

Texas Educator Excellence Grant – Cycle 3
Texas Middle School
2008-09

The Governor's Educator Excellence Award Program made available to Texas Middle School the Texas Educator Grant Program for the 2008-09 school year. Texas Middle School 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 \$190,000 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 will be voted on by the teaching staff at Texas Middle School. The final plan will be 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.

Texas Educator Excellence Grant – Cycle 3
Texas Middle School
2008-09

Plan Development

After developing an understanding of the grant purpose and guidelines, the Texas Middle School 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, 93% of the grant was allocated to Part I incentives for 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 Texas Middle School 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 – TAKS tested subjects

Teachers – Non-TAKS tested subjects

Professional Support

Non Professional Support

Performance Incentive Plan – Teachers

Each teacher must meet both the student performance goals and the collaboration standard set for their respective grade and subjective. A third criterion for teacher initiative has also been established.

Performance Goals

Performance goals have been established for each "team" of teachers based upon campus improvement plan goals and district goals. Each grade level and subject has three established performance levels with increased rewards based on attaining each level.

Collaboration Standard for Teachers

Each teacher must meet the collaboration standard to qualify for any reward under this program.

Individual teacher must select two students to mentor a minimum of two times per six weeks and provide documentation of activities.

Additional Teacher Incentive

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 professional staff will be required to:

Select two students to mentor a minimum of two times per six weeks

AND

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

Non-professional support staff will have an opportunity for a reward based on their attendance.

Award Amount

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

TAKS Teacher - \$2,400

TAKS Teacher 7th Grade Language Arts - \$3,600

Support Teacher - \$1,200

Professional Support - \$1,000

Non-professional Support Staff - \$200

Summary

Texas Middle 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 for outstanding student achievement.

**Texas Educator Excellence Grant Cycle 3
Texas Middle School**

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 Award Potential Criteria	Collaboration Award Potential	Collaboration Criteria	Teacher Initiative Award Potential	Teacher Initiative Criteria	
TAKS-READ	6	1200	Performance Level 1: 80%= \$600 Performance Level 2: 85%= \$900 Performance Level 3: 90%= \$1200	960	Mentoring: Teachers will select two students to mentor a minimum of two times per six weeks.	240	Attendance: Individual must attend 181/187 days. Extenuating circumstances may be appealed to Assistant Superintendent for Human Resources	\$2,400
TAKS-READ and WRITING	7	1800	READING: Performance Level 1: 80%= \$450 Performance Level 2: 85%= \$675 Performance Level 3: 90%= \$900 WRITING: Performance Level 1: 88%= \$450 Performance Level 2: 90%= \$675 Performance Level 3: 92%= \$900	1440	Mentoring: Teachers will select two students to mentor a minimum of two times per six weeks.	360	Attendance: Individual must attend 181/187 days. Extenuating circumstances may be appealed to Assistant Superintendent for Human Resources	\$3,600
TAKS-READ	8	1200	Performance Level 1: 80%= \$600 Performance Level 2: 85%= \$900 Performance Level 3: 90%= \$1200	960	Mentoring: Teachers will select two students to mentor a minimum of two times per six weeks.	240	Attendance: Individual must attend 181/187 days. Extenuating circumstances may be appealed to Assistant Superintendent for Human Resources	\$2,400
TAKS-Math	6	1200	Performance Level 1: 75%= \$600 Performance Level 2: 80%= \$900 Performance Level 3: 85%= \$1200	960	Mentoring: Teachers will select two students to mentor a minimum of two times per six weeks.	240	Attendance: Individual must attend 181/187 days. Extenuating circumstances may be appealed to Assistant Superintendent for Human Resources	\$2,400
TAKS-Math	7	1200	Performance Level 1: 75%= \$600 Performance Level 2: 80%= \$900 Performance Level 3: 85%= \$1200	960	Mentoring: Teachers will select two students to mentor a minimum of two times per six weeks.	240	Attendance: Individual must attend 181/187 days. Extenuating circumstances may be appealed to Assistant Superintendent for Human Resources	\$2,400
TAKS-Math	8	1200	Performance Level 1: 65%= \$600 Performance Level 2: 70%= \$900 Performance Level 3: 75%= \$1200	960	Mentoring: Teachers will select two students to mentor a minimum of two times per six weeks.	240	Attendance: Individual must attend 181/187 days. Extenuating circumstances may be appealed to Assistant Superintendent for Human Resources	\$2,400

**Texas Educator Excellence Grant Cycle 3
Texas Middle School**

PART I Funds (At Least 75%)

