

SUMMARY OF THE GOVERNOR'S EDUCATOR EXCELLENCE AWARD

This grant program will award funds to campuses that have high percentages of economically disadvantaged students and have demonstrated high levels of student achievement or marked improvement in student performance. Campuses qualifying for this grant will be eligible for continuation of funding for two additional years. Campuses that become Academically Unacceptable may be disqualified from receiving future incentive grants.

Academically Unacceptable campuses are not eligible. Eligible campuses were selected based on the following criteria:

- Ranking within top third of campuses with highest percentages of economically disadvantaged students. Schools were ranked from highest to lowest percentage within each school category – elementary, middle, high, and all grades campuses.

AND

- Rating of Exemplary or Recognized OR
- Top-quartile performance with respect to Comparable Improvement in Math and Reading.

OR

- For registered alternative education campuses rated under alternative accountability procedures: TAKS passing rates, rank within the top third within each school category with respect to percentage of economically disadvantaged students. Only alternative education campuses with 30 or more students are eligible.

Each qualifying campus is eligible for an annual grant award ranging between \$60,000 and \$180,000, depending on the size of the student population at the eligible campus.

Campuses with 1-449 students qualify for an annual grant of \$60,000
Campuses with 450-699 students qualify for an annual grant of \$90,000
Campuses with 700-1199 students qualify for an annual grant of \$135,000
Campuses with 1200 students and above qualify for a grant of \$180,000

Districts must notify the Texas Education Agency of their intent to apply by no later than February 15, 2006. If a campus chooses not to participate in the grant, the Texas Education Agency will replace that campus with a like eligible campus.

This grant is a noncompetitive grant. The Texas Education Agency reserves the right to negotiate with applicants to ensure proposed activities meet the program guidelines.

Grant proposals will be submitted by districts on behalf of individual campuses. A school district that applies to participate in the incentive grant program shall submit a local incentive plan to reward teachers for positively impacting student achievement. Local incentive plans must be approved by a district-level committee, such as the district-level planning and decision-making committee. A campus-level decision-making body shall determine and approve the incentive plan and the distribution of incentive funds prior to consideration at the district-level.

Grant applications must validate significant teacher involvement in the development of the incentive program; valid examples of teacher involvement include attendance records, meeting minutes, or other evidence that indicates significant teacher involvement in the creation of the incentive program. Additionally, each application must include no fewer than three letters from classroom teachers, outlining their involvement in the process and their support for the program.

As a condition for receiving grant funding, a school district must make its incentive plan available for public viewing. Applications must also show evidence of the presentation of the incentive program at a regularly scheduled school board meeting or provide the date of the meeting when the program will be presented.

A school district or charter school that applies for this grant must specify in employment contracts or local compensation policy that qualifying employees will receive an incentive payment to the extent authorized under the local incentive plan.

TRS has advised that contributions would not have to be paid on incentive awards. However, members would not have these amounts included in TRS creditable compensation that is included in eventually determining retirement benefits.

Districts will be permitted to budget for indirect costs not to exceed their maximum approved rate or the maximum rate set by the Texas Education Agency, whichever is less. Excluding these indirect costs, the total grant amount awarded must be spent on the awarded campus. Seventy five percent of the award from this grant must be used to provide incentive payments to PreK-12 teachers in accordance with Section II of the program guidelines; the remaining funding, twenty five percent of the total grant award, may be used to provide incentive payments to other campus employees, as specified in Section IV, and may also be used for other activities that meet the guidelines outlined in the Section IV. Districts will be required to distribute teacher incentives allocated from seventy five percent of the total grant award by no later than September 15, 2006 in order to receive the remaining twenty five percent.

Grant awards should supplement, not supplant, funds currently budgeted for campus activities. Incentive programs and all other activities included in a grant proposal should demonstrate the intent to improve and sustain student academic achievement.

Additionally, the Texas Education Agency reserves the right to request qualitative and supplementary quantitative data from campuses and districts receiving this grant for the purposes of grant evaluation and monitoring. Data requests may include data for campuses that are not receiving this grant for evaluative purposes.

Section II: Guidelines for distributing Part I (75%) to classroom teachers:

- Incentives awarded under this grant may only be used for classroom teachers. For the purposes of this grant a classroom teacher means "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." For information about incentives for other school personnel, please refer to Section IV.
- If preferable, applications may propose an incentive plan for year one (2006-2006) and another incentive plan for years two (2007-2008) and three (2008-2009.)
- Districts will be required to distribute teacher incentives by no later than September 15, 2006.
- The Texas Education Agency recommends that incentives should be no less than \$3000 and no more than \$10,000 per teacher.
- Incentive plans must be structured in such a way that teachers who receive an incentive payment demonstrate:
 - A. success in improving student performance using objective, quantifiable measures, such as local benchmarking systems, portfolio assessment, end of course testing,

value-added assessment, etc. (Value-added assessment divides the annual academic growth of students in two parts: that which can be attributed to the student based on the expected academic growth a student should make from year and that which exceeds the expected academic growth and can be attributed to the teacher, school, and district. The latter is considered value-added.)

