

<p><b>For TEA Use Only</b> Adjustments and/or annotations made on this have been confirmed with _____ by telephone/FAX on _____ by _____ of TEA.</p>	<p><b>TEXAS EDUCATION AGENCY Standard Application System (SAS)</b>  <b>School Year 2007-2008 through 2008-2009</b></p>	<p><u>021-902</u> County District No.  _____ Amendment No</p>
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**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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<p><b>Criterion 1:</b> Teacher has a record of improving student performance using objective, quantifiable measures. <b>(Required)</b></p>	<p><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 <b>Unacceptable Data Sources/Measures:</b> Teacher Attendance, Campus Rating, Student Attendance</p>
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<b>Teacher Type</b>	<b>Data Sources and Measures</b>	<b>Performance Levels</b>	<b>Incentive Amount</b>
<b>Kinder- garten</b>	TPRI For Regular Classes Tejas Lee For Bilingual Classes	Level 1 = 80% to 84.9% of students developed in all areas of the TPRI or Tejas Lee with fluency of 13 words per minute on first grade story 1 Level 2 = 85% to 91.9 % of students developed in all areas of the TPRI or Tejas Lee with fluency of 13 words per minute on first grade story 1 Level 3 = 92% to 100% of students developed in all areas of the TPRI or Tejas Lee with fluency of 13 words per minute on first grade story	Level 1 = \$1,000  Level 2 = \$1,250  Level 3 = \$ 1,500
<b>PRE-1<sup>st</sup></b>	TPRI	Level 1 = 80% to 84.9% of students developed in all areas of the TPRI or Tejas Lee with fluency of 30 words per minute on first grade story 2 Level 2 = 85% to 91.9 % of students developed in all areas of the TPRI or Tejas Lee with fluency of 30 words per minute on first grade story 2 Level 3 = 92% to 100% of students developed in all areas of the TPRI or Tejas Lee with fluency of 30 words per minute on first grade story 2	Level 1 = \$1,000  Level 2 = \$1,250  Level 3 = \$ 1,500
<b>1st Grade</b>	TPRI For Regular Classes TejasLee For Bilingual Classes	Level 1 = 80% to 84.9% of students developed in all areas of the TPRI or Tejas Lee with fluency of 60 words per minute on first grade story 4 or 5. Level 2 = 85% to 91.9 % of students developed in all areas of the TPRI or Tejas Lee with fluency of 60 words per minute on first grade story 4 or 5. Level 3 = 92% to 100% of students developed in all areas of the TPRI or Tejas Lee with fluency of 60 words per minute on first grade story 4 or 5. (A teacher will administer story 4 if a student qualifies to read story 5, but fluency was less than 60 words per minute.)	Level 1 = \$1,000  Level 2 = \$1,250  Level 3 = \$ 1,500

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<b>2<sup>nd</sup> grade</b>	TPRI For Regular Classes TejasLee For Bilingual Classes	Level 1 = 80% to 84.9% of students developed in all areas of the TPRI or Tejas Lee with fluency of 90 words per minute on second grade story 4 or 5 (Story 11 in Tejas Lee) Level 2 = 85% to 91.9 % of students developed in all areas of the TPRI or Tejas Lee with fluency of 90 words per minute on second grade story 4 or 5 (Story 11 in Tejas Lee) Level 3 = 92% to 100% of students developed in all areas of the TPRI or Tejas Lee with fluency of 90 words per minute on second grade story 4 or 5. (Story 11 in Tejas Lee) (A teacher will administer story 4 if a student qualifies to read story 5, but fluency was less than 90 words per minute.)	Level 1 = \$1,000  Level 2 = \$1,250  Level 3 = \$ 1,500
<b>3<sup>rd</sup> Grade</b>	TAKS Reading (by 2 <sup>nd</sup> Administration) and Math	Level 1 = 80% to 84.9% meeting the standard  Level 2 = 85% to 91.9% meeting the standard  Level 3 = 92% to 100% meeting the standard	Level 1 = \$1,000  Level 2 = \$1,250  Level 3 = \$ 1,500
<b>4<sup>th</sup> Grade</b>	TAKS Reading, Writing, and Math	Level 1 = 80% to 84.9% meeting the standard  Level 2 = 85% to 91.9% meeting the standard  Level 3 = 92% to 100% meeting the standard	Level 1 = \$1,000 Level 2 = \$1,250 Level 3 = \$ 1,500
<b>5<sup>th</sup> Grade</b>	TAKS Reading (by 2 <sup>nd</sup> Administration), Math (by 2 <sup>nd</sup> Administration, and Science	Level 1 = 80% to 84.9% meeting the standard  Level 2 = 85% to 91.9% meeting the standard  Level 3 = 92% to 100% meeting the standard	Level 1 = \$1,000  Level 2 = \$1,250  Level 3 = \$ 1,500

