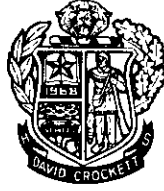


David Crockett High School



5601 MANCHACA ROAD • AUSTIN, TEXAS 78745

September 1, 2006

To Whom It May Concern:

I have been teaching for seven years, and this is my second year at Crockett High School. I currently serve as one of the 10th Grade Team Leaders and I am also a member of the Governor's Educator's Excellence Award Program committee. I am also the Head Boys Basketball Coach at Crockett.

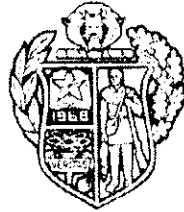
In my opinion, teachers work very hard at educating students and do not always get compensated for their efforts. In today's educational setting, teachers are critical in assisting students with meeting the standards that are in place. I believe that their hard work in helping improve student performance should certainly be acknowledged. I support this initiative and I believe that it will encourage teachers and other staff at our school to continue to help students to strive toward reaching higher levels of academic performance.

Sincerely,

A handwritten signature in black ink, appearing to read "John Morgan", with a long, sweeping underline.

John Morgan

David Crockett High School



5601 MANCHACA ROAD • AUSTIN, TEXAS 78745

August 29, 2006

To Whom It May Concern:

I have been involved with the educational system for thirty-one years; sixteen of those years have been at Crockett High School, located in Austin, Texas. One of my responsibilities as the 12th grade team leader is to serve as a member on the Governor's Educator's Excellence Award Program committee. I am also involved as a teacher /facilitator with the DELTA Program, which is a computer-based program, used for credit recovery.

I have a strong belief in our educational system that all students can learn. However, I believe teachers/staff are not always compensated for their commitment, dedication, and hard work that it takes to improve student performance. I have had many opportunities to witness both student success and unfortunately student failure. Today's children require more attention and need individualized plans. One size does not fit all.

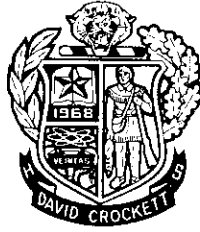
I support this initiative and know that it will be a positive instrument for encouraging teacher/staff to continue helping students achieve at higher levels of academic performance. With your help we can keep and create a strong faculty.

Sincerely,

A handwritten signature in cursive script that reads "Brenda Waterfield".

Brenda Waterfield

David Crockett High School



Office Of The Principal

5601 MANCHACA ROAD • AUSTIN, TEXAS 78745

September 12, 2006

To Whom It May Concern:

I have thirteen years teaching experience and this is my second year at Crockett High School. I am currently one of the team leaders for 10th grade. I have served as department chair, team leader and instructional specialist for Texas History at Austin area middle schools. I am also a member of the Governor's Educator's Excellent Award Program here at Crockett High School.

As a member of school leadership teams at both middle school and high school levels, I have seen first hand how hard teachers work for student success at school. Teachers do not get rewarded or recognized for the effort in creating schools where students can be assured of success. I support this grant and believe it will reward the performance of educators and all who work for high levels academic performance.

Sincerely,

A handwritten signature in black ink that reads 'Karen Guerrero'. The signature is written in a cursive style with a long horizontal flourish extending to the right.

Karen Guerrero

Texas Educator Excellence Grant

Crockett High School Campus Committee 2006-2007

Staff	Subject	Grade Level
Sandy Cox	Foreign Language/Spanish Teacher	
Ana Williams	Science/Chemistry Teacher	9-12 <i>(see)</i>
Chris Mihealsick	Science/Chemistry Teacher	11/12 <i>cu</i>
Iheke Emelike	Science/Physics Teacher	
Tisha Gonzales	Math/Calc & Algebra Teacher	
Kyla Cormier	Special Ed Teacher	
Sherry Greene	Special Ed Teacher	9/10 <i>my</i>
Steve Steakley	Special Ed Teacher	
Joel Castillo	Math/Geometry Teacher	9-10 <i>gl</i>
John Waugh	Athletics/Human Services/Depart.	
Susan Barnard	English/Comm/Depart.	
Kathy Olson	Fine Arts/Comm/Depart.	
Ruben Botello	Foreign Language/Depart.	
Patrick Fallin	Math/Science Depart.	
Michale O'Dea	Physical Ed/Depart.	
Shelly Rodriguez	Science/Depart	
Jeannie Ferrier	CATE Depart	9-13 <i>J Ferrier</i>
Celeste Smith	Social Studies Depart.	
Tiffany Farris	Special Ed Depart.	
Veronica Ruiz	Special Ed. Depart.	
Brenda Waterfield	12 th Grade Team Leader	
John Morgan	10 th Grade Team Leader	
Karen Guerrero	10 th Grade Team Leader	<i>K. Guerrero</i>
Raquel Lloreda	9 th Grade Team Leader	<i>R. Lloreda</i>
Lisa Alexander	9 th Grade Team Leader	<i>L. Alexander</i>

