



Grade: (3) 2 <sup>nd</sup>	DRA2/EDL2 EOY Math	Based on End of Year district preliminary analyses, $\geq 50\%$ of all students will advance at least 6 DRA levels OR $\geq 50\%$ of students will pass their EOY Math test in the 2008-2009 school year.	\$1,200	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Subject/Function: All Subjects				
Grade: (4) 3 <sup>rd</sup>	TAKS Reading TAKS Math End-of-Year (EOY) Science EOY Writing	Based on End of Year district preliminary analyses, $\geq 70\%$ of all students counted in October PEIMS Data who are required to take TAKS will pass Reading or Math OR $\geq 60\%$ will pass EOY Science or $\geq 70\%$ will pass EOY Writing in the 2008-2009 school year.	\$1,200	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Subject/Function: All Subjects				
Grade: (3) 4 <sup>th</sup>	TAKS Reading TAKS Writing TAKS Math EOY Science	Based on End of Year district preliminary analyses, $\geq 70\%$ of all students counted in October PEIMS Data who are required to take TAKS will pass Reading or Writing or Math OR $\geq 60\%$ will pass End-of-Year Science in the 2008-2009 school year.	\$1,200	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Subject/Function: All Subjects				
Grade: (4) 5 <sup>th</sup>	TAKS Reading TAKS Math TAKS Science	Based on End of Year district preliminary analyses, $\geq 70\%$ of all students counted in October PEIMS Data who are required to take TAKS will pass Reading or Math or Science in the 2008-2009 school year.	\$1,200	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Subject/Function: All Subjects				
Grade: (3) 6 <sup>th</sup>	TAKS Reading TAKS Math EOY Science EOY Writing	Based on End of Year district preliminary analyses, $\geq 70\%$ of all students counted in October PEIMS Data who are required to take TAKS will pass Reading or Math OR $\geq 60\%$ will pass EOY Science or $\geq 70\%$ will pass EOY Writing in the 2008-2009 school year.	\$1,200	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Subject/Function: All Subjects				
Grade: 1 <sup>st</sup> – 3 <sup>rd</sup>	DRA2/EDL2 EOY Math TAKS  TELPAS	Teacher is teaching grade level TEKS to support the DRA2/EDL2; EOY Math and/or TAKS at that grade level and will be awarded proportionally by the grade level assessment performance in the 2008-2009 school year.	\$1,200	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Subject/Function: English Second Language				

Grade: 4 <sup>th</sup> – 6 <sup>th</sup>	TAKS	Teacher is teaching grade level TEKS to support the TAKS at that grade level and will be awarded proportionally by the grade level assessment performance in the 2008-2009 school year.	\$1,200	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Subject/Function: English Second Language				
Grade: K – 6 <sup>th</sup>	TAKS TELPAS	Based on End of Year district preliminary analyses, $\geq 55\%$ of LEP students will score High or Adv High on TELPAS Reading or Writing or $\geq 60\%$ will advance one level in TELPAS Reading or Writing or $\geq 70\%$ of students will pass Spanish Reading TAKS or $\geq 55\%$ will pass Spanish Math in the 2008-2009 school year.	\$1,200	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Subject/Function: Bilingual				
Grade: 1 <sup>st</sup> – 6 <sup>th</sup>	DRA2/EDL2 EOY Math TAKS	Listed teachers are teaching grade level TEKS to support the DRA2/EDL2/EOY Math and TAKS at 1 <sup>st</sup> – 6 <sup>th</sup> grades and will be awarded proportionally by the grade level assessment performance in the 2008-2009 school year.	\$1,200	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Subject/Function: Music; Phys. Ed.; Art				
Grade: 1 <sup>st</sup> – 6 <sup>th</sup> Subject/Function: Special Education	TAKS TAKS Accommodated TAKS Modified Individual Educational Plan	$\geq 75\%$ of special education students will pass reading or $\geq 60\%$ pass math or $\geq 50\%$ of students will pass science TAKS, or $\geq 75\%$ of students will meet IEP goals in the 2008-2009 school year.	\$1,200	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

\*Maximum award is \$1,200/teacher for Criteria 1 (Iris Adams – TEA)

<p style="text-align: center;"><b>For TEA Use Only</b></p> <p>Adjustments and/or annotations made on this have been confirmed with _____</p> <p>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 style="text-align: right;">_____ So. Davis Elementary Campus Name</p> <p style="text-align: right;">_____ 220-901 County District No.</p> <p style="text-align: right;">_____ 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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This page may be duplicated as many times as needed to provide all information required for Criterion 2.

