

October 3, 2006

To Whom It May Concern:

I have read and agree with the layout of the TEE Grant plan that will be implemented in my school. I believe that the grant money serves as a motivate and incentive for our already dedicated staff at Barrington. The focus is still centered around providing excellent service and instruction for our students. As a fourth grade bilingual teacher in a public school system it is encouraging to know that we are appreciated and rewarded for our efforts providing our students quality effective instruction. I support and encourage the continued use of the grant in our school systems. Thank you for your support.

Sincerely,



Esteban Saldierna
(fourth grade bilingual teacher)

To Whom It May Concern:

10/03/06

We are very appreciative for the grant that was offered Barrington Elementary. The grant has been explained and it is supported fully.

Sincerely,

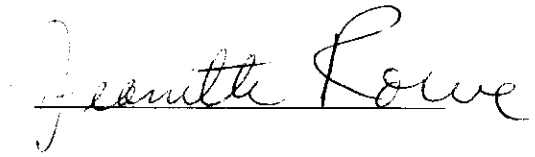
A handwritten signature in black ink, appearing to read "Rebecca Berger", with a long horizontal flourish extending to the right.

Rebecca Berger
K-2 Life Skills Teacher

To Whom It May Concern:

I was very appreciative of the fact that our school received the money for our performance on the Taks tests for 2005-2006. We have a very hard working staff and it is good for teachers to be recognized. After hard work , our committee was able to come –up with some good incentives for all

Jeanette Rowe
Second grade Bil. teacher

A handwritten signature in cursive script that reads "Jeanette Rowe". The signature is written in black ink and is positioned below the typed name and title.

**Mollie Barrington Elementary School
Team Leader Cadre Meeting Minutes**

Reviewed by _____

Date 8-9-06

Members Present: Carla Valadez, Maureen Sondag, Jason Whitson, Matthew Morehead, Yria Luna, Angie Hoffman, Blanca Betancourt, Vanessa Juarez, Kathy Childress, Raquel Irizarry, Med Dickerson

Members Absent: Lillian Eastman

Old Business:

Angie Hoffman is the chairperson
Kathy Childress will record minutes.

New Business / Planning:

1. Leaders are asked to talk to their teams about whether or not to provide a meal for Mickey and Jim.
2. Leaders are also asked to talk to their grade levels about fundraisers for each grade level. Ideas from Carla include a cowboy night, carnival, Santa's workshop, sock-hop, Valentine flower sale, kite-making, etc.
3. Teacher Incentive Grant: Angie will provide copies of some grant programs for each member to look at and make notes. Blackshear's plan was discussed. We will meet Monday at 8:am (in the library) after meeting with our grade levels and begin looking over the plans.

Questions/Solutions/Concerns

**Mollie Barrington Elementary School
Team Leader Cadre Meeting Minutes**

Reviewed by _____

Date 8-14-06

Members Present: Carla Valadez, Maureen Sunday, Jason Whitson, Matthew Morehead, Yria Luna, Angie Hoffman, Blanca Betancourt, Vanessa Juarez, Kathy Childress, Raquel Irizarry, Med Dickerson, Lillian Eastman.

Members Absent:

Old Business: The team met to discuss the Teacher Incentive Grant. The purpose of the grant is to reward teacher performance. The possibility of creating division was discussed. It is important that the plan be equitable, but not necessarily equal. Teachers who go above and beyond what's expected should be rewarded. We would like to speak with someone at Blackshear to discuss this issue and how it was handled at their school.

It was agreed that 50% of the teacher incentive points be used to reward student success; 25% will be spent rewarding teacher professionalism, and 25 % will be spent rewarding teacher leadership.

Our next CAC meeting is scheduled on August 29th. Our plan will be presented to CAC at that time. It also has to be put before DAC and the superintendent. Final approval must take place by September 5.

A discussion of the base amount for teachers was held. The higher the base amount, the lower the amount per point in incentives. It was decided that we would not offer a base of \$1000 per teacher. Each team member will return to grade level and ask them to vote on the base amount, given \$500 and \$750 as their choices. We will also ask for specific behaviors to include for incentive points. We will meet again on Thursday, Aug. 17th after our regularly scheduled faculty meeting.

New Business / Planning:

Questions/Solutions/Concerns

**Mollie Barrington Elementary School
Team Leader Cadre Meeting Minutes**

Reviewed by _____

Date 8-17-06

Members Present: Carla Valadez, Maureen Sunday, Jason Whitson, Matthew Morehead, Yria Luna, Angie Hoffman, Blanca Betancourt, Vanessa Juarez, Kathy Childress, Raquel Irizarry, Med Dickerson, Lillian Eastman.

Members Absent:

Old Business: Team leaders were asked to check with their grade levels about the base amount per teacher for the teacher incentive grant program. The majority of the grade levels selected \$750.00 as the base amount. This will be the base amount for the Barrington Teacher Incentive grant program.

New Business / Planning:

Angie sent out via email some information to look over in the next few days. Members are asked to read this information, discuss at grade level meetings, and meet back in the library on Monday (8-21) at 3:30 pm.

Questions/Solutions/Concerns

**Mollie Barrington Elementary School
Team Leader Cadre Meeting Minutes**

Reviewed by _____

Date 8-21-06

Members Present: Carla Valadez, Maureen Sunday, Matthew Morehead, Yria Luna, Angie Hoffman, Blanca Betancourt, Vanessa Juarez, Kathy Childress, Raquel Irizarry, Med Dickerson, Lillian Eastman.

