

September 27, 2006

To Whom It May Concern:

My name is Melanie Brown, and I am the Music Specialist at Ridgetop Elementary in Austin I.S.D. I have been the Music Specialist here for 4 ½ years. I am writing this letter to inform you of the process our campus has followed to disburse the monies allotted to Ridgetop by the Governor's Excellence Grant.

The grant committee met several times and worked very diligently on a plan to effectively distribute the funds as per the guidelines. Many suggestions were given and the committee was able to successfully create a working plan for the distribution. This working plan was presented to the entire faculty where the committee once again graciously received comments and suggestions. All aspects were considered, including the "support staff" of which I am part. For that I am especially grateful. The committee has done an excellent job of including everyone on our campus to be part of this grant.

I truly believe the committee did an excellent job in creating this working plan for our campus. I am pleased to be working with such a strong group of "team-oriented" professionals. Thank you for your time.

Sincerely,

A handwritten signature in cursive script that reads "Melanie Brown".

Melanie Brown, Music Specialist
Ridgetop Elementary

September 27, 2006

To Whom It May Concern:

My name is Linda Medina, and I am a **Second Grade teacher at Ridgetop Elementary**. This is my fifth year teaching at **Ridgetop**. This letter is to inform you of the process our campus has followed to develop a plan to allocate the funding received by Ridgetop in the form of the Governor's Excellence Grant.

We were informed of the grant at one of our in-service days prior to the beginning of the school year. A grant committee was formed to complete the work necessary for us to receive our grant funds. The committee met on several occasions, reviewed the plans submitted by other campuses and began to develop a plan for our campus. The plan was presented to the Campus Advisory Council and to the faculty. The committee accepted feedback and suggestions, and revisions to the plan were made as the committee determined them to be appropriate.

I appreciate the work completed by grant committee and look forward to the opportunity of meeting my goals as they are presented our Ridgetop plan.

Sincerely,

A handwritten signature in cursive script that reads "Linda Medina".

Linda Medina, Second Grade Teacher
Ridgetop Elementary

September 27, 2006

To Whom It May Concern:

My name is Mary Kaim Gamel, and I am a SCORES (Social Communication Resources and Services) Special Education teacher at Ridgetop Elementary. This is my second year teaching at Ridgetop. This letter is to inform you of the process our campus has followed to develop a plan to allocate the funding received by Ridgetop in the form of the Governor's Excellence Grant.

We were informed of the grant at one of our in-service days prior to the beginning of the school year. A grant committee was formed to complete the work necessary for us to receive our grant funds. The committee met on several occasions, reviewed the plans submitted by other campuses and began to develop a plan for our campus. The plan was presented to the Campus Advisory Council and to the faculty. The committee accepted feedback and suggestions, and revisions to the plan were made as the committee determined them to be appropriate.

I appreciate the work completed by grant committee and look forward to the opportunity of meeting my goals as they are presented in our Ridgetop plan.

Sincerely,

Mary Kaim Gamel, SCORES Teacher
Ridgetop Elementary

- TEEG Meeting Minutes
September 1, 2006
3:00 pm

- Meeting was attended by Courtney Evans, Tori Harris, Monica Tellez de Arste, Tana Tinsley, Marty Johnson, and Kara Schultz.
- Left a message for Mr. Towler to set up a time to meet with him.
- Decide on who would be responsible for what parts of the grant.
- Decided to meet on Monday, September 4, 2006 at Kara Schultz's house.

September 4, 2006
10:30 am

- Meeting was attended by Courtney Evans, Monica Tellez de Arste, Tana Tinsley, Marty Johnson, and Kara Schultz.
- We developed the plan for Part 1 of the Grant.
- Kara typed out the plan.

September 5, 2006
9:40 am

- Kara met with Alan Towler to review plan details.

September 7, 2006
3:00 pm

- Tana, Kara, and Mr. Gloria met with Alan Towler to discuss next steps.
- Alan agreed to supply Kara with email examples of support letters and narrative descriptions.
-

September 11, 2006
3:00 pm

- Committee met with Ridgetop CAC to propose the plan.
- CAC approved the plan.

September 14, 2006
3:00 pm

- Committee introduced the plan to the faculty and staff at regularly scheduled faculty meeting.

September 25, 2006
12:00 pm

- Committee met to finalize and put together pieces of grant.
- Committee decided that Kara would put the grant together and deliver the grant to Alan Towler.
-

September 27, 2006
3:00 pm

- Committee met to review final grant.
- Sent grant to Mr. Towler.

Ridgetop Elementary
TEEG Committee Members

Teacher Name	Subject/Grade Taught	Years at Ridgetop
Courtney Evans	Special Education	9
Tori Harris	Third Grade	6
Monica Tellez de Arste	Pre-kindergarten Bilingual	4
Tana Tinsley	1st Grade	7
Marta Johnson	1st Grade Bilingual	6
Kara Schultz	3rd Grade Bilingual	11

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