

**Treasure Forest Elementary School  
Texas Educator Excellence Grant (TEEG) Incentive Plan, Cycle 2**

**This campus-based TEEG grant funded incentive pay plan is for goals met during the 2007-2008 school year.**

Per TEA guidelines, 75% of Treasure Forest's grant award will be spent on classroom teacher incentive pay. All employees at this campus who meet TEA's definition of a classroom teacher will be eligible to earn incentive pay if they meet campus standards for higher levels of student achievement and campus collaboration standards. The definition of a classroom teacher for the purpose of this incentive pay is "an educator who is employed by a school district and who, not less than an average of four hours each day, teaches in an academic instructional setting or a career and technology instructional setting." The term does not include a teacher's aide or a full-time administrator."

Treasure Forest's current grant award is \$90,000. The formula used to determine teacher incentive pay at Treasure Forest is \$67,500 divided by the number of teachers who earn their award during the 2007-2008 school year. For example, \$67,500 divided by 48.5 teachers would be \$1,392 per teacher.

**Part II Awards (25% of grant)**

Per TEA guidelines, 25% of Treasure Forest's grant award can be spent on other allowable expenses. Other expenses to be paid out of grant funds include:

- teacher fringe benefits,
- pay and fringe benefits for a Project Director to manage grant generated paperwork and incentive disbursements under Parts I and II,
- pay and fringe benefits for a part-time Grant Coordinator to assist with Developmental Assets Training, pre-post student surveys, and monitoring of implementation,
- extra duty pay for a campus Grant Coordinator and Grant Administrative Assistant as needed to assist with grant generated paperwork,
- supplies such as binders, copies and print cartridges.
- stipends to teachers that participate in after school or Saturday programs
- Certified/licensed non-classroom staff and teacher assistants incentives of up to \$450, and
- Non-certified support staff incentives of up to \$150

**Additional points of clarification:**

- The district must pay classroom teachers their incentives by October 15, 2008. Our district plans to pay teachers as soon as student achievement levels are verified. This money is paid as extra duty pay and therefore added to a teacher's salary. It is taxable income.
- Incentive pay amounts will be prorated for part-time employees and for those who work less than a full year.
- The Project Director will coordinate this grant funded project with campus administration. As spring Observational Survey, DRA, and TAKS results are reported to the campus, they will be used to qualify teachers for student achievement incentive pay.

Per current TASB Board policy BQB (LEGAL), principals' performance (including assistant principals) incentive pay must be given to the campus. The campus level committee shall determine the manner in which the principals' performance incentive shall be used, in accordance with *Education Code 39.094(a)*. *Education Code 21.357(c)*

See "Addendum" for performance levels, incentive amounts and other details

<b>Addendum</b>	<b>TEXAS EDUCATION AGENCY Standard Application System (SAS)</b>	<u>101-920</u> County District No.
	<b>School Year 2007-2008 through 2008-2009</b>	<u>elementary</u> Amendment No

**Governor’s Educator Excellence Award Program – Texas Educator Excellence Grant, Cycle 2  
Schedule #4B–Program Description: Part I and Part II Campus Incentive Plan**

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<b>Criterion 1:</b> Teacher has a record of improving student performance using objective, quantifiable measures. <b>(Required)</b>	<b>Acceptable Data Sources/Measures:</b> TAKS, TPRI, SDAA, ITBS/Logramos, Aprenda, Student Portfolios, Local Benchmark Assessments, End-of-Year Assessments, Value Added Assessments, Others possible
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Kindergarten Team, reading	DRA (Developmental Reading Assessment)	<p>Of all kindergarten students tested mid-year 2007 on DRA as reading at a text level of A-2:</p> <p><u>Level Ka:</u> 60 to 74%*, when retested in spring 2008, must meet a text reading level of 4 or higher for level Ka incentive pay, or</p> <p><u>Level Kb:</u> 75%* or more, when retested in spring 2008, must meet a text reading level of 4 or higher for level Kb incentive pay.</p> <p>* Baseline data for 2006-2007 shows 49% of all retested kindergarten students met this criterion.</p> <p>Targets were not set for students entering kindergarten at a text reading level of 3 or higher as 100% were reading at grade level or higher per spring testing results.</p>	<p><u>Level Ka:</u> \$500 OR <u>Level Kb:</u> \$1,000</p>
1 <sup>st</sup> Grade Team, reading	DRA	<p><u>Level 1:</u> Of all 1<sup>st</sup> grade students tested (on DRA in the fall 2007) as reading at a text level of A-3, 85%* (or more), when retested in spring 2008, must meet a text reading level of 18 or higher.</p> <p>* Baseline data for 2006-2007 shows 80% of all retested 1<sup>st</sup> grade students met this criterion.</p> <p>Targets were not set for students entering 1st grade at a text reading level of 4 or higher as 100% were reading at grade level or higher per spring testing results.</p>	<p><u>Level 1:</u> \$1,000</p>
2 <sup>nd</sup> Grade Team, reading	DRA	<p>Of all 2<sup>nd</sup> grade students tested on DRA in fall 2007 as reading at a text level of A-14:</p> <p><u>Level 2a:</u> 60 to 74%*, when retested in spring 2008, must meet a text reading level of 28 or higher for level 2a incentive pay, or</p> <p><u>Level 2b:</u> 75%* (or more), when retested in spring 2008, must meet a text reading level of 28 or higher for level 2b incentive pay.</p> <p>* Baseline data for 2006-2007 shows 38% of all retested 2<sup>nd</sup> grade students met this criterion.</p> <p>Targets were not set for students entering 2nd grade at a text reading level of 16 or higher as 82% were reading at grade level or higher per spring testing results.</p>	<p><u>Level 2a:</u> \$500 or <u>Level 2b:</u> \$1,000</p>

