

To Whom it May Concern;

My name is Stacie Koerth. I am a teacher at Dobie Middle School and participated in the Texas Educator Excellence Grant. My ideas represented both myself and my fellow sixth grade teachers.

A handwritten signature in black ink, appearing to read "Stacie Koerth". The signature is written in a cursive style with a large, stylized initial "S".

**Stacie Koerth
6th Grade Science
Dobie Middle School**

To Whom it May Concern;

My name is Holly Van Eis. I am a teacher at Dobie Middle School and participated in the Texas Educator Excellence Grant. My ideas represented both myself and my fellow ~~sixth~~-grade teachers.

eighth.

A handwritten signature in black ink that reads "Holly Van Eis". The signature is written in a cursive style with a large, stylized "E" at the end.

**Holly VanEis
8th Grade Language Arts
Dobie Middle School**

To Whom it May Concern;

My name is Jack Shanley. I am a teacher at Dobie Middle School and participated in the Texas Educator Excellence Grant. My ideas represented both myself and my fellow sixth grade teachers.

A handwritten signature in black ink that reads "Jack Shanley". The signature is written in a cursive style with a large, looping initial "J".

**Jack Shanley
6th Grade Math
Dobie Middle School**

TEEG Faculty Voting

A vote was taken on September 8 and the vote was 100% of those in attendance in support of the TEEG application.

A second vote was taken on September 22 and the vote was 100% of those in attendance in support of the TEEG application.

A handwritten signature in black ink that reads "Martha Bartz". The signature is written in a cursive style with a large, looped initial 'M'.

Martha Bartz

6th Grade Assistant Principal

Dobie Middle School

Date August 31, 2006
Faculty Meeting

| Teacher | Initial | | |
|---------------------|---------|----|--|
| Aldridge, Jane | 115165 | | |
| Alexander, Anita | 107746 | af | |
| Alu, Olubusola | 108632 | AM | |
| Allen, Ricky | 114007 | AL | |
| Angermann, Kay | 102243 | | |
| Archer, Jessica | 124340 | JA | |
| Arend, Julie | 106478 | JA | |
| Barrett, Christy | 113065 | CB | |
| Bartz, Martha | 108097 | | |
| Beal, Cynthia | 121602 | CB | |
| Belvin, Tai | 127441 | BT | |
| Bradley, Victoria | 108617 | VB | |
| Brown, Cynthia | 126290 | CB | |
| Bryant, Erika | 108018 | EB | |
| Buckles, Stephen | 106889 | SB | |
| Cameron, Cathy | 110179 | CB | |
| Cameron Jerald | 120766 | AC | |
| Carpo, April | 124759 | AC | |
| Chapman, Carol | 102234 | | |
| Clark, Betty | 104917 | CB | |
| Conde, Juan | 100013 | JC | |
| Crawford, Cynthia | 104164 | CC | |
| Davis, Terri | 105438 | TD | |
| Dawson, Gena | 129093 | DB | |
| Dias, Jennifer | 129046 | | |
| Diggs, Noah | 101569 | | |
| Dyer, Kira | 124577 | DK | |
| Enos, Susan | 125372 | ES | |
| Evans, E.J. | 102240 | EV | |
| Gallo, Mary | | | |
| Garcia, Sara | 106806 | SG | |
| Garner, Richard | 129260 | GR | |
| Garza, Hernan | 129720 | GH | |
| Gonzalez, Lisa | | | |
| Gorzell, Lisa | 129165 | GL | |
| Grady, Woodrow | 108524 | GW | |
| Greene, Rodney | 103397 | GR | |
| Griffin, Craig | 121759 | CG | |
| Hall, Claudia | 115602 | HC | |
| Harboure, | | | |
| Alejandra | | AH | |
| Harding, A | 125446 | AB | |
| Havard, Amy | 125145 | HA | |
| Hayes, Jason | 125394 | HS | |
| Henderson, Sherri | 104308 | PH | |
| Hernandez, Maria | 125230 | MH | |
| Hilton, Neil | 115004 | HT | |
| Hoose, Lynn | 110142 | | |
| Hopkins, Ed | 111449 | EH | |
| Howell, LeaAnn | 125085 | HL | |
| Hutka, John | 102773 | HT | |
| Hysaw, Anna | | | |
| Ibarra, Alma | 100551 | IB | |
| Ingram, Ellis | 114414 | IN | |
| Jackson, Megan | 125142 | JA | |
| Johnson, Trenell | 109388 | JT | |
| Kays, Dana | 113256 | KA | |
| King, Lindsey | | KL | |
| Koch, Kadia | 115170 | KC | |
| Koerth, Stacie | 106518 | KK | |
| Laykasek, Lisa | 108909 | LL | |
| Lewis, Eddie | 108324 | | |
| Liu, Esther | | EL | |
| Lockley, Sam | 106081 | | |
| Lopez, Yolanda | 112985 | LO | |
| Lovell, Mernel | | | |
| Mabry, Megan | 120903 | MB | |
| Mannard, Mark | 125534 | | |
| Martinez, SixMarie | 127171 | | |
| McGuire, Margaret | 129414 | MG | |
| Molina, Erlinda | 129746 | MO | |
| Montalvo, Ernest | 124346 | MT | |
| Myrick, Maureen | 120127 | MY | |
| Nails, Norma | 110294 | NA | |
| Nall, Lisa | 124080 | NL | |
| Ngo, Xuan | 101989 | NG | |
| Patino, Virginia | 1066453 | PA | |
| Pena, Di | 101611 | | |
| Pohner, Ronda | 125037 | PP | |
| Quinn, Mary | 113387 | QU | |
| Quintana, Elisa | 109070 | QI | |
| Ramirez, S | 120998 | RS | |
| Ramm, Joyce | | | |
| Ramm, Ron | 117338 | RR | |
| Rashad, Manu | 129886 | RA | |
| Reyes, Frances | 100598 | RY | |
| Richardson, Jocelyn | 106808 | RI | |
| Rodrigue, Patrick | 122340 | RO | |
| Rodriguez Maria | 112984 | RM | |
| Rodriguez, Nelda | 111805 | RD | |
| Rodriguez, Robert | 121147 | RR | |
| Ross, Kim | 107453 | RS | |
| Rouleau, Victoria | 113004 | RU | |
| Rush, Vincent | | | |
| Russell, Amy | 112804 | RU | |
| Schuler, Paul | 129435 | SC | |
| Shanley, John | 125150 | SH | |
| Smith, Sidonna | 110203 | SM | |
| Sneed, Bobby | 125540 | SN | |
| Stauinger, Paul | 110650 | ST | |
| Taylor, Lonnie | 106180 | TA | |
| Vaneis, Holly | 120526 | VA | |
| Watson, Dell | 109424 | WA | |
| Wheeler, Robert | 103755 | WH | |
| White, Linda | 129524 | WI | |
| Wolf, JoAnn | 102191 | WO | |
| Zappone, Marisa | | | |
| Ziemann, R | 117498 | ZI | |

TEEG Application Committee Dobie Middle School

| | | |
|---------------|----------|------------------------------|
| Holly VanEis | 3 years | Language Arts 7/8 |
| Edwin Hopkins | 5 years | Math 6 |
| Jack Shanley | 2 years | Math 6 |
| LecAnn Howell | 2 years | English 6 |
| Stacie Koerth | 10 years | Science 6 |
| Martha Bartz | 4 years | Assistant Principal |
| Busola Aliu | 4 years | Special Education / Resource |

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