David Dupont

12th Grade Social Studies

Dupont



Maria L
Vasquez-Jones/Crockett/AIS
D
Sent by: Maria L
Vasquez-Jones

08/25/2006 04:04 PM

To Sandy Cox/Crockett/AISD@AISD, Ana
Williams/Crockett/AISD@AISD, Christine
Mihealsick/Crockett/AISD@AISD, Iheke
cc Barbara Gideon/Crockett/AISD@AISD, Sheila
Reed/Crockett/AISD@AISD, Sissy
Camacho/Crockett/AISD@AISD, Ken

bcc

Subject Texas Educator Excellence Grant - Meeting

Texas Educator Excellence Grant 2006-2007

Goal: To plan how we are going to spend the income awarded.

August 28- Monday

4:30pm (after school) at the Library

Pizza & Refreshments will be provided

Other: RSVP to your Grade Level Team Leader

(Sorry for the short notice)

*We need at least a total of 10 members present

Draft Plan due - September 1

Letty Vasquez-Jones
Crockett High School
High School Redesign Coordinator
Austin Independent School District
Phone number: 414-7804

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Texas Educator Excellence Grant

Crockett High School
Campus Committee
2006-2007

Meeting: August 28, 2006
SIGN-IN

Faculty	Subject	Grade Level
Joel V. Castillo	Geometry	9-10
Jeannie Fernier	Cosmetology	10-12
K. W. W. W. W.	World Hist	10
Sheri Dyson	Hist/Geog	9/10
Chris Mihealsick	Chem/AP	11-12
Ana Williams	Chemistry	11-12
David Dupont	Soc Studies	9-12
Lisa Alexander	Incl. Eng	9/10 : 9-12
Raquel Florida	Math / Algebra	9 th
Shelby Reed	AP 12 th	12 th
Sony Carrawe	AP - 11 th	11 th

Crockett High School
12th Grade Team Meeting
August 22, 2006

Please initial by your name

SB Barnard, S.

SB Bergen, L.

___ Botello, R.

MC Clifton, M.

___ Dupont, D.

DB Egli, D.

FF Ferrier, J.

TF Grubbs, T.

___ Jarosek, G.

___ Millard, M.

SA Montgomery, S.

SO O'Sullivan, S.

GS Queen, G.

JR Ramirez, J.

DS Scales, D. *

DF Serna, D.

CS Shannon, G.

___ Steakley, S.

BT Talkington, B. *

RW Williams, R.

WS Wilson, S. 10th grade team

GM Gannaway, G. *

GB Billingsley, G. *

TD Dew, T. * ✓

CR Reynolds, C.

Crockett High School
12th Grade Team Meeting
August 29, 2006

Please initial by your name

 Barnard, S.

 Bergen, L.

 Billingsley, G.

 Botello, R.

 Clifton, M.

 Dew, T.

 Dupont, D.

 Egli, D.

 Ferrier, J.

 Gannaway, G.

 Grubbs, T.

 Jarosek, G.

 Millard, M.

 Montgomery, S.

 O'Sullivan, S.

 Queen, G.

 Ramirez, J.

 Reynolds, C.

 Scales, D.

 Serna, D.

 Shannon, G.

 Steakley, S.

 Talkington, B.

 Williams, R.

 Ball, T.

5. Major units of study need to be posted in the conference room every 2 weeks:
 - Mr. Davidson will email Lisa the units to be posted before the meeting in the conference room on the white board.
6. Action Teams: Update
 - Team Pride (9-2) will be working on Newsletter, Teacher celebrations, and CASH.
 - 9-1 will work on Data collections (for both teams), 6 weeks dinner, and Programs and Certificates.
 - Sign up for Action Teams
 - Team Name?
 - A-Team
7. Governor's Award money: update
 - The committee met Monday afternoon. Many ideas were discussed and are to be submitted to Lettie Wed morning. A vote/discussion will be held by the committee on Wed. afternoon.
 - All the teachers involved were trying to be fair and all were very supportive of the money that is earmarked for non-teaching staff.
 - Any suggestions need to be given to Lettie Wed. morning for the committee to discuss and decide on Wed. after school.
8. Tutoring:
 - All teacher's need to submit their tutoring times to Irma San Miguel so we can have a list prepared for parents and students.
 - Your tutoring times need to be clearly posted in your classrooms.
9. 9th grade Marquee:
 - take a look at the 9th grade Marquee outside the Conference room.
 - For a dollar, students can get a message to run across the top. See Mr. Davidson or Ms. San Miguel.
 - Make an announcement after Pledge
 - Get teachers one more flyer with just info.
10. Visibility of Teachers:
 - Teachers have been doing a good job of being visible at their duty station in the hallways/lunchtime. Please know that your presence is needed to help cut down on student disruptions. It is also a great way to get to know your students on a more informal level.
11. Attendance issues:
 - A sign up sheet is being passed around for teachers to choose 7-10 students to call regarding their attendance.
 - If you cannot get a good number, please come by the 9th grade center for help.