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

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3 <sup>rd</sup> grade team, reading and math for both English and Spanish	TAKS Both reading and math tests as listed under "ALL TESTS" on the AEIS report	<p>With SDAA no longer being used, more Special Education students will be included in the TAKS accountability system for the 1<sup>st</sup> time in 2008. This may make the same passing rate harder to meet in 2008 than in 2007. This information was taken into consideration when setting performance targets.</p> <p>All 3<sup>rd</sup> grade teaching team teachers are eligible for the incentive amount and qualify when 3<sup>rd</sup> grade students who attend school from the October snapshot date to the 1<sup>st</sup> TAKS administration in spring 2008 achieve TAKS passing rates as follows:</p> <p><u>Target 3:</u> 90%* or more of 3<sup>rd</sup> grade students testing in the Spanish and English languages must pass both reading and math TAKS tests as listed under "ALL TESTS" on the AEIS report.</p> <p>* 89% is 2007 Spanish baseline and 99% is the 2007 English baseline.</p> <p><b>Please note:</b> The award for meeting the target is \$1,000 per teacher on the 3<sup>rd</sup> grade team.</p>	<u>Target 3:</u> \$1,000

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Intervention Specialists Working with 1st grade	DRA	<p>The Intervention Specialist (IS) is eligible for the incentive amount and qualifies for an award when students achieve the following target.</p> <p><u>Target 1:</u> Of all 1<sup>st</sup> grade students tested on DRA in fall 2007 reading at a text level of A-3, 85% or more, when retested in spring 2008, must meet a text reading level of 18 or higher,</p>	<u>Target 1:</u> \$1,000
4 <sup>th</sup> grade team reading and math in both English and Spanish	TAKS Reading	<p>With SDAA no longer being used, more Special Education students will be included in the TAKS accountability system for the 1<sup>st</sup> time in 2008. This may make the same passing rate harder to meet in 2008 than in 2007. This information was taken into consideration when setting performance targets.</p> <p>All 4<sup>th</sup> grade teaching team teachers are eligible for the incentive amount and qualify when 4<sup>th</sup> grade students who attend school from the October snapshot date to the 1<sup>st</sup> TAKS administration in spring 2008, and achieve the target TAKS passing rate as follows:</p> <p><u>Target 4:</u> 90%* or more of 4<sup>th</sup> grade students testing in reading in the English and Spanish languages must pass.</p> <p>*89% is 2007 baseline in English and 99% is the 2007 baseline in Spanish.</p>	<u>Target 4:</u> \$1,000

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5 <sup>th</sup> grade team reading, math, and science in both English and Spanish	TAKS Science	<p>With SDAA no longer being used, more Special Education students will be included in the TAKS accountability system for the 1<sup>st</sup> time in 2008. This may make the same passing rate harder to meet in 2008 than in 2007. This information was taken into consideration when setting performance targets.</p> <p>All 5<sup>th</sup> grade teaching team teachers are eligible for both incentive amounts (a possible total of \$1,000) and qualify for an award when 5<sup>th</sup> grade students who attend school from the October snapshot date to the 1<sup>st</sup> TAKS administration in spring 2008 achieve either of the target TAKS passing rates as follows:</p> <p><u>Target 5a:</u> 65 to 89%* of 5<sup>th</sup> grade students testing in science in the Spanish and in the English languages must pass,</p> <p align="center">or</p> <p><u>Target 5b:</u> 90%* or more of 5<sup>th</sup> grade students testing in science in the Spanish and in the English languages must pass. If percentage is masked, this target is deemed achieved and teachers qualify for the award.</p> <p>* The 2007 baseline in Spanish science was masked by TEA and was 95% in English. 60% was 2006 baseline in Spanish science.</p> <p>Note: When the number of students is too low to be significant, TEA Masks percentages on the Academic Excellence Indicator System report to protect the confidentiality of individual students.</p>	<p><u>Target 5a:</u> \$500</p> <p align="center">or</p> <p><u>Target b:</u> 1000</p>

