

<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 _____ by _____ 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;">_____ Webb Elementary Campus Name</p> <p style="text-align: right;">_____ 220-901 County District No.</p> <p style="text-align: right;">_____ Amendment No</p>
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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>
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This page may be duplicated as many times as needed to provide all information required for Criterion 1.

For all statements below: The 2008-2009 school year is defined as 8/1/2008 through 6/3/2009. Students included in non-TAKS data source measures will include those students who complete the assessment at the end of the school year (June 3, 2009) For TAKS data source measures, students will include all students in the accountability rating reports (enrolled on PEIMS snapshot date to testing date). All individual teacher incentive awards are given by grade level success. "Or" statements indicate the true meaning of "OR" and thus, only one incentive award is given even if more than one measurement is accomplished.

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: Pre-K 3 (1) Subject/Function: All Subjects	Pre-K District Assessment	Based on End of Year district preliminary analyses, $\geq 75\%$ of all PK-3 students will show District Mastery level on reading or counting to 5 or identifying primary colors in the 2008-2009 school year. PK teachers will be awarded for total PK-3 student population success.	\$1,000	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Grade: (2) Pre-K 4 Subject/Function: All Subjects	Pre-K District Assessment	Based on End of Year district preliminary analyses, $\geq 75\%$ of all PK-4 students will show District Mastery level on reading or identifying 10 letters, or counting to 10 in the 2008-2009 school year. PK teachers will be awarded for total PK-4 student population success.	\$1,000	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Grade: (7) Kindergarten	DRA2/EDL2 End-of-Year	Based on End of Year district preliminary analyses, $\geq 75\%$ of students will make a gain of 2 DRA/EDL levels	\$1,000	<input type="checkbox"/> Yes

Subject/Function: All Subjects	(EOY) Math (Developmental Reading Assessment & Evaluacion del Desarrollo de la Lectura	or ≥75% students will pass Math EOY tests in the 2008-2009 school year. Kindergarten teachers will be awarded for total kindergarten population success.		<input checked="" type="checkbox"/> No
Grade: 1 st (7)	DRA2/EDL2 End-of-Year (EOY) Math	Based on End of Year district preliminary analyses, ≥75% of students will make a gain of 3 DRA/EDL levels or ≥75% of students will pass Math EOY tests in the 2008-2009 school year. First grade teachers will be awarded for total first grade population success.	\$1,000	<input type="checkbox"/> Yes
Subject/Function: All Subjects				<input checked="" type="checkbox"/> No
Grade: 2 nd (6)	DRA2/EDL2 End-of-Year (EOY) Math	Based on End of Year district preliminary analyses, ≥75% of students will make a gain of 3 DRA/EDL levels or ≥75% of students will pass Math EOY tests in the 2008-2009 school year. Second grade teachers will be awarded for total second grade population success.	\$1,000	<input type="checkbox"/> Yes
Subject/Function: All Subjects				<input checked="" type="checkbox"/> No
Grade: 3 rd (6)	TAKS Reading TAKS Math *Positive Value Added	Based on End of Year district preliminary analyses, ≥75% of all students enrolled at PEIMS reporting dates will pass the TAKS Reading or the TAKS Math assessments OR show "positive value added in Reading or Math in the 2008-2009 school year. Third grade teachers will be awarded for total third grade population success.	\$1,000	<input type="checkbox"/> Yes
Subject/Function: All Subjects				<input checked="" type="checkbox"/> No
Grade: 4 th (5)	TAKS Reading TAKS Math *Positive Value Added	Based on End of Year district preliminary analyses, ≥75% of all students enrolled at PEIMS reporting dates will pass the TAKS Reading or the TAKS Math assessments OR show "positive value added in Reading or Math in the 2008-2009 school year. Fourth grade teachers will be awarded for total fourth grade population success.	\$1,000	<input type="checkbox"/> Yes
Subject/Function: All Subjects				<input checked="" type="checkbox"/> No
Grade: 5 th (5)	TAKS Reading TAKS Math *Positive Value Added	Based on End of Year district preliminary analyses, ≥75% of all students enrolled at PEIMS reporting dates will pass the TAKS Reading or the TAKS Math assessments OR show "positive value added in Reading or Math in the 2008-2009 school year. Fifth grade teachers will be awarded for total fifth grade population success.	\$1,000	<input type="checkbox"/> Yes
Subject/Function: All Subjects				<input checked="" type="checkbox"/> No