<i>Position</i>	<i>Grade Level</i>	<i>Criteria 1 Student Performance (Required)</i>		<i>Criteria 2 (Required) Collaboration</i>		<i>Criteria 3 (Optional) Teacher Initiative</i>		Total Part 1 Each Employee
		Performance Award Potential	Student Performance Criteria Award Potential Criteria	Collaboration Award Potential	Collaboration Criteria	Teacher Initiative Award Potential	Teacher Initiative Criteria	
TAKS-Science	8	1200	Performance Level 1: 50%= \$600 Performance Level 2: 64%= \$900 Performance Level 3: 75%= \$1200	960	Mentoring: Teachers will select two students to mentor a minimum of two times per six weeks.	240	Attendance: Individual must attend 181/187 days. Extenuating circumstances may be appealed to Assistant Superintendent for Human Resources	\$2,400
TAKS-Social Stud	8	1200	Performance Level 1: 70%= \$600 Performance Level 2: 75%= \$900 Performance Level 3: 80%= \$1200	960	Mentoring: Teachers will select two students to mentor a minimum of two times per six weeks.	240	Attendance: Individual must attend 181/187 days. Extenuating circumstances may be appealed to Assistant Superintendent for Human Resources	\$2,400
Science	6	600	8th Grade Science TAKS Performance Level 1: 50%= \$300 Performance Level 2: 64%= \$450 Performance Level 3: 75%= \$600	480	Mentoring: Teachers will select two students to mentor a minimum of two times per six weeks.	120	Attendance: Individual must attend 181/187 days. Extenuating circumstances may be appealed to Assistant Superintendent for Human Resources	\$1,200
Science	7	600	8th Grade Science TAKS Performance Level 1: 50%= \$300 Performance Level 2: 64%= \$450 Performance Level 3: 75%= \$600	480	Mentoring: Teachers will select two students to mentor a minimum of two times per six weeks.	120	Attendance: Individual must attend 181/187 days. Extenuating circumstances may be appealed to Assistant Superintendent for Human Resources	\$1,200
Social Studies	6	600	8th Grade Social Studies TAKS Performance Level 1: 70%= \$300 Performance Level 2: 75%= \$450 Performance Level 3: 80%= \$600	480	Mentoring: Teachers will select two students to mentor a minimum of two times per six weeks.	120	Attendance: Individual must attend 181/187 days. Extenuating circumstances may be appealed to Assistant Superintendent for Human Resources	\$1,200
Social Studies	7	600	8th Grade Social Studies TAKS Performance Level 1: 70%= \$300 Performance Level 2: 75%= \$450 Performance Level 3: 80%= \$600	480	Mentoring: Teachers will select two students to mentor a minimum of two times per six weeks.	120	Attendance: Individual must attend 181/187 days. Extenuating circumstances may be appealed to Assistant Superintendent for Human Resources	\$1,200

**Texas Educator Excellence Grant Cycle 3
Texas Middle School**

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 Award Potential Criteria	Collaboration Award Potential	Collaboration Criteria	Teacher Initiative Award Potential	Teacher Initiative Criteria	
Special Education - ADL	6,7,8	600	All Elective Teachers: Must meet campus performance goal for Math. Math, all grades combined, Performance Level 1: 75%= \$300 Performance Level 2: 80%= \$600	480	Mentoring: Teachers will select two students to mentor a minimum of two times per six weeks.	120	Attendance: Individual must attend 181/187 days. Extenuating circumstances may be appealed to Assistant Superintendent for Human Resources	\$1,200
Technology	6,7,8	600	All Elective Teachers: Must meet campus performance goal for Math. Math, all grades combined, Performance Level 1: 75%= \$300 Performance Level 2: 80%= \$600	480	Mentoring: Teachers will select two students to mentor a minimum of two times per six weeks.	120	Attendance: Individual must attend 181/187 days. Extenuating circumstances may be appealed to Assistant Superintendent for Human Resources	\$1,200
Speech/Health	8	600	All Elective Teachers: Must meet campus performance goal for Math. Math, all grades combined, Performance Level 1: 75%= \$300 Performance Level 2: 80%= \$600	480	Mentoring: Teachers will select two students to mentor a minimum of two times per six weeks.	120	Attendance: Individual must attend 181/187 days. Extenuating circumstances may be appealed to Assistant Superintendent for Human Resources	\$1,200
TIES	6,7,8	600	All Elective Teachers: Must meet campus performance goal for Math. Math, all grades combined, Performance Level 1: 75%= \$300 Performance Level 2: 80%= \$600	480	Mentoring: Teachers will select two students to mentor a minimum of two times per six weeks.	120	Attendance: Individual must attend 181/187 days. Extenuating circumstances may be appealed to Assistant Superintendent for Human Resources	\$1,200
Electives Fine Arts	6,7,8	600	All Elective Teachers: Must meet campus performance goal for Math. Math, all grades combined, Performance Level 1: 75%= \$300 Performance Level 2: 80%= \$600	480	Mentoring: Teachers will select two students to mentor a minimum of two times per six weeks.	120	Attendance: Individual must attend 181/187 days. Extenuating circumstances may be appealed to Assistant Superintendent for Human Resources	\$1,200
Electives Languages OTE	6,7,8	600	All Elective Teachers: Must meet campus performance goal for Math. Math, all grades combined, Performance Level 1: 75%= \$300 Performance Level 2: 80%= \$600	480	Mentoring: Teachers will select two students to mentor a minimum of two times per six weeks.	120	Attendance: Individual must attend 181/187 days. Extenuating circumstances may be appealed to Assistant Superintendent for Human Resources	\$1,200