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Special Ed, School Improvement Specialist, ESOL Consultant, Librarian Grades 3-5 all subjects	TAKS For 3 <sup>rd</sup> grade, both reading and math TAKS tests as listed under "ALL TESTS" on the AEIS report.	Each teacher type (Special Ed Teacher, Intervention Specialist, School Improvement Specialist, Counselor, ESOL Consultant, and Librarian) is eligible for up to 3 incentive amounts (a possible total of \$1,000) and qualify for an award when students who attend school from the October snapshot date to the 1 <sup>st</sup> TAKS administration in spring 2008 achieve any two of the following TAKS passing targets assigned by grade level:  <u>Target 3:</u> 90% or more of 3 <sup>rd</sup> grade students testing in the Spanish and English languages must pass both reading and math TAKS tests as listed under "ALL TESTS" on the AEIS report.	<u>Target 3:</u> \$300,  and/or
	For 4 <sup>th</sup> grade Reading	<u>Target 4:</u> 90%* or more of 4 <sup>th</sup> grade students testing in reading in the English and Spanish languages must pass.	<u>Target 4:</u> \$300,  and/or
	For 5 <sup>th</sup> grade Science	<u>Target 5a:</u> 65 to 89%* of 5 <sup>th</sup> grade students testing in science in the Spanish and English languages must pass,	<u>Target 5a:</u> \$200  or
		<u>Target 5b:</u> 90%* or more of 5 <sup>th</sup> grade students testing in science in the Spanish and English languages must pass.	<u>Target 5b:</u> \$400

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<b>Teacher Type</b>	<b>Data Sources and Measures</b>	<b>Performance Levels</b>	<b>Incentive Amount</b>
Art	Student Portfolios	Based on teacher created portfolio rubrics (one per grade-level) approved prior to March 31, 2008 by the Director of Performing and Fine Arts, 80%* of students in each grade-level, first through fifth, will earn an “E” (Excellent) or an “S” (Satisfactory) on their portfolio review by May 30, 2008 to demonstrate an understanding of age-appropriate design concepts for their respective grade-level as defined by TEKS.  * There is no existing baseline.	\$1,000
Music	Student Portfolios	Based on teacher created portfolio rubrics (one per grade-level) approved prior to March 31, 2008 by the Director of Performing and Fine Arts, 80%* of students in each grade-level, first through fifth, will earn an “E” (Excellent) or an “S” (Satisfactory) on their portfolio review by May 30, 2008 to show an understanding of age-appropriate melodic and rhythmic concepts for their respective grade-level.  * There is no existing baseline.	\$1,000
Health Fitness	End-of-year Skills Test	By May 30, 2008 80%* of students in each grade-level, first through fifth, will earn an “E” (Excellent) or an “S” (Satisfactory) on a grade-level specific TEKS defined End-of-year Skills Test. The End-of-year Skills Tests for each respective grade-level will be teacher created and approved by the Director of Health Fitness prior to March 31, 2008.  * There is no existing baseline.	\$1,000

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<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>	<b>Acceptable Measures:</b> Participation in campus-based professional development or instructional/curricular planning; team teaching and classroom observation activities; teacher mentoring, induction, or coaching; collaboration with other teachers on development of lessons; sharing student data with other campus teachers; Others possible
	<b>Unacceptable Measures:</b> Student tutoring; PTA Meetings; student performance measures; teacher attendance; student attendance; individual planning time; participation in extracurricular activities not related to improved academic performance

<b>Teacher Type</b>	<b>Data Sources and Measures</b>	<b>Performance Levels</b>	<b>Incentive Amount</b>
Special Ed, K - 5 <sup>th</sup> grade all subjects, School Improvement Specialists, Intervention Specialists, Counselor, ESOL Consultant, Librarian	Sign in sheets for cross curricular, vertical, and grade level meetings	<p>From September 4, 2007 to May 15, 2008, at least 85% participation in all content specific meetings in which any of the following occurs:</p> <ul style="list-style-type: none"> <li>• campus-based instructional/curricular planning;</li> <li>• collaboration with other teachers on development of lessons; or</li> <li>• sharing of student data with other campus teachers.</li> </ul> <p>Documentation will include a list of the meetings each staff member is responsible for attending, a content specific agenda or minutes of each meeting, and a signature on a sign in sheet. Documentation may be stored by team in a central location.</p>	\$392