AND

- B. collaboration with faculty and staff that contribute to improving overall student performance on the campus
- Incentive plans must use A and B as criteria. Additional criteria may take into account:
 - C. A teacher's assignment in an area that is historically hard to staff or has had high turnover, including: math, science, special education, technology, bilingual/ESL, foreign language, literacy instruction, or areas of need specific to the district.

AND/OR

- D. A teacher's demonstration of on-going initiative, commitment, personalization, professionalism, and involvement in other activities that directly result in improved student performance, for example: working with students outside of assigned class hours, creating programs to engage parents, and taking initiative to personalize the learning environment for every student, etc.

Section IV: Guidelines for distributing Part II of the grant (25%):

- This funding must be spent on the campus qualified for this grant; however, eligible campuses may chose to extend funding, based on the guidelines below, to feeder campuses that did not qualify for the grant because they do not receive accountability ratings, for instance a Kindergarten through 2nd grade campus. Feeder campuses will not be considered in the award date used to determine campus awards. Additionally, districts may choose to retain part of this funding to provide financial incentives to the principal and assistant principals of the eligible campus. Districts may also choose to make available matching funds to provide financial incentives to principals and assistant principals.
- This funding may not be spent on athletics.
- This funding may be used for any of the following:
 - A. Additional incentives for other school personnel such as additional teachers, counselors, speech therapists, instructional coaches, teacher aides, nurses, librarians, custodial staff and other campus personnel who have contributed to increased student achievement. Additional incentives may not be spent on athletic coaches.
 - B. Professional development for classroom teachers who did not receive the incentive and who require professional development based on the skills and behaviors laid out in the incentive plan.
 - C. Reimbursement or funding for professional development activities that directly contributes to improved teaching and student achievement.
 - D. Signing bonuses for classroom teachers new to the campus who are teaching in high-needs subject areas as outlined above. Principals, assistant principals and athletic personnel are not eligible for this funding.
 - E. Activities to support teacher mentoring programs that include the following components:
 - i. Formative assessments to identify teachers' needs, assess their classroom practice, and create steps for improvement, and
 - ii. Observing new teachers in the classroom and offering them feedback, and
 - iii. Demonstrations of effective teaching methods, and
 - iv. Assistance with lesson plans, and

- v. Assistance for new teachers with analyzing student work and achievement data, and
 - vi. Providing mentors who are on the same campus, same grade (if applicable), and if possible teaching in the same subject matter, and
 - vii. Mentors who are selected based on having no less than three years of teaching experience and having a proven record of engaging students and, as a whole, in achieving growth in student performance, and
 - viii. Mentors must be trained, completing a research-based training program.
- F. Activities to support new teacher induction programs that include the following components:
- i. Mentoring, as outlined above, and
 - ii. Common planning time and collaboration, and
 - iii. Professional development, as specified above, and
 - iv. Standards based evaluation.
- G. Activities to support Common planning time and curriculum development.
- H. Other programs that have been proven to recruit and retain highly qualified, effective teachers.
- I. Activities to create or further the goals of incentive systems designed to improve student achievement, including value-added assessment.
- J. Stipends for teachers to participate in after-school or Saturday programs that directly contribute to improved teaching and student achievement.
- K. Other programs that have been proven to directly contribute to improved teaching.

