

Texas Educator Excellence Grant – Cycle 3
Dunbar Intermediate Center
2008-09

The Governor's Educator Excellence Award Program made available to Dunbar Intermediate School the Texas Educator Grant Program for the 2008-09 school year. Dunbar was chosen to participate in this noncompetitive grant based on the low socio-economic status of the campus and the high performance of the students as a Recognized campus for the school year 2006-07. The school was given the opportunity to apply for a \$50,000 grant.

Grant Purpose

The grant purpose is to provide a system of financial incentives to award educators who demonstrate the ability to achieve higher levels of student academic performance. The stated TEA goal of the program is to create a financial incentive system for teachers and to increase student performance.

Grant Requirements

The grant specifies that at least 75% of the funds must be spent on teacher incentives and that up to 25% may be distributed to other campus personnel. Teachers must demonstrate both success in improving student performance and collaboration with faculty and staff that contribute to improving the overall student performance. Success must be measurable using objective, quantifiable measures and the teacher impact on student achievement must be measurable at the individual or "team" level. "Teams" may be made up of grade or subject area groups.

The incentive plan must be developed by a committee of campus teachers, approved by a campus wide teacher vote, and approved by a district committee.

The Process

In keeping with the grant purpose and guidelines, a district committee was formed to begin the process. The district committee met and developed a process for selecting the campus committee. In addition, the district committee prepared information and materials for the campus to explain the grant purpose to all staff. A framework was also developed to assist the campus committee in the initial development phase of a plan.

The campus committee drafted a plan that was voted on by the teaching staff at Dunbar. The final plan was submitted to the district committee. The district committee may suggest modifications which would further align the plan to campus and district goals. The plan will then be presented to the Board of Trustees for review.

Plan Development

After developing an understanding of the grant purpose and guidelines, the Dunbar grant committee developed a plan incorporating the following key elements:

The overall plan should foster collaboration among all staff, recognize the contribution of all staff, and promote campus and district goals.

The committee interpreted the grant's purpose as primarily being a performance incentive for teachers. Following grant guidelines, 84% of the grant was allocated to Part I incentives for teaching staff.

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Teachers directly responsible for TAKS tested classes have an increased accountability and should therefore have a performance incentive reflective of the added responsibility.

Support teachers and support staff contribute greatly to the overall success of students at Dunbar and should therefore participate in the performance incentive program.

Campus administrators are an integral and important factor in the success of the students and the campus. This grant, however, is designed specifically as a teacher incentive program and administrators will not be participants in the plan.

Staff Groupings

The committee defined three staff groups eligible for participation in the grant as follows:

Teachers

Professional Support

Non Professional Support

Performance Incentive Plan – Teachers

Teachers must meet both the performance and collaboration standards to receive the TEEG reward.

The performance incentive for core classroom teachers will be awarded as follows:

- (\$850 - \$1,450 depending on grade level) Performance standards were set for each grade level. Each grade level team will earn a performance incentive for meeting the established goals for math and reading individually. Teachers serving students in multiple grade levels will have performance standards based on all tested grade levels.
- (\$200) - The collaboration portion of the incentive will be earned by the teacher participating in at least 90% of designated staff development meetings.
- (\$200) – The teacher initiative portion of the incentive will be earned by the teacher being present 97% of the contracted days.
- Elective teachers will be eligible for \$800 based on reading and math performance at all grade levels.

Performance Incentive Plan – Professional Support

Professional support staff has an opportunity to earn up to \$400 based on the campus maintaining an acceptable rating or for specific contribution to the teaching of science lessons.

Performance Incentive Plan – Non-Professional Support

A schedule has been established for all non-professional support to earn a reward based on the campus maintaining an acceptable rating.

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Reward Amounts - Recap

Based upon the plan outlined above, the following potential award amounts are established:

2nd Grade Teacher - \$1,250
3rd – 5th Grade Teacher - \$1,850
Special Education and Curriculum Coach - \$1,700
Elective Teacher - \$800

Professional Support - \$100 - \$400 depending on percent of day at Dunbar

Non-professional support - \$175 - \$350 depending on position and percent of day at Dunbar

Board Approval for Rewards Less Than \$3,000

The grant guidelines require that the Board of Trustees approve grants to teachers of less than \$3,000. The Dunbar committee has established a plan with rewards less than the recommended \$3,000 because the grant allocation was not sufficient to establish higher rewards based on the key elements established by the committee.

