

Texas Educator Excellence Grant
Texas High School
2007-08 Revised 8/30/2007

The Governor's Educator Excellence Award Program made available to Texas High School (THS) the Texas Educator Grant Program for the 2007-08 school year. THS 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 in the area of reading and math in the 2005/2006 school year. The school was given the opportunity to apply for a \$210,000 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 educators 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 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 and submitted to the district committee. The district committee suggested modifications which would further align the plan to campus and district goals. The campus committee reconvened and modified the plan. The plan was presented to the THS staff on August 20th. The plan is now being presented to the Board of Trustees for review.

Texas Educator Excellence Grant
Texas High School Plan
2007-08

Plan Development

After developing an understanding of the grant purpose and guidelines, the THS 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. The majority of the grant (95%) was therefore allocated to the teaching staff.

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 THS 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 groups of staff as follows:

TAKS Teachers: Teachers directly responsible for instruction of students in a TAKS tested subject and grade level.

Non-TAKS Testing Teachers: Teachers responsible for instruction in core subject areas that are not TAKS tested and teachers in elective and special education classes.

Support Staff: Staff members, other than teachers or administrators, whose support is critical to supporting effective classroom teaching.

Performance Incentive Plan – Teachers

The performance incentive for teachers (both TAKS and Non-TAKS Testing) will be awarded as follows. Teachers must qualify for the team performance award to earn the collaboration award per the grant guidelines.

50% Awarded based on achieving a “team” TAKS based student performance goal.
“Team” defined as specific subject and/or grade level for TAKS teacher.
“Team” defined as specific subject for core, elective, and special education teachers.

40% Awarded based on the campus's achieving three out of four of the following campus performance goals: ELA - 90%, Math - 75%, Science – 75% and Social Studies – 90%.

5% Awarded on an individual teacher level based on collaborative standard of teacher attendance at designated staff development/campus meetings

5% Awarded based on individual teacher attendance.

Performance Goals

The performance goals established for each “team” of teachers are based upon campus improvement plan goals and district goals.

Collaboration Standard (criteria 2) for Teachers (5% of total award)

Each teacher must meet the collaboration standard to qualify for that portion of the incentive plan.

Individual teacher must attend 90% of designated staff meetings, curriculum development, curriculum alignment, and department meetings unless excused by the Principal or his designee.

Attendance Standard (criteria 3) for Teachers (5% of total award)

Individual teacher must be in attendance 97% of the school year. Extenuating circumstances may be appealed to the Assistant Superintendent for Human Resources.

Performance Incentive Plan – Support Staff

Recognizing that effective classroom teaching requires the support from staff at all levels, a performance incentive was established for all non-teaching staff (other than administrators). To qualify for the performance incentive,

Texas High School must achieve three out of four of the campus performance goals detailed for teachers.

AND

The individual must have a personal attendance rate of at least 97% for the school year.

Award Amount

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

TAKS Teacher - \$2,300

Non-TAKS Testing Teacher - \$1,300

Support Staff - \$200

Contingency Plan

In the event Part I funds are not earned by some staff, the grant funds will be redistributed as follows:

**Original Plan: Part I - \$198,000
Part II - \$12,000**

**Contingency Plan: Part I - \$157,500
Part II – 52,500**

Contingency funds would be designated for summer staff development, summer academic camps, and/or summer tutorials in the academic areas of need based on spring 2008 TAKS performance.

If additional Part I funds are available after redistribution above, the funds would be designated for teacher stipends for those teachers participating in summer tutorials.

Summary

Texas High 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.