

**BOARD OF EDUCATION
BEEVILLE INDEPENDENT SCHOOL DISTRICT**

Date: September 16, 2008

**Subject: Texas Educator Excellence
Grant for AC Jones**

Submitted By: Mr. Reyes

ACTION

BACKGROUND INFORMATION: AC Jones has once again been awarded the Texas Educator Excellence Grant (TEEG), which is an incentive program for teachers, in the amount of \$160,000.

This grant now requires board approval of the incentive plan. A summary of the incentive plan is included with this agenda item and Mr. Reyes will be present to answer questions.

ITEMS ADDRESSED:

Texas Educator Excellence Grants

RECOMMENDED ACTION:

Approval of the TEEG Incentive Plan

BUDGETARY INFORMATION:

None

<p style="text-align: center;">For TEA Use Only</p> <p>Adjustments and/or annotations made on this have been confirmed with _____</p> <p>by telephone/FAX on _____ of TEA.</p>	<p>TEXAS EDUCATION AGENCY Standard Application System (SAS)</p> <p>School Year 2008-2009 through 2009-2010</p>	<p style="text-align: right;">A. C. Jones HS Campus Name</p> <p style="text-align: right;">013-901 County District No.</p> <p style="text-align: right;">_____ Amendment No</p>
---	--	---

Texas Educator Excellence Grant, Cycle 3

Schedule #4B-Program Description: Part I Campus Incentive Plan

<p>Criterion 1: Teacher has a record of improving student performance using objective, quantifiable measures. Required. (Minimum of 75 percent of total grant allocation).</p>	<p>Acceptable Data Sources/Measures: TAKS, ITBS/Logramos, Aprenda, Advanced Placement assessments, Student Portfolios, Local Benchmark Assessments, summative assessments, End-of-Year Assessments, Value Added Assessments, Others possible</p> <p>Unacceptable Data Sources/Measures: SDAA, SDAAII, TPRI, PDAS ratings, Teacher Attendance, Campus Ratings (i.e., AYP ratings, AEIS ratings, etc.), Student Attendance, Others possible</p>
--	---

This page may be duplicated as many times as needed to provide all information required for Criterion 1.

Teacher Type(s)	Data Source(s)/ Measure(s)	Performance Level(s) <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.)	Incentive Amount	Includes Fringe Benefits
Grade: 9 th – 12 th Subject/Function: Reading/LA Teachers Science Teachers Math Teachers Social Studies Teachers	2008-09 TAKS EOY Assessment (math, science, social studies, and reading/LA)	Each individual teacher's pass rates for their tested students on the EOY TAKS assessment is equal to or greater than the pass rates for any of the following: 1. State 2. District 3. Campus Comparison Group 4. Campus Level 1: District or State Level \$100 Level 2: Campus Level \$150 Level 3: Campus Comparison Group \$200 <i>Note: Each teacher type must achieve each performance level as an individual in order to qualify for an award. Teachers are eligible for all three levels.</i>	Level 1: \$100 Level 2: \$150 Level 3: \$200	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Grade: 9 th – 12 th Subject/Function: Content areas - groups Reading/LA Teachers Science Teachers Math Teachers Social Studies Teachers	2008-09 TAKS EOY Assessment (math, science, social studies, and reading/LA)	Each overall content area pass rates for tested students on the EOY TAKS assessment is equal to or greater than the pass rates for any of the following: 1. State 2. District 3. Campus Comparison Group 4 Campus Level 1: District or State Level \$100 Level 2: Campus Level \$150 Level 3: Campus Comparison Group \$200 <i>Note: Each teacher type must achieve each performance level as a group in order to qualify for an award. Teachers are eligible for all three levels.</i>	Level 1: \$100 Level 2: \$150 Level 3: \$200	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

Grade: 9 th – 12 th	Local (campus or district wide) Benchmarks	Level 1: 65-75% (or more) of tested students showed at least 10% improvement between 1st and 2nd benchmark. OR Level 2: 76% (or more) of students showed at least 10% improvement between 1st and 2nd benchmark. <i>Teachers are eligible for only one level.</i>	Level 1: \$100 Level 2: \$200	X Yes <input type="checkbox"/> No
Subject/Function: Non-core subject areas				
Grade: 9 th – 12 th	Local Benchmarks, SDAA	Level 1: 70% of students met all ARD recommended levels on test Level 2: 80% of students met all ARD recommended levels on test <i>Teachers are eligible for only one level.</i>	Level 1: \$100 Level 2: \$200	X Yes <input type="checkbox"/> No
Subject/Function: Special Education				

<p style="text-align: center;">For TEA Use Only</p> <p>Adjustments and/or annotations made on this have been confirmed with _____</p> <p>by telephone/FAX on _____ of TEA.</p>	<p>TEXAS EDUCATION AGENCY Standard Application System (SAS)</p> <p>School Year 2008-2009 through 2009-2010</p>	<p style="text-align: right;">A. C. Jones HS Campus Name</p> <p style="text-align: right;">013-901 County District No.</p> <p style="text-align: right;">_____ Amendment No</p>
---	--	---

Texas Educator Excellence Grant, Cycle 3

Schedule #4B-Program Description: Part I Campus Incentive Plan

<p>Criterion 2: Teacher has a record of collaboration with faculty and staff that contributes to improving overall campus student achievement. Required. (Minimum of 75 percent of total grant allocation).</p>	<p>Acceptable Measures: 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>Unacceptable Measures: 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>
---	---