LIST OF ELIGIBLE CAMPUSES

| District | Campus | School Type | Award Amount |
|--------------------|--------------------------------|--------------------|---------------------|
| ALDINE ISD | MENDEL ELEMENTARY | Elementary | \$60,000 |
| ALDINE ISD | THOMPSON ELEMENTARY | Elementary | \$90,000 |
| ALDINE ISD | MACARTHUR NINTH GRADE SCHOOL | High school | \$135,000 |
| ALDINE ISD | ALDINE NINTH GRADE SCHOOL | High school | \$135,000 |
| ALDINE ISD | OLESON ELEMENTARY | Elementary | \$135,000 |
| ALDINE ISD | ECKERT INTERMEDIATE | Middle | \$135,000 |
| AMARILLO ISD | SUNRISE EL | Elementary | \$60,000 |
| AUSTIN ISD | OAK SPRINGS EL | Elementary | \$60,000 |
| AUSTIN ISD | BLACKSHEAR EL | Elementary | \$60,000 |
| BROOKS COUNTY ISD | FALFURRIAS H S | High school | \$90,000 |
| BROWNSVILLE ISD | LONGORIA EL | Elementary | \$90,000 |
| BROWNSVILLE ISD | PUTEGNAT EL | Elementary | \$90,000 |
| BROWNSVILLE ISD | VICTORIA HEIGHTS EL | Elementary | \$90,000 |
| BROWNSVILLE ISD | VELA MIDDLE | Middle | \$135,000 |
| BROWNSVILLE ISD | RUSSELL EL | Elementary | \$135,000 |
| BROWNSVILLE ISD | SEN LUCIO MIDDLE | Middle | \$135,000 |
| BROWNSVILLE ISD | DR OLIVEIRA MIDDLE | Middle | \$180,000 |
| BROWNSVILLE ISD | STELL MIDDLE | Middle | \$180,000 |
| CLINT ISD | EAST MONTANA MIDDLE SCHOOL | Middle | \$135,000 |
| CORPUS CHRISTI ISD | GARCIA EL | Elementary | \$60,000 |
| CROWELL ISD | CROWELL H S | High school | \$60,000 |
| DALLAS ISD | JULIA C FRAZIER EL | Elementary | \$60,000 |
| DALLAS ISD | SAM HOUSTON EL | Elementary | \$60,000 |
| DALLAS ISD | JAMES B BONHAM EL | Elementary | \$60,000 |
| DALLAS ISD | WILLIAM LIPSCOMB EL | Elementary | \$60,000 |
| DALLAS ISD | ORAN M ROBERTS EL | Elementary | \$90,000 |
| DALLAS ISD | JAMES BOWIE EL | Elementary | \$135,000 |
| DALLAS ISD | ASCHER SILBERSTEIN EL | Elementary | \$135,000 |
| DALLAS ISD | ANSON JONES EL | Elementary | \$135,000 |
| DONNA ISD | C STAINKE EL | Elementary | \$60,000 |
| DONNA ISD | GUZMAN ELEMENTARY | Elementary | \$60,000 |
| DONNA ISD | W A TODD 9TH GRADE CAMPUS | High school | \$135,000 |
| EAGLE PASS ISD | PETE GALLEGO ELEMENTARY | Elementary | \$60,000 |
| EAGLE PASS ISD | SAM HOUSTON EL | Elementary | \$90,000 |
| EAGLE PASS ISD | E P H S - C C WINN CAMPUS | High school | \$180,000 |
| EDCOUCH-ELSA ISD | 6TH GRADE CAMPUS | Middle | \$60,000 |
| EDGEWOOD ISD | H B GONZALEZ ELEMENTARY SCHOOL | Elementary | \$60,000 |
| FABENS ISD | FABENS H S | High school | \$135,000 |
| FORT WORTH ISD | ROSEMONT 6TH GRADE | Middle | \$60,000 |
| FT DAVIS ISD | HIGH FRONTIER H S | High school | \$60,000 |
| GEORGETOWN ISD | CHIP RICHARTE H S | High school | \$60,000 |

