

# Travis High School

1211 East Oltorf  
Austin, Texas 78704

August 23, 2006

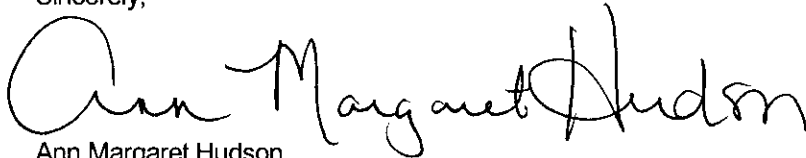
Dear Sir or Madam:

I enthusiastically support the grant proposal prepared by committee members for the Governor's Educator Excellence Award Program. This grant is significant to our school because it focuses on student success and rewards those educators who positively affect our student's lives on a daily basis.

It is my understanding that a committee comprised of educators from diverse subjects created the grant plan. I have reviewed the plan and support it. I understand that it focuses on areas such as staff retention, professionalism and service, and, most importantly, evidence of successful student performance. Travis High School is located in an urban school district with many challenges, and focusing on these areas will allow us to strive towards achieving many of our performance goals.

Please accept this letter as confirmation of my ardent support for the plan created by the members of the Texas Educator Excellence Grant committee.

Sincerely,

A handwritten signature in black ink that reads "Ann Margaret Hudson". The signature is written in a cursive, flowing style with a large initial "A" and "H".

Ann Margaret Hudson  
Social Studies Instructor

Travis High School

1211 East Oltorf  
Austin, Texas 78704

September 14, 2006

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Please accept this letter as confirmation of my ardent support for the plan created by the members of the Texas Educator Excellence Grant committee.

Sincerely,

A handwritten signature in cursive script, appearing to read "Ann Margaret Hudson".

Ann Margaret Hudson  
Social Studies Instructor

Julie Freedman  
Travis High School  
1211 East Oltorf Street  
Austin, Texas 78704

September 12, 2006

Governor's Educator Excellence Award Program Committee

Dear Sir or Madam:

I am writing to personally endorse the Governor's Educator Excellence Award Program. This program will help financially many of our excellent educators at Travis High School by providing additional assistance for those who often work extra hours to achieve a higher standard.

Some of the activities for which the money will compensate are things like: curriculum development, mentoring new teachers, tutoring our students before and after school, and assisting in various program administration and management to ensure efficiency and success, just to name a few. Many of the teachers who will be eligible to receive this grant money work after hours in various committees, such as Campus Advisory Council (CAC), technology committee, department chairs, club sponsors, as well as involvement with the Parent/Teacher/Student Association (PTSA).

These activities encourage faculty collaboration and cohesiveness, as well as better student achievement. So many of the volunteer hours by our teachers ultimately benefit the students, campus and the community. Many of the teachers who will be taking advantage of this award program have already demonstrated countless hours of dedication. Moreover, this award money will be distributed to those who merit.

Sincerely,



Julie Freedman

## **Governor's Educator Excellence Award**

### **Department Chair Input –**

Phoned each department chair to request a recommendation of a teacher to serve as a representative to the planning team (7/31/06).

Heard back from Vega (Goens), Lenoir, W (Vaughan), Lenoir, G (Freedman), Galloway (Barrera/Peterson), Cruz (Kates/Velasquez), Trial (Peterson), Miller (Bensch), Fernandez (Dooldeniya), Hill-Patterson (Kopetsky).

Called to set up initial meeting for Monday, August 7<sup>th</sup> at 3:00 pm. in the Culinary Arts dining room.

Governor's Educator Excellence Award Program  
Texas Educator Excellence Grant

August 11, 2006  
3-4pm

ATTENDANCE: Judy Goens, Jayma Vaughn, Irene Garcia, Travis Peterson, Jackie Davis, Barbara Peterson, Wendy Dooldeniya, Courtney Bensch, Wendy Campbell

Four categories

- I. Student Performance
- II. Staff Retention
- III. Professionalism and Service
- IV. Other 25% of people (staff other than teachers)

#### Student Performance

Taks subject by teacher compliance  
SDAA/RTPE  
Attendance of students  
Taks by performance level  
AP non-compensated testing

#### Staff Retention

Not just a bonus for coming back- They have to stay for a year (Oct 2006- Oct 2007) and con not be on a growth plan. ( has to be in good standing on PDAS). This includes all staff (T.A, janitorial, library, counselor, AP, deans and other professionals)

#### Professionalism and Service

Tutoring  
Uncompensated Dept. chairs and club sponsors and competitions and events  
Professional development (35 hours outside of school day)  
Masters degree  
National Board In Progress and in good standing  
CAC  
Teacher leaders  
Committee membership and attendance  
Attendance ) perfect and Good (no more than 6 abs)  
GT certified

**GEEAP Minutes**

Wednesday, August 16, 2006  
Room 306

**Attendance:** Wendy D. Travis, Irene, Judy, Jackie, Barbara, Wendy C.

**New Members:** Jackie Davis is replacing Bobby Kopetsky as committee member due to his coaching responsibility after school. He still will represent PE/Health as Jackie is fine arts, but is located with all the PE teachers. Janet Barrera is being permanently replaced by Travis Peterson because she attends school at UT after school and cannot commit to participate at this time. Travis represents language arts faculty.

