

To Whom It May Concern:

I participated in creating a high-quality Texas Educator Excellence Grant Plan. Our main goal was to provide awards to teachers who demonstrate excellence in improving student achievement and collaborating with other teachers on the campus to improve achievement. We met this goal by meeting and working long hours and soliciting feedback from staff members not on the committee. After many meetings we designed a plan that met our objective. The plan was presented to the Campus Advisory Committee and passed.

Maria Mayorga

Maria Mayorga

August 27, 2006

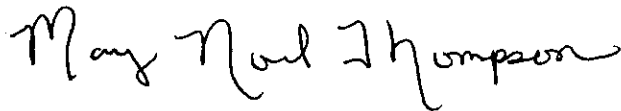
I served on the Governor's Grant for Excellence committee for Blanton Elementary for 2006-2007. I attended all the meetings with other teachers at Blanton from all areas that serve our children. We planned and revised our grant proposal many times to make it rigorous and fair for all our staff.

Geleeia Brewer, Third Grade

Geleeia Brewer

To Whom It May Concern:

I participated in creating a high quality Texas Educator Excellence Grant Plan. Our main goal was to provide awards to teachers who demonstrate excellence in improving student achievement. We met this goal by meeting and working together over many meetings after school. After obtaining feedback from the campus staff, and finalizing the plan, we then presented the plan to the Campus Advisory Committee. It was then approved.

A handwritten signature in cursive script that reads "Mary Noel Thompson".

Mary Noel Thompson
Physical Education Teacher
Blanton Elementary

Minutes from Grant Committee Meeting on 8/21/06

Those present: Leslie Dusing, Katherine Fugate, Betsy Buecker, Diana Klenke, Maria Mayorga, Selandra Simpson, Marcine Thompson, Krysti Delgado-Cook, Gelecia Brewer, Mary Noel Thompson, Rebecca Abu-Rayaan, Rosa Lee Treviño

After reviewing some sample grants, we decided that the teacher monies should go to teacher's present in the 2004-2005 school year. After that decision was made we made the criteria questions. It was as follows:

You are only an eligible candidate if and only if you were here and finished the academic school year in 04-05. If you are a candidate then you will receive monies based on the following criteria: A. Was there evidence of student improvement? B. Did you attend Professional Development? C. Did you do something extra? D. Have you received added heat? (3-5th grade teachers).

There would be an amount of the 75 % of the grant to be divided up between the 4 criteria. We then discussed the 25% and the majority of the group felt that the monies should be given to those who aren't teachers but who contribute academically, and then the rest of the 25% should be used for professional development and materials. After further discussion it was decided that the people included in receiving a stipend from the 25% would be the administrators, the librarian, the counselor, our technology person, teacher aides, speech pathologists, nurses, custodians, office staff, and cafeteria staff including the lunch monitor. We then attempted to assign a percentage to each person but decided to end the meeting at that point in order to get clarification, and to see if we were going about this grant writing properly.

Minutes from Grant Committee Meeting on 8/22/06

Those present: Betsy Buecker, Maria Mayorga, Selandra Simpson, Gelecia Brewer, Mary Noel Thompson, Abu-Rayaan, Consuelo McDavitt, Tracy Post, Laura Everett, Rosa Lee Treviño

After feeling like we'd accomplished quite a bit on Monday, we realized that we were off track and had to start over. Alan Tower from the Grant Office with the Austin I.S.D came to clear up some questions that the committee needed answered. We then set up a meeting for him to come and meet with us on Wednesday morning, in order to see if we were on the right track. We were told that the monies were to be given to teachers who were at Blanton during this academic year of 2006-07. It was to be used as an incentive to stay at Blanton. Mr. Tower also reminded us to keep our proposal simple. So our new proposal stated that if you were contracted with Austin ISD at Blanton Elementary until the last day of the school year then you would be eligible to receive funds. Then we came up with the criterion for Part I of our proposal. If you answered yes to being contracted with Austin ISD then you would need to check off from the following criterion in order to see how much of the grant you'd receive. The four criteria were 1. Student Achievement, 2. Teacher Collaboration, 3. Teacher Initiative, and 4. Hard to Staff. We also decided that Criteria 1 and 2 would be equal to 30% each of the 75%, and Criteria 3 and 4 would be equal to 20% of the 75%. We then stopped there and decided that we would show what we had come up with to Alan Tower the next morning and then meet Wednesday afternoon in order to assign percentages.

Minutes from Grant Committee Meeting on 8/23/06

Those present: Selandra Simpson, Geleeia Brewer, Mary Noel Thompson, Consuelo McDavitt, Rosa Lee Treviño

*In the morning Alan Tower came over to review our changes, there were still a few glitches to take care of, but we were still on the right track. He also showed us samples of other schools in order to give us a better idea as to what to be focusing on. We continued to work on the draft of Part I.

After school we looked at the proposed draft of the Governor's Excellence Grant, and were meeting in order to assign percentages of monies to each criterion of Part I (the 75%). We only got through Part I and Criterion I. We then decided to wait until the next day in order to make sure we were working on the percentages properly.

Blanton CAC Meeting Minutes
August 31, 2006
4:35pm-5:25pm

Members in attendance: Katherine Fugate, Leslie Dusing, Esther Uribe, Katherine Hernandez, Elizabeth Buecker, Maria Mayorga , Mary Smallwood, Arlis DeLoach, Joseph Beam, Letty Rodriquez, Kathy Gray, Voribe Hotnog, Mark Boyden

Introduction & welcome: Leslie Dusing, principal

- Introduced parents/community members to staff present
- Discussed purpose of teacher incentive grant

Teacher incentive grant: Betsy Buecker, presenter

- Discussed the plan for the incentive grant
- Made necessary corrections
- 100% unanimous approval

2006 TAKS Results: Leslie Dusing

- Discussed breakdown of TAKS results for 2005-2006 school year
- Looked at each testing area and ethnic/socio-economic breakdown of each, noted improvement in all areas but one
- Discussed areas that need improvement

Next meeting: September 28, 2006

Grant Committee Members

Name	Position	Years at Blanton
Elizabeth Buecker	Math Specialist	21
Maria Mayorga	Writing Specialist	1
Diana Klenke	Literacy Specialist	22
Selandra Simpson	4 th grade bilingual	3
Marcine Thompson	Life Skills	4
Rosa Lee Trevino	Kindergarten bilingual	4
Krysti Delgado-Cook	Special Education	4
Gelecia Brewer	3rd grade	4
Rebecca Abu-Rayaan	Speech Therapist	5
Mary Noel Thompson	Physical Education	7
Consuelo McDavitt	1 st grade bilingual	10
Tracy Post	5 th grade	6
Laura Everett	3 rd grade	1

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