Teacher Type(s)	Data Source(s)/ Measure(s)	Performance Level(s)	Incentive Amount	Includes Fringe Benefits
<p><input checked="" type="checkbox"/> All Teachers identified under Criterion 1</p>	<p>Staff Development; ERO Transcript; Faculty Meeting Sign In Sheets; Grade Level Mtg. Agendas &amp; Sign In Sheets; Curriculum Committee Sign In Sheets</p>	<p><i>Be Sure to:</i> Review each measure against Appendix D, and <i>include:</i> frequency (bi-weekly, monthly, etc.) and duration (i.e., each semester, annually, etc.)</p> <p>In the 2008-2009 school year, all teachers will attend and participate in 6 additional hours of Staff Development beyond the required 12 hours. They will also share knowledge gained at Instructional Meetings.</p> <p>Staff development will be paid for by other funding sources or will be campus based.</p>	<p>\$800</p>	<p><input type="checkbox"/> Yes</p> <p><input checked="" type="checkbox"/> No</p>
<p><input type="checkbox"/> Select teacher under Criterion 1</p>				<p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p>
<p>Grade: _____</p>	<p>Subject/Function : _____</p>			<p><input type="checkbox"/> No</p>

<p align="center"><b>For TEA Use Only</b></p> <p>Adjustments and/or annotations made on this have been confirmed with <u>Sylvia Nichols</u></p> <p>by telephone/FAX on <u>11/25/08</u></p> <p>by <u>Iris Adams</u> 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 align="right"><u>So. Davis Elementary</u> Campus Name</p> <p align="right"><u>220-901</u> County District No.</p> <p align="right">_____ Amendment No</p>
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**exas Educator Excellence Grant, Cycle 3**

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

**Part II Additional Incentives to Campus Faculty and Staff** (*Maximum 25 percent of total grant allocation*).

**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 contributed to increased student achievement, funding may **not** be used for athletics.

**Acceptable Measures:** Participation in campus-based professional development or instructional/curricular planning; team teaching and classroom observation activities; attendance (at academic activities, excluding faculty meetings); mentoring, induction, or coaching; collaboration with other campus staff; 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; others measures that demonstrate improved student achievement; job-performance related evaluation ratings for non-teaching and non-administrative staff which exceed Satisfactory; others possible

**Unacceptable Measures:**

- Job-performance related evaluation ratings and daily attendance to school for teachers and administrative staff;
- attendance at PTA and faculty meetings;
- campus-wide ratings (for staff other than campus administration);
- individual planning time;
- participation in extracurricular activities not related to improved academic performance;
- student attendance (for staff other than campus administration); and
- others possible.

This page may be duplicated as many times as needed to provide all information required for Part II Incentives.

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
5 *	Principal Assistant Principal Librarian Counselor Instructional Facilitator	In the 2008-2009 school year, staff will select one student and serve as that student’s mentor* for the school year. A record will be kept of all meeting times and a brief summary of what was discussed and a plan of action to assist the student will be made, if needed.  * All Professional Staff-Mentoring will require a <b>minimum of 20 contacts a year</b> (or 2 times per Month), with a contact log kept as documentation.	\$652	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
3 *	Nurse ReStart Speech Pathologist		\$600	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
3 *	Orchestra Band Diagnostician		\$200	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
8	Teaching Assistants		\$600	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

3	Secretary Clerk Family School Rep	* All Paraprofessional and Part-Time Staff-Mentoring will require a <b>minimum of 10 contacts a year</b> (or 1 times per Month), with a contact log kept as documentation.	\$438	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
2	Computer Technology Manager & Guidance Technician		\$438	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
4	Custodians		\$150	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
5	Food Service Workers		\$150	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

\* Professional staff – required to have a college degree and/or teaching certificate. Remaining staff is paraprofessional. IA