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| HARRIS COUNTY JUVENILE JUSTICE CHA | BURNETT-BAYLAND RECEPTION CENTER | Allgrade | \$60,000 |
| HOUSTON ISD | PROJECT CHRYSALIS MIDDLE | Middle | \$60,000 |
| HOUSTON ISD | ENERGIZED FOR EXCELLENCE MIDDLE S | Middle | \$60,000 |
| HOUSTON ISD | CONCORD EL | Elementary | \$60,000 |
| HOUSTON ISD | JONES J WILL EL | Elementary | \$60,000 |
| HOUSTON ISD | SUGAR GROVE EL | Elementary | \$90,000 |
| HOUSTON ISD | RYAN MIDDLE | Middle | \$90,000 |
| HOUSTON ISD | CUNNINGHAM EL | Elementary | \$135,000 |
| HOUSTON ISD | LYONS EL | Elementary | \$135,000 |
| HOUSTON ISD | BROOKLINE EL | Elementary | \$135,000 |
| HOUSTON ISD | FONVILLE MIDDLE | Middle | \$180,000 |
| HOUSTON ISD | WELCH MIDDLE | Middle | \$180,000 |
| IRAAN-SHEFFIELD ISD | T Y C SHEFFIELD CAMPUS | High school | \$60,000 |
| KIPP INC CHARTER | KIPP ACADEMY | Allgrade | \$90,000 |
| LA JOYA ISD | ANN RICHARDS MIDDLE SCHOOL | Middle | \$135,000 |
| LA JOYA ISD | MEMORIAL MIDDLE | Allgrade | \$135,000 |
| LA JOYA ISD | LA JOYA SENIOR HIGH SCHOOL | High school | \$180,000 |
| LANEVILLE ISD | LANEVILLE SCHOOL | Allgrade | \$60,000 |
| LUEDERS-AVOCA ISD | LUEDERS-AVOCA H S | High school | \$60,000 |
| MARSHALL ISD | SOUTH MARSHALL EL | Elementary | \$60,000 |
| MERCEDES ISD | MERCEDES H S | High school | \$180,000 |
| MORAN ISD | MORAN SCHOOL | Allgrade | \$60,000 |
| MUMFORD ISD | MUMFORD H S | High school | \$60,000 |
| NORTH FOREST ISD | FONWOOD EL | Elementary | \$90,000 |
| NORTH FOREST ISD | LAKWOOD ELEMENTARY | Elementary | \$135,000 |
| NORTHSIDE ISD | ANSON JONES MIDDLE | Middle | \$180,000 |
| NORTHWEST PREPARATORY | NORTHWEST PREPARATORY | Elementary | \$60,000 |
| PATTON SPRINGS ISD | PATTON SPRINGS SCHOOL | Allgrade | \$60,000 |
| PHARR-SAN JUAN-ALAMO ISD | LEONEL TREVINO EL | Elementary | \$60,000 |
| PHARR-SAN JUAN-ALAMO ISD | NORTH ALAMO EL | Elementary | \$90,000 |
| PHARR-SAN JUAN-ALAMO ISD | NORTH SAN JUAN EL | Elementary | \$135,000 |
| PHARR-SAN JUAN-ALAMO ISD | GRACIELA GARCIA ELEMENTARY | Elementary | \$135,000 |
| RIO GRANDE CITY CISD | GRULLA MIDDLE | Middle | \$135,000 |
| RIO GRANDE CITY CISD | RINGGOLD MIDDLE | Middle | \$180,000 |
| ROBSTOWN ISD | LOTSPEICH EL | Elementary | \$60,000 |
| ROBSTOWN ISD | ROBSTOWN H S | High school | \$135,000 |
| ROCKDALE ISD | ROCKDALE REGIONAL JUVENILE JUSTIC | High school | \$60,000 |
| SAN ANTONIO ISD | DOUGLASS ACADEMY | Elementary | \$60,000 |
| SAN ANTONIO ISD | FENWICK EL | Elementary | \$60,000 |
| SAN ANTONIO ISD | MURIEL FORBES EL | Elementary | \$60,000 |
| SAN ANTONIO ISD | COOPER MIDDLE | Middle | \$60,000 |

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| SAN ANTONIO ISD | M L KING ACADEMY | Elementary | \$60,000 |
| SAN ANTONIO ISD | BEACON HILL EL | Elementary | \$90,000 |
| SAN ANTONIO ISD | NEAL EL | Elementary | \$90,000 |
| SAN ELIZARIO ISD | ALFONSO BORREGO SR ELEMENTARY | Elementary | \$60,000 |
| SAN FELIPE-DEL RIO CISD | DEL RIO 9TH GRADE | High school | \$135,000 |
| SAN ISIDRO ISD | SAN ISIDRO H S | High school | \$60,000 |
| SAN PERLITA ISD | SAN PERLITA H S | High school | \$60,000 |
| SANTA MARIA ISD | SANTA MARIA H S | High school | \$60,000 |
| THERESA B LEE ACADEMY | THERESA B LEE ACADEMY | High school | \$60,000 |
| TORNILLO ISD | TORNILLO ELEMENTARY | Elementary | \$90,000 |
| UNITED ISD | FRANKLIN D ROOSEVELT EL | Elementary | \$135,000 |
| UNITED ISD | JUDITH ZAFFIRNI ELEMENTARY | Elementary | \$135,000 |
| VALLEY VIEW ISD | VALLEY VIEW EL | Elementary | \$90,000 |
| WESLACO ISD | SOUTH PALM GARDENS H S | High school | \$60,000 |
| WESLACO ISD | BEATRIZ G GARZA MIDDLE SCHOOL | Middle | \$135,000 |
| YSLETA ISD | NORTH LOOP EL | Elementary | \$60,000 |
| YSLETA ISD | CONSTANCE HULBERT ELEMENTARY | Elementary | \$90,000 |
| YSLETA ISD | CAMINO REAL MIDDLE | Middle | \$135,000 |