**Discussion Topics:**

Distribution of funds –Teachers vs Support folks

Use same criteria for both where possible – Retention and Professionalism and Service

Math folks do not like the initial TAKS criteria as written. Suggested change to points awarded for following TAKS lesson plans. Committee agreed to alter criteria, but not to abandon the results requirement. Following lesson plans is an expectation for all teachers and should not be rewarded.

Other feedback from departments was generally positive. Added translation services to teacher service section—from LOTE dept.

For next meeting: Set priorities/point values for each section

Governor's Educator Excellence Award Program  
Texas Educator Excellence Grant

August 17, 2006  
4:30-6:30

ATTENDANCE: Jayma Vaughan, Irene Garcia, Jackie Davis, Courtney Bensch, Wendy Campbell

**I. Uncompensated Leadership**

Department chairs 15pts

Club Sponsors 10 pts

Team leaders 5 pts

Student Competitions and Services (District is 1 pt, Regional is 2 pts, Area is 3 pts, State is 4 pts (per student) ) with a max of 10 points total

Campus committee volunteer 10 hrs = 1 pt; no more than 5 points

**II Professionalism**

Attendance perfect attendance = 15 points good attendance ( nor more than 6 days per year) = 10 points

Masters degree/ national board in good standing = 5 pts each

Earning 35+ hours of independent time (not during school time) for professional development = 10 pts

**III. Service**

Tutoring 10 hours = 1 pts (no more than 10 points)

Home visits = 1 pt per visit, max of 10 pts

Translation projects, 1 pt per project, max 10

CAC membership, 1 pt per meeting

**Teacher Retention gets a certain percentage**

**I Student Performance**

TAKS 70% passing (meeting the standard) the teacher gets 20 points

SDAA/ RPTE – 70% meeting student expectation – 20 points

AP un-compensated testing a score of 3 gets 3 pts (max of 25 pts)

4 gets 4 pts

5 gets 5 pts

Student receiving a national or state recognized professional certification – teacher gets 2 pts per certification

Tracking and publicizing has to happen. We started talking about this issue!

**II Staff Retention (50% of the money = 100,000)**

Teachers that work 4hrs+ will split 80,000 of the money up

Classified staff (T.A.'s, clerical, secretary, custodians) will split up 10,000

Professional-non-teaching (dean, admin., counselors, literacy specialists) will split 10,000

Governor's Educator Excellence Award Program  
Texas Educator Excellence Grant

August 23, 2006  
4:30-6:15

Attendance: Judy Goens, Jayma Vaughan, Irene Garcia, Travis Peterson, Jackie Davis, Barbara Peterson, Wendy Dooldeniya, Courtney Bensch, Wendy Campbell

Student Achievement is the backbone of having same programs, continuity, and being on the same page

Need professionalism in faculty ability to diagnose individual students

Teacher retention was discussed at length. Should it be that much money?

It was decided that teacher retention is going to get 55% of 150,000

A math teacher came in a spoke with the group about how the points were given to the TAKS teachers in the core subjects. Some changes were made on how we are going to give points for TAKS testing.

We broke up into groups and each group worked on different aspects of the grant and the different requirements we have to have completed by next week.

Travis Peterson and Judy Goens worked on the actual writing of the point system we devised.

Courtney Bensch and Jackie Davis are typing up notes of all of our meetings

Jayma Vaughan, Barbara Peterson, and Wendy Dooldeniya are going to be in charge of getting letters from the staff members

## **GEEAP Minutes**

Friday, August 25, 2006

4:20 p.m. Room 308A

**Attendance:** Jackie, Courtney, Wendy D , Travis, Irene, Judy, Marge, Barbara, Bobby, Wendy C.

### **Discussion Topics:**

Judy brought Marge Leder along to make a final statement for the math department. Although the committee generally understood the stance, it did not agree to change criteria for TAKS awards. Marge suggested that award be made departmentally instead of on an individual basis.

Final outcome of discussion was to award incentive by individual class, not by composite teacher enrollment. That way, one bad class could not disguise the achievement level of other classes with the same teacher.