Grade: 6 th (5)	TAKS Reading TAKS Math *Positive Value Added	Based on End of Year district preliminary analyses, $\geq 75\%$ of all students enrolled at PEIMS reporting dates will pass the TAKS Reading or the TAKS Math assessments OR show "positive value added in Reading or Math in the 2008-2009 school year. Sixth grade teachers will be awarded for total sixth grade population success.	\$1,000	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Subject/Function: All Subjects				
Grade: K – 6 th (3)	TAKS TAKS Accommodated TAKS Modified Ind. Ed. Plan	$\geq 75\%$ of special education students will pass reading or $\geq 60\%$ pass math or $\geq 50\%$ of students will pass science TAKS, or $\geq 75\%$ of students will meet IEP goals in the 2008-2009 school year.	\$1,000	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Subject/Function: Special Education				
Grade: 1 st – 6 th (3)	DRA2/EDL2 End-of-Year (EOY) Math TAKS Reading TAKS Math *Positive Value Added	Listed teachers are teaching grade level TEKS to support the DRA2/EDL2/EOY Math/TAKS at 1 st – 6 th grades and will be awarded proportionally by the grade level assessment performance in the 2008-2009 school year. Teachers are awarded 1/6 of the \$1,000 as each grade level is identified as making the performance level set in this plan.	\$1,000	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Subject/Function: Music; Phys. Ed., Art				
Subject/Function:				

* Positive value added is determined using a regression analysis. Using the results of TAKS, End-of-Year Tests, and other quantifiable test scores that make a significant contribution to deriving value added. This is done at the grade level

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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>
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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
<input checked="" type="checkbox"/> All Teachers identified under Criterion 1	Record of Staff Development and Minutes of Meetings	<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.) In the 2008-2009 school year: Teachers will attend Professional Learning Community for a minimum of 6 hours; AND Teachers will attend 90% of Instructional Team Meetings.	\$800	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<input type="checkbox"/> All Teachers identified under Criterion 1				<input type="checkbox"/> Yes <input type="checkbox"/> No
<input type="checkbox"/> Select teacher under Criterion 1				<input type="checkbox"/> Yes <input type="checkbox"/> No
Grade: _____	Subject/Function: _____			<input type="checkbox"/> No

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Texas Educator Excellence Grant, Cycle 3

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

<p>Part II Additional Incentives to Campus Faculty and Staff (<i>Maximum 25 percent of total grant allocation</i>).</p>	<p>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.</p>
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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
6	Professional Instructional: 1 Principal 1 Asst. Principal 1 Counselor 3 Instructional Facilitators	In the 2008-2009 school year, attend 90% of Instructional Team Meetings and mentor* 2 students.	\$1,300	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
5.5	Professional Support 2 Nurses 1 Librarian 1 Speech Pathologist 1 Restart Manager	In the 2008-2009 school year, mentor* 3 students and provide documentation of activities.	\$1,120	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
.5	Diagnostician	In the 2008-2009 school year, mentor* 1 student and provide documentation of activities.	\$560	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

27	Teaching Assistants	In the 2008-2009 school year, attend 90% of Teaching Assistant Meetings.	\$454	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
1	Secretary	In the 2008-2009 school year, attend and support a minimum of two Title I Family Instructional Activities.	\$282	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
5	Administrative Assistants: 1 Guidance Technician 1 Campus Technology Mgr. 1 Family School Liaison 2 Clerks	In the 2008-2009 school year, attend and support a minimum of two Title I Family Instructional Activities.	\$256	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
6	Food Service	In the 2008-2009 school year, attend and support a minimum of two Title I Family Instructional Activities.	\$210	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
6	Custodial	In the 2008-2009 school year, attend and support a minimum of two Title I Family Instructional Activities.	\$160	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

* All Mentoring will require a **minimum of 20 contacts a year**, (30 minutes per session), with a contact log kept as documentation.