessments, End-of-Year Assessments, Value Added Assessments, Others possible</p> <p>Unacceptable Data Sources/Measures: Teacher Attendance, Campus Rating, Student Attendance</p>
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Teacher Type	Data Sources and Measures	Performance Levels	Incentive Amount
Math & ELA 6 th , 7 th and 8 th	TAKS	Percent passing rate in Core Subject Area by Individual Teacher Level 1 75 – 80% Level 2 80 – 89% Level 3 90 % +	Level 1 \$ 500 Level 2 \$600 Level 3 \$700
Social Studies & Science 8 th Grade	TAKS/TAKS – I	Percent passing rate in Social Studies & Science by Individual Teacher Core Subject Area Level 1 60 – 70% Level 2 70 – 80% Level 3 80 % +	Level 1 \$500 Level 2 \$600 Level 3 \$700

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This page may be duplicated as many times as needed to provide all information required for Criterion 2.

<p>Criterion 2: Teacher has a record of collaboration with faculty and staff that contributes to improving overall campus student achievement. (Required)</p>	<p>Acceptable Measures: 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>Unacceptable Measures: 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 Full Time Teachers	Meeting Minutes, Lesson Plans	Collaboration with faculty and staff that contribute to student performance. Such as: <ul style="list-style-type: none"> • Daily implementation of Academic Advisory activities • Participation in curriculum development sessions including team planning, department meetings, weekly grade level planning, and evaluation of advisory curriculum • Sharing lesson plans as appropriate 	\$200
Math & ELA 6 th , 7 th and 8 th	TAKS	Core department has demonstrated overall high levels of academic performance through their collaborative efforts as well as the vertical and horizontal alignment of curriculum. Level 1 75 – 89% Level 2 90%+	Level 1: \$100 Level 2: \$250
Social Studies & Science 6 th , 7 th and 8 th	TAKS/TAKS – I	Core department has demonstrated overall high levels of academic performance through their collaborative efforts as well as the vertical and horizontal alignment of curriculum. Level 1 60 – 70% Level 2 70 – 80% Level 3 80 % +	Level 1 \$100 Level 2 \$200 Level 3 \$250

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This page may be duplicated as many times as needed to provide all information required for Criterion 3.

<p>Criterion 3: Teacher demonstrates ongoing initiative, commitment, professionalism, personalization, and involvement in other activities that directly result in improved student performance. (Optional)</p>	<p>Acceptable Measures: Participation in student tutoring or after-school programs focused on student learning; participation in parent involvement programs; district leadership of planning activities involving curriculum or instructional programs; teacher attendance; others measures that demonstrate commitment, professionalism, personalization, and involvement.</p> <p>Unacceptable Measures: Student attendance; parent attendance at parent involvement activities; participation in extracurricular activities not related to improved student academic performance.</p>
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Teacher Type	Data Sources and Measures	Performance Levels	Incentive Amount
All Full time Teachers	Sign In sheets Teacher Logs	Active members of a committee or sponsor a group of students outside school hours without supplemental pay. A minimum of 5 activities that support student achievement as approved by principal	\$200
All Full time Teachers	Attendance Logs / Teacher Daily Sign ins	Absences to total no more than 3 days 2 nd semester (Excluding: Jury, Military, FMLA, School Business, Death in Immediate Family – DEC Policy)	\$200
All Full Time Teachers	Accountability Rating	Level 1 - Acceptable - \$100 Level 2 - Recognized - \$200 Level 3 - Exemplary - \$300	Level 1 - \$100 Level 2 - \$200 Level 3 - \$300

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<p>Part II Additional Incentives to Campus Faculty and Staff</p>	<p>Potential Staff Positions: 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 not 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	Cafeteria Personnel	<ul style="list-style-type: none"> • Campus Rating must be at minimum acceptable • Evaluation must be satisfactory or better on each area criterion • 97% or better attendance second semester • Professional Staff: Active member of committee or sponsor a group of students outside school hours with out supplemental pay (a minimum 5 campus activities approved by principal) • Applicant must be assigned at qualifying campus at time of application submission time • Applicant must be assigned at qualifying campus for 1 year before being eligible 	\$100
1	Part-Time Custodian	Same as above	\$150
7	Custodian	Same as above	\$300
1	Part Time Para	Same as above	\$250
1	Receptionist	Same as above	\$400
1	Attendance Clerk	Same as above	\$400
1	Registrar	Same as above	\$400
1	Library Clerk	Same as above	\$400
1	Campus Tech	Same as above	\$500
10	Paraprofessionals	Same as above	\$500
1	Campus Secretary	Same as above	\$600

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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	Nurse	<ul style="list-style-type: none"> A minimum of 5 activities that support student achievement as approved by principal 	\$500
1	Split Teacher	<ul style="list-style-type: none"> A minimum of 5 activities that support student achievement as approved by principal 	\$550 (VMS Home Campus)
1	Librarian	<ul style="list-style-type: none"> A minimum of 5 activities that support student achievement as approved by principal 	\$750
1	Diagnostician	<ul style="list-style-type: none"> A minimum of 5 activities that support student achievement as approved by principal 	\$750
2	Academic Counselor	<ul style="list-style-type: none"> A minimum of 5 activities that support student achievement as approved by principal 	\$1000
1	Instructional Facilitator	<ul style="list-style-type: none"> A minimum of 5 activities that support student achievement as approved by principal 	\$2000
2	Asst. Principal	<ul style="list-style-type: none"> A minimum of 5 activities that support student achievement as approved by principal 	\$2300
1	Principal	<ul style="list-style-type: none"> A minimum of 5 activities that support student achievement as approved by principal 	\$3000