**Texas Educator Excellence Grant Cycle 3
Texas Middle School**

PART I Funds (At Least 75%)								
		<i>Criteria 1 Student Performance (Required)</i>		Criteria 2 (Required) Collaboration		Criteria 3 (Optional) Teacher Initiative		Total Part 1 Each Employee
<i>Position</i>	<i>Grade Level</i>	Performance Award Potential	Student Performance Criteria Award Potential Criteria	Collaboration Award Potential	Collaboration Criteria	Teacher Initiative Award Potential	Teacher Initiative Criteria	
Electives - PE	6,7,8	600	All Elective Teachers: Must meet campus performance goal for Math. Math, all grades combined, Performance Level 1: 75%= \$300 Performance Level 2: 80%= \$600	480	Mentoring: Teachers will select two students to mentor a minimum of two times per six weeks.	120	Attendance: Individual must attend 181/187 days. Extenuating circumstances may be appealed to Assistant Superintendent for Human Resources	\$1,200
ESL / DYSLEXIA	6,7,8	600	All Elective Teachers: Must meet campus performance goal for Math. Math, all grades combined, Performance Level 1: 75%= \$300 Performance Level 2: 80%= \$600	480	Mentoring: Teachers will select two students to mentor a minimum of two times per six weeks.	120	Attendance: Individual must attend 181/187 days. Extenuating circumstances may be appealed to Assistant Superintendent for Human Resources	\$1,200
Part II Funds								
		<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>Attendance</i>	Potential Award Part II		
Counselor	6,7,8	500	Mentoring: Staff will select two students to mentor a minimum of two times per six weeks.	500	Attendance: Individual must have 97% attendance for the school year. Extenuating circumstances may be appealed to Assistant Superintendent for Human Resources	500	1000	
Speech Path	6,7,8	500	Mentoring: Staff will select two students to mentor a minimum of two times per six weeks.	500	Attendance: Individual must have 97% attendance for the school year. Extenuating circumstances may be appealed to Assistant Superintendent for Human Resources	500	1000	
Diagnostician	6,7,8	500	Mentoring: Staff will select two students to mentor a minimum of two times per six weeks.	500	Attendance: Individual must have 97% attendance for the school year. Extenuating circumstances may be appealed to Assistant Superintendent for Human Resources	500	1000	

**Texas Educator Excellence Grant Cycle 3
Texas Middle School**

		Part II Funds						
		<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>Attendance</i>	Potential Award Part II		
Librarian	6,7,8	500	Mentoring: Staff will select two students to mentor a minimum of two times per six weeks.	500	Attendance: Individual must have 97% attendance for the school year. Extenuating circumstances may be appealed to Assistant Superintendent for Human Resources	500		1000
Aides	6,7,8	200	Attendance: Individual must have 90% attendance for the school year. Extenuating circumstances may be appealed to Assistant Superintendent for Human Resources					200
Nurse	6,7,8	200	Attendance: Individual must have 90% attendance for the school year. Extenuating circumstances may be appealed to Assistant Superintendent for Human Resources					200
Secretary	6,7,8	200	Attendance: Individual must have 90% attendance for the school year. Extenuating circumstances may be appealed to Assistant Superintendent for Human Resources					200
Cafeteria	6,7,8	200	Attendance: Individual must have 90% attendance for the school year. Extenuating circumstances may be appealed to Assistant Superintendent for Human Resources					200
Custodial	6,7,8	200	Attendance: Individual must have 90% attendance for the school year. Extenuating circumstances may be appealed to Assistant Superintendent for Human Resources					200

1. Must be present on the TMS campus at least 50% of the work week.
2. Must be present on the October Snapshot day and stay until the end of the year.
3. Must be eligible for renewed contract and is offered a renewed contract from the District