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>X All Teachers identified under Criterion 1</p>	<p>Lesson plans, meeting minutes, class handouts/assignments, student work on the developed plans, 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>Beginning August 26, 2008 and ending May 1, 2009 teachers meet and plan bi-monthly (no later than the 10th and 20th of each month) to develop four shared grade-level lesson plans to be used within three weeks of the planning meetings.</p>	<p>\$150</p>	<p>X Yes <input type="checkbox"/> No</p>
<p>X All Teachers identified under Criterion 1</p>	<p>Meeting minutes and sign-in sheets</p>	<p>Attendance at eight (non-extracurricular) committee meetings between August 25, 2008 and May 1, 2009, that directly relate to improved student performance. (Attendance at no less than four meetings must be completed by March 1.)</p>	<p>\$150</p>	<p>X Yes <input type="checkbox"/> No</p>
<p>X All Teachers identified under Criterion 1</p>	<p>Meeting minutes and sign-in sheets</p>	<p>Annual attendance at all of the following campus meetings August 25, 2008, through May 1, 2009: school wide faculty meetings; vertical team meetings; grade-level meetings; team meetings; department meetings; parent-teacher meeting; and staff development meetings.</p>	<p>Level 1: \$50 Level 2: \$75 Level 2: \$100</p>	<p>X Yes <input type="checkbox"/> No</p>

		Level 1: 95-97% attendance - \$50 Level 2: 98-99% attendance - \$75 Level 3: 100% attendance - \$100 <i>Teachers are eligible for only one level.</i>		
--	--	--	--	--

For TEA Use Only Adjustments and/or annotations made on this have been confirmed with _____ by telephone/FAX on _____ by _____ of TEA.	TEXAS EDUCATION AGENCY Standard Application System (SAS) School Year 2008-2009 through 2009-2010	A. C. Jones HS Campus Name 013-901 County District No. _____ Amendment No
--	---	--

Texas Educator Excellence Grant, Cycle 3

Schedule #4B-Program Description: Part I Campus Incentive Plan

Criterion 3: Teacher demonstrates ongoing initiative, commitment, professionalism, personalization, and involvement in other activities that directly result in improved student performance. Optional. (Minimum of 75 percent of total grant allocation).	Acceptable Measures: PDAS rating, 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. Unacceptable Measures: Student attendance; parent attendance at parent involvement activities; participation in extracurricular activities not related to improved student academic performance.
--	--

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

☐ **Not Applicable** (if checked, leave schedule blank)

Teacher Type(s)	Data Source(s)/ Measure(s)	Performance Level(s)	Incentive Amount	Includes Fringe Benefits
<i>Be Sure to: Review each measure against Appendix D, and include: frequency (bi-weekly, monthly, etc.) and duration (i.e., each semester, annually, etc.)</i>				
X All Teachers identified under Criteria 1 and 2	Tutoring Logs	Hours of documented (unpaid) outside of the school day student tutoring for students identified as at-risk during the year (September 1, 2008 – May 20, 2009): 2 students	\$200	X Yes <input type="checkbox"/> No
X All Teachers identified under Criteria 1 and 2	Campus 2008-09 AEIS	To demonstrate instructional personalization, the 2008-09 percentage of students qualifying as TAKS failers will be less than 5% per subject area. Non-TAKS teachers will work as a team with TAKS teachers to develop strategies, activities and/or worksheets to help students pass TAKS.	\$200	X Yes <input type="checkbox"/> No
X All Teachers identified under Criteria 1 and 2	Session Lesson Plans, handouts, evaluations, and Parent Attendance Sign-in Sheet	Each teacher will initiate 10 (or more) parent conference sessions(s) for students identified at-risk that will provide parents with information on how to assist their child with educational success. (Note: Sessions must: 1) no less than 30 minutes in duration; 2) be held outside the normal school day and be provided in addition to what the campus already requires; and 3) take place between August 2008 and May 1, 2009	\$100	X Yes <input type="checkbox"/> No

X All Teachers identified under Criteria 1 and 2	Attendance Records	Teachers will not miss more than 3 days of school between August 25, 2008 and May 1, 2009. = \$50	\$50	X Yes
		Teachers returning to teach at our school for the 2009-2010 school year = \$50 <i>Teachers are eligible for both awards.</i>	\$50	<input type="checkbox"/> No
X All Teachers identified under Criteria 1 and 2	Benchmark data, lesson plans, meeting minutes, class handouts/assignments, student work on the developed plans, sign-in sheets	ALL teachers will use district benchmark data to analyze specific areas of need within their classroom, modify lesson plans to meet those needs, and utilize information in their classrooms daily.	\$150	X Yes <input type="checkbox"/> No

For TEA Use Only Adjustments and/or annotations made on this have been confirmed with _____ by telephone/FAX on _____ by _____ of TEA.	TEXAS EDUCATION AGENCY Standard Application System (SAS) School Year 2008-2009 through 2009-2010	A. C. Jones HS Campus Name 013-901 County District No. _____ Amendment No
--	---	--

Texas 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
31	1 Principal, 3 assistant principals, 4 counselors, 1 instructional consultant, 1 PEIMS clerk, 1 registrar, 4 secretaries, and 16 instructional assistants	Participation in mentoring at least two (2) at-risk students from September 2008 to May 2009	\$232	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
		Participation in at least 5 after school programs from September 2008 to May 2009	\$300	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No