Presentation to CAC: Jackie Davis (Tuesday, August 29<sup>th</sup> at 5:30). Wendy C. will provide support and others are invited to attend to act as a panel to answer questions>

Other responsibilities: Travis will complete the final copy of the program design.

Jayma will complete Part I of the grant application

Courtney will type up and collect all minutes.

Irene and Wendy will get the letters of support.

## **Travis High School GEEAP Committee Members**

<b>Name</b>	<b>Department Assignment</b>	<b>Yrs at Travis</b>
Wendy Campbell	Administrative representative/facilitator	15 yrs
Wendy Dooldeniya	Fine Arts	5 yrs
Janet Barerra	Language Arts	3 yrs
Judy Goens	Math	7 yrs
Jackie Davis	Fine Arts/PE	4 yrs
Travis Peterson	Language Arts	4 yrs
Barbara Peterson	Science	1 yr
Christal Kates	Social Studies	10 yrs
Jayma Vaughan	CATE	5 yrs
Courtney Bensch	Special Education	5 yrs
Bobby Kopetsky	PE/Social Studies	4 yrs
Irene Garcia	LOTE	6 yrs

SUBJECT: Governor's Educator Excellence Award Grant Program –  
Texas Educator Excellence Grant (R-2)

PRESENTER: Julie Lyons

RECOMMENDATION

Approval of the incentive plans designed by the 20 campuses eligible for the Texas Educator Excellence Grant.

BACKGROUND INFORMATION

In May, the Board approved the incentive plans developed by Blackshear and Oak Springs as part of first Governor's Educator Excellence Award Grant Program. The first cycle were three-year grants with \$60,000 allocated each year for campus-developed incentive plans.

In July, the Texas Education Agency notified the District that 20 campuses were eligible to apply for the second cycle of the Governor's Educator Excellence Award Grant Program – Texas Educator Excellence Grant. The campuses, and their funding allocations, are:

***High Schools***

Akins	\$230,000
Crockett	\$220,000
Lanier	\$210,000
Travis	\$200,000

***Middle Schools***

Dobie	\$120,000
Mendez	\$120,000

***Elementary Schools***

Allison	\$ 75,000
Andrews	\$ 90,000
Barrington	\$120,000
Blanton	\$ 90,000
Cook	\$125,000
Houston	\$125,000
Jordan	\$ 90,000
Linder	\$135,000
Maplewood	\$ 45,000

Metz	\$ 75,000
Norman	\$ 75,000
Ridgetop	\$ 40,000
Rodriguez	\$120,000
Widen	\$120,000

The campuses received this award based on their having Math and/or Reading TAKS scores within the top quartile with respect to Comparable Improvement, based on the 2004-05 results. The purpose of the grant is to provide a system of financial incentives to award educators who demonstrate the ability to achieve higher levels of student academic performance.

The grant award is for one year only, and 75% of it must be spent only for incentive awards for classroom teachers (defined as an educator who teaches in an academic instructional setting not less than an average of four hours per day.) The plans must address areas A and B and may include areas C and D as noted below.

- A. Success in improving student performance using objective, quantifiable measures  
AND
- B. Collaboration with faculty and staff that contribute to improving overall student performance on the campus  
AND/OR
- C. Teacher's assignment in area that is experiencing a critical shortage of teachers or has had high turnover  
AND/OR
- D. Teacher's demonstration of on-going initiative, commitment, personalization, professionalism, and involvement in other activities that directly result in improved student performance

In order to receive any incentive, the teacher must meet the standards set under A and B. The amount of the award per teacher and what criteria must be met to receive the award must be determined by a campus team, with significant teacher involvement, and approved by the Campus Advisory Council (CAC).

The remaining 25% must be used to provide incentives to other non-teaching staff and/or for activities such as professional development and teacher mentoring support.

#### ADMINISTRATIVE CONSIDERATIONS

Teacher committees were formed at the campuses and these committees developed the incentive plans with assistance from central administration. The plans have been approved by the CACs and the District Advisory Council, and reviewed by the Superintendent. The plans award teacher incentives based on point systems or fixed stipend amounts for specific achievements and/or for service at high needs campuses. The plans also award incentives to non-teaching staff.

This grant is due at TEA by no later than October 5. We are asking that the Board of Trustees acknowledge receipt of the grant proposals. The AISD Teacher Compensation and Support Task Force will be reviewing these plans, and will report to the Board on what they learned from them and whether they are feasible for district-wide replication.

#### ACTION REQUIRED

Board approval.

#### CONTACT PERSON(S)

Julie Lyons  
Maria Whitsett  
Michael Houser