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<b>Part II Additional Incentives to Campus Faculty and Staff</b>	<b>Potential Staff Positions:</b> 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 may have contributed to increased student achievement, funding may <b>not</b> be used for athletics
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Number of Positions	Actual Staff Positions (do not include the names of individuals, refer to potential position types above)	Performance Levels	Maximum Incentive Amount
1 1 1 1 1 1 1 10	Principal Assistant Principal Counselor Community Specialist School Nurse Diagnostician Speech Pathologist* Teacher Assistants*	<p>To meet the student achievement measures, campus must be rated “Exemplary” using combined TAKS and TAKS-Accommodated for the 2007-2008 school year.</p> <p>To meet the collaboration criteria, each staff member must prove implementation of 8 of the 11 developmental assets strategies listed below for 10 students weekly during the period between the signing of a certification statement to verify understanding of expectations up until April 30, 2008 by using a checklist signed by their supervisor. Developmental Assets strategies listed on the checklist are:</p> <ol style="list-style-type: none"> <li>1. Greet students by name.</li> <li>2. Ask students about reading, sports, artistic pursuits and other interests</li> <li>3. Model life long learning by sharing your interests to establish connections.</li> <li>4. Encourage students to do their best.</li> <li>5. Label and notice positive behavior when students are following school rules.</li> <li>6. Encourage positive behaviors verbally and/or with written notes.</li> <li>7. Encourage students to read.</li> <li>8. Model kindness.</li> <li>9. Model positive behavior – be intentional about letting students see positive behaviors toward others.</li> <li>10. Ask students to help keep the school environment positive.</li> <li>11. Enlist students’ help in keeping the school environment clean.</li> </ol> <p>*Same only for 5 students instead of 10 since the speech pathologist and one part-time teacher assistant work part-time on this campus.</p>	<p>Level 1: \$225 if campus is Exemplary OR collaboration criteria is met</p> <p>Level 2: \$450 If campus is Exemplary AND collaboration criteria is met</p> <p>* Level 1a: \$112.50 if campus is Exemplary OR collaboration criteria is met</p> <p>*Level 2a: \$225 If campus is Exemplary AND collaboration criteria is met</p>

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Number of Positions	Actual Staff Positions (do not include the names of individuals, refer to potential position types above)	Performance Levels	Maximum Incentive Amount
5 1 3 11	Secretarial/Technical Support Staff * Crossing Guards Custodians Food Service Workers  *One Sec/Tech employee works half time. Pay will be pro-rated	<p>To meet the student achievement measures, campus must be rated “Exemplary” using combined TAKS and TAKS-Accommodated for the 2007-2008 school year.</p> <p>To meet the collaboration criteria, each staff member must prove implementation of 3 of the 4 developmental assets strategies listed below for students with whom they come in contact on a weekly basis during the period between the signing of a certification statement to verify understanding of expectations up until April 30, 2008 by using a checklist signed by their supervisor. Developmental Assets strategies listed on the checklist for Secretarial/Technical Support Staff are:</p> <ol style="list-style-type: none"> <li>1. Greet students by name.</li> <li>2. Provide useful information to students.</li> <li>3. Answer students’ questions kindly.</li> <li>4. Model kindness.</li> </ol> <p>Developmental Assets strategies listed on the checklist for Crossing Guards are:</p> <ol style="list-style-type: none"> <li>1. Wave at students.</li> <li>2. Say hello to students.</li> <li>3. Greet students by name.</li> <li>4. Ask students a simple question like “How are you?”</li> </ol> <p>Developmental Assets strategies listed on the checklist for Food Service Workers are:</p> <ol style="list-style-type: none"> <li>1. Make eye contact with students.</li> <li>2. Smile at students.</li> <li>3. Greet students by name.</li> <li>4. Model kindness.</li> </ol> <p>Developmental Assets strategies listed on the checklist for Custodians are:</p> <ol style="list-style-type: none"> <li>1. Greet co-workers by name to model behavior for students.</li> <li>2. Greet students by name.</li> <li>3. Model kindness.</li> <li>4. Enlist students help in keeping the school environment clean and safe.</li> </ol>	<p>Level 1: \$75 if campus is Exemplary OR collaboration criteria is met</p> <p>Level 2: \$150 If campus is Exemplary AND collaboration criteria is met</p> <p>* Level 1a: \$37.50 if campus is Exemplary OR collaboration criteria is met</p> <p>*Level 2a: \$75 If campus is Exemplary AND collaboration criteria is met</p>