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Teacher Type	Data Sources and Measures	Performance Levels	Incentive Amount
<b>Special Education</b>	TAKS A TAKS M	Level 1 = 80% to 84.9% meeting the standard  Level 2 = 85% to 91.9% meeting the standard  Level 3 = 92% to 100 % meeting the standard	Level 1 = \$1,000 Level 2 = \$1,250 Level 3 = \$1,500
<b>Music</b>	Exam, Recorder Solo, Performance	Level 1 = 80% of 5th grade students will pass a written test, earn a red belt in recorder karate, and participate in a school performance. Level 2 = 85% of 5th grade students will pass a written test, earn a red belt in recorder karate, and participate in a school performance. Level 3 = 92% of 5th grade students will pass a written test, earn a red belt in recorder karate, and participate in a school performance.	Level 1 = \$1000 Level 2 = \$1,250 Level 3 = \$1,500
<b>Art</b>	Student Portfolio, Sketchbook And Exam	Level 1 = 80% of students in grades 4 and 5 will pass an assessment which will include all 3 portfolio, sketchbook, and written exam. The student portfolio and sketchbook will be judged by an art teacher not teaching at Fannin. Level 2 = 85% of students in grades 4 and 5 will pass an assessment which will include all 3 portfolio, sketchbook, and written exam. The student portfolio and sketchbook will be judged by an art teacher not teaching at Fannin. Level 3 = 92% of students in grades 4 and 5 will pass an assessment which will include all 3 portfolio, sketchbook, and written exam. The student portfolio and sketchbook will be judged by an art teacher not teaching at Fannin.	Level 1 = \$1000 Level 2 = \$1,250 Level 3 = \$1,500
<b>Physical Education</b>	Fitness Test	Level 1: 80% of students improve fitness test performance on the one mile endurance run/ walk during two of four timed tests Level 2: 85% of students pass the fitness test performance on the one mile endurance run/walk during two of four timed tests Level 3: 92% of students pass the fitness test performance on the one mile endurance run/walk during two of four timed tests	Level 1 = \$1000 Level 2 = \$1,250 Level 3 = \$1,500

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This page may be duplicated as many times as needed to provide all information required for Criterion 2.

<p><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></p>	<p><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</p> <p><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</p>
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Teacher Type	Data Sources and Measures	Performance Levels	Incentive Amount
K, 1 <sup>st</sup> , 2 <sup>nd</sup> , 3 <sup>rd</sup> , 4 <sup>th</sup> , 5 <sup>th</sup> , Music, Art, P.E., Special Education	Staff Meeting Sign-In Sheets	97% On-time attendance at all meetings: Faculty, Conference Period, Grade Level Team, and Staff Development Days	<b>\$200</b>
K, 1 <sup>st</sup> , 2 <sup>nd</sup> , 3 <sup>rd</sup> , 4 <sup>th</sup> , 5 <sup>th</sup> , Music, Art, P.E., Special Education	Lesson Plans	97% Submitted in the curriculum management system (currently Task Stream) on time and Shared with Team	<b>\$200</b>
K, 1 <sup>st</sup> , 2 <sup>nd</sup> , 3 <sup>rd</sup> , 4 <sup>th</sup> , 5 <sup>th</sup> , Music, Art, P.E., Special Education	Peer Teacher Observation	3 observations per year minimum 20 minutes in length with required documentation	<b>\$100</b>

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<p><b>Part II Additional Incentives to Campus Faculty and Staff</b></p>	<p><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</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	<b>Counselor, Professional Development Specialist, Principal, Librarian, Nurse</b>	80 % of all students overall and in all AEIS accounted subgroups meet the state standard	\$550
1	<b>Assistant Principal</b>	80 % of all students overall and in all AEIS accounted subgroups meet the state standard	\$500
16	<b>Cafeteria Personnel, Custodians, Secretary, Data Entry Clerk, Behavior Management Specialist, Instructional Assistants, (Non-Professionals)</b>	97% On-Time Attendance	\$200

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<p align="center"><b>Governor’s Educator Excellence Award Program – Texas Educator Excellence Grant, Cycle 2 Schedule #4B-Program Description: Additional Program Requirements</b></p>		
<p><b>Part 1: Contingency Plan for Redistribution of Unallocated Funds</b> Responses are limited to the space provided, front side only, with a font size no smaller than 9 point (Arial or Verdana).</p>		
<p><b>Part I Contingency Plan Funds</b> (These funds <u>cannot</u> be used for professional development)</p>		
<p>All monies in Part 1 not awarded to employees not meeting the established eligibility criteria will be dispersed equally among those employees who meet the established eligibility criteria. Teachers who are not returning to Fannin Elementary for the 2008-2009 school year, will not be eligible to receive any award(s). Exceptions to the immediately preceding sentence are as follows: 1) an employee who meets eligibility, then is moved to another campus by district decision or 2) an employee who qualifies and retires legally effective after the 2007.2008 school year ends for students and prior to the 2008.2009 school year. If an employee does qualify, but does not return to Fannin for the 2008-2009 school year, that money will be dispersed equally among those employees that did qualify and will be returning to Fannin for the 2008-2009 school year. Teachers who start working at Fannin after the first day of student attendance will receive a prorated award based on the percentage of days they have worked at Fannin, should they qualify for an award.</p>		
<p><b>Part II Contingency Plan Funds</b></p>		
<p>All monies not awarded to employees not meeting the established eligibility criteria will be used for the purpose of staff development in 2008-2009. Through this staff development, students achievement and staff collaboration will be improved. The Campus Leadership Team will determine the most appropriate staff development based on 2007-2008 student data, staff input, and Campus Performance Improvement Committee Advisory. Employees who are not returning to Fannin Elementary for the 2008-2009 school year, will not be eligible to receive any award(s). Exceptions to the immediately preceding sentence are as follows: 1) an employee who meets eligibility, then is moved to another campus by district decision or 2) an employee who qualifies and retires legally effective after the 2007.2008 school year ends for students and prior to the 2008.2009 school year.</p>		