Summary

Dunbar Intermediate School is pleased to have the opportunity to participate in the Texas Educator Excellence Award Program. Staff should be reminded that this program was developed to stimulate growth in student performance and should not be viewed as a salary based pay increase. This grant provides a great opportunity for all staff to work collaboratively toward achieving our collective, primary goal of improving student performance and at the same time personally rewards those teachers and staff members that give 110% to make success a reality for the students.

**Texas Educator Excellence Grant Cycle 3
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Payout Plan 2007.08**

		PART I Funds (At Least 75%)						
Position	Grade Level	Criteria 1 Student Performance (Required)		Criteria 2 (Required) Collaboration		Criteria 3 (Optional) Teacher Initiative		Total Part 1 Each Employee
		Performance Award Potential	Student Performance Criteria	Collaboration Award Potential	Collaboration Criteria	Teacher Initiative Award Potential	Teacher Initiative Criteria	
Core Teacher	2	850	\$425 for 70% Mastery of EOY Math test. \$425 for 70% of students achieve 2 out of three domains Developed EOY TPRI.	200	Participated in 90% of Staff Development.	200	Attendance Rate > or = 97%	\$1,250
Core Teacher	3	1450	\$725 for 75% Mastery on Reading TAKS/TAKS I \$725 for 75% Mastery on Math TAKS/TAKS I	200	Participated in 90% of Staff Development.	200	Attendance Rate > or = 97%	\$1,850
Core Teacher	4	1450	\$725 for 75% Mastery on Reading TAKS/TAKS I \$725 for 75% Mastery on Math TAKS/TAKS I	200	Participated in 90% of Staff Development.	200	Attendance Rate > or = 97%	\$1,850
Core Teacher	5	1450	\$725 for 75% Mastery on Reading TAKS/TAKS I \$725 for 75% Mastery on Math TAKS/TAKS I	200	Participated in 90% of Staff Development.	200	Attendance Rate > or = 97%	\$1,850
Reading Math Specialist	2 - 5	1300	\$162.50 per grade level in Math meeting targets above \$162 per grade level in Reading meeting targets above	200	Participated in 90% of Staff Development.	200	Attendance Rate > or = 97%	\$1,700
SPED-Math	2 - 5	1300	\$325 per grade level in Math - Targets by grade above	200	Participated in 90% of Staff Development.	200	Attendance Rate > or = 97%	\$1,700
SPED-Reading	2 - 5	1300	\$325 per grade level in Reading - Targets by grade above	200	Participated in 90% of Staff Development.	200	Attendance Rate > or = 97%	\$1,700
Part II Funds								
		Individual Performance		Campus Performance				Total Part II Each Employee
		Potential Award V	(TAKS Academy, OEYP, tutorials, etc.)	Potential Award Part II	Campus Performance Rating			
Art/Music	2-5	800	\$100 per Math in 2-5 \$100 per Reading in 2-5					800
PE	2-5	800	\$100 per Math in 2-5 \$100 per Reading in 2-5					800
Speech	2-5			300	Campus Earns Acceptable Rating			300
Diagnostician	2-5			300	Campus Earns Acceptable Rating			300
Computer		400	Must teach a minimum of 5 Science Lessons					400

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		<i>Individual Performance</i>		<i>Campus Performance</i>				Total Part II Each Employee
		Potential Award V	<i>(TAKS Academy, OEYP, tutorials, etc.)</i>	Potential Award Part II	<i>Campus Performance Rating</i>			
Brain Gym		400	Must teach a minimum of 5 Science Lessons					400
ESL				100	Campus Earns Acceptable Rating			100
Counselor				350	Campus Earns Acceptable Rating			350
Instructional Aide				350	Campus Earns Acceptable Rating			350
Half-Time Aide				175	Campus Earns Acceptable Rating			175
Library Aide				350	Campus Earns Acceptable Rating			350
Spanish Aide				350	Campus Earns Acceptable Rating			350
Health Aide				200	Campus Earns Acceptable Rating			200
Receptionist				350	Campus Earns Acceptable Rating			350
Secretary				350	Campus Earns Acceptable Rating			350
Cafeteria				200	Campus Earns Acceptable Rating			200
Custodial				200	Campus Earns Acceptable Rating			200
Half-Time Cafeteria				100	Campus Earns Acceptable Rating			100