Important: Please note that every student shall have an opportunity to make-up a zero. Teachers do have to allow students to turn in late work. Give students 3 days to make-up work in school. If he/she does not complete their work then the student will be assigned to Saturday school.

Senior teachers will be responsible for taking care of making up zero grades.

For fights: The student will receive 3 days suspension.

Reminders:

- Please turn in your substitute folder to Ms. Lewis in the front office.
- **Texas Educators Grant in process-** Jennie Ferrier reported on committee meeting. Teacher should email Jennie with their suggestions. Committee will agree on 10 goals and 4 must be completed to be eligible for funds. Performance based on this year, not last.
- **PBS Rules – please monitor**

Teacher Concerns

Too many new things!!!!!!

Student Concerns

Reminder:

- Next meeting – September 5, 2006 – Tuesday @8:15
Room 263 – Susan Barnard's room

Texas Educator Excellence Grant

Crockett High School
Campus Committee
2006-2007

Meeting: August 30, 2006
SIGN-IN

Faculty	Subject	Grade Level
J. Ferrier	Cosmo.	10-12
Dyer	Soc Studies	12
Mineralsick	Science	11/12
Greene	SS	9/10
Cormier	Specd	9/10
Ana Williams	Science	11-12
Raguel Florida	9 th gr/math	9 th
Jessie Alvarez	9 th TL/Inc. En.	9 / 9-12
Jessie Fulbright	SpEd	9-12+

**Crockett High School
 Campus Advisory Council (CAC) Meeting Agenda
 Tuesday September 12, 2006
 Crockett High School Library
 4:30 – 5:30 P.M.**

Co-chair – Kyla Cormier – Teacher
 Co-chair – Terry B. Burkett – Parent

Agenda Item	Time	Person Responsible
1. Welcome & Call to Order	4:30	Co-chairs
2. Reading of Minutes/Approval	4:35	Sherrie Greene
3. Principal's Report	4:40	Dr. Barbara Gideon
- Review Draft CIP		
- Status on Early College Program		
4. Governor's Educator Excellence Award – Texas Educator Excellence Grant	5:00	Letty Vasquez-Jones
5. High School Redesign – Seminar Course	5:10	Brittany Morgan
6. High School Redesign – Local business involvement	5:20	Ty Davidson
7. Agenda input for October	5:25	All
8. Adjournment	5:30	Co-chairs

Note: If there are non-CAC members present wishing to address the council, time will be made available.

Texas Educator Excellence Grant

Crockett High School Campus Committee 2006-2007

Staff	Subject	Grade Level	Years at Crockett
1)Sandy Cox	Foreign Language/Spanish Teacher	9 th -12 th	3 years
2)Ana Williams	Science/Chemistry Teacher	11 th & 12 th	10 years
3)Chris Mihealsick	Science/Chemistry Teacher	11 th & 12 th	5 years
4)Iheke Emelike	Science/Physics Teacher	11 th & 12 th	1 year
5)Tisha Gonzales	Math/Calc & Algebra Teacher	11 th & 12 th	16 years
6)David Dupont	Social Studies	12 th grade	6 years
7)Kyla Cormier	Special Ed Teacher	9 th -12 th	1 year
8)Sherry Greene	Special Ed Teacher	9 th & 10 th	7 years
9)Steve Steakley	Special Ed Teacher	9 th -12 th	12 years
10)James Fulbright	Special Ed Teacher	9 th -12 th	6 years
11)Joel Castillo	Math/Geometry Teacher	9 th & 10 th	10 years
12)Jeannie Ferrier	CATE Depart	10 th -12 th	21 years
13)Brenda Waterfield	12 th Grade Team Leader	10 th -12 th	13 years
14)John Morgan	10 th Grade Team Leader	10 th	2 years
15)Karen Guerrero	10 th Grade Team Leader	10 th	2 years
16)Raquel Lloreda	9 th Grade Team Leader	9 th	3 ½ years
17)Lisa Alexander	9 th Grade Team Leader	9 th	11 years

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