Members Absent: Jason Whitson

Old Business: The base amount for teachers with the Teacher Incentive grant is \$750.00.

New Business / Planning:

1. Matthew is not receiving Kathy's emails. Kathy will check with Crystal to make sure that Matthew is placed on the BarringtonTeamLeaders list.
2. After meeting with our grade levels for input, the team leaders discussed the teacher incentive grant.

50% of the 75% allotted for teachers will be used to award student achievement.

- a. Core instruction AND 70% passed TAKS/SDAA in Reading = 15 pts.
- b. Core instruction AND 70% passed TAKS/SDAA in Math = 15 pts.
- c. Core instruction AND 70% passed TAKS/SDAA in Writing/Science = 15 pts.
- d. OR 70% "developed" @ end of year (DRA-K-2) = 20 pts.
- e. 70% passed on teacher made end of year math exam = 20 pts.
- f. Pre-K will develop its own measurement for language arts and math based on the Pre-K guidelines. All assessments will be submitted to the next higher grade level and to the Team Leader Cadre for approval. Mickey / Lynette will spot check random students on assessment.
- g. PPCD will use 70% of student objectives achieved.
- h. Student attendance: 96% or above = 5 pts.
- i. Core instruction and 20% Commended – TAKS Reading = 5 pts.
- j. Core instruction and 20% Commended – TAKS Math = 5 pts.
- k. Core instruction and 20% Commended – TAKS Writing = 5 pts.
- l. Core instruction and 20% Commended – TAKS Science = 5 pts.
- m. Pre-K – grade 2 = 20% at 90 or above grade level (reading) = 10 pts.
- n. Pre-K – grade 2 = 20% at 90 or above grade level (math) = 5 points.
- o. PPCD will use 90% of student objectives achieved.

3. Professionalism will be allotted 25 % of the 75%

- a. Advanced degree in educational field (earned / in progress)
- b. 12 hours of non-required professional development during the school day*
- c. 9 hours of non-required professional development outside of the school day*
- d. Teacher attendance = 96% of duty days (excluding approved trainings) or above.
 - Professional development must be relevant to the teacher's grade level. Three hours of professional development will be devoted to inclusion or special education.
 - Does the teacher need approval before registering for a specific class / workshop? If so, from whom? Carla, Mickey, Lynette?
- e. Attendance at cadre meetings = 96%

Our next meeting will be on Thursday, 8-24-06, after the regularly scheduled faculty meeting in the library.

**Mollie Barrington Elementary School
Team Leader Cadre Meeting Minutes**

Reviewed by _____

Date 8-24-06

Members Present: Carla Valadez, Maureen Sondag, Jason Whitson, Matthew Morehead, Yria Luna, Angie Hoffman, Blanca Betancourt, Vanessa Juarez, Kathy Childress, Raquel Irizarry, Med Dickerson, Lillian Eastman.

Members Absent:

Old Business: The team leaders continued to discuss the Teacher Incentive grant after meeting with grade levels for input. The team discussed the ways that the special area teachers will be able to earn "student achievement" points. It was decided that the successful completion of the various programs would be counted. These include Marathon for Kids, Choral Festival, Jump Rope for Heart, Track and Field day, etc.

Target achievement levels were discussed for Special Education. It was determined that the teachers of special education students who do not take the SDAA or TAKS would use "70% of all students will reach their IEP goals".

New Business / Planning:

Questions/Solutions/Concerns

**Mollie Barrington Elementary School
Team Leader Cadre Meeting Minutes**

Reviewed by _____

Date 8-25-06

Members Present: Maureen Sunday, Jason Whitson, Matthew Morehead, Yria Luna, Angie Hoffman, Blanca Betancourt, Vanessa Juarez, Kathy Childress, Raquel Irizarry, Med Dickerson, Lillian Eastman.

Guest: Karen Belasquez

Members Absent: Carla Valadez

Old Business:

Karen Belasquez joined the team to ask about her position as a reading specialist who works with students who are having trouble with reading. She feels that she and Bill Grove should not be held to the same standard in the area of reading as the other teachers because they only work with the students who are having difficulty. The team decided to the criterion of "35% of the students they serve will pass the reading TAKS (3-5) for the reading specialists.

The team leaders continued to work on the elements of the teacher incentive grant. After considerable discussion, it was decided to rank all of the persons covered by the 25% portion of the grant and give out a lump sum to each person based on their ranking. Angie will send out the finished product via email and asked that each member check their school email over the weekend, look it over and email any comments to the entire team. To check your email from home, go to email10.austinisd.org.

New Business / Planning:

Questions/Solutions/Concerns

**Mollie Barrington Elementary School
Team Leader Cadre Meeting Minutes**

Reviewed by _____

Date 8-28-06

Members Present: Carla Valadez, Maureen Sunday, Jason Whitson, Matthew Morehead, Yria Luna, Angie Hoffman, Blanca Betancourt, Vanessa Juarez, Kathy Childress, Raquel Irizarry, Med Dickerson, Lillian Eastman.

Members Absent:

Old Business:

The team met to discuss possible changes to the teacher incentive grant. Diagnosticians and speech therapists were moved to the level of 4. The librarian was ranked a 5. All others were left the same. The following is the final breakdown for the 25%: Lunchroom Monitor – 1. Cafeteria Workers, Counselors, Custodians, Day Care Workers, and Office staff – 3. Head Custodian, Head of Cafeteria, Instructional Coaches, Day Care Director, Diagnosticians, and Speech Pathologists – 4. Librarian, Administration, Para-professionals, Parent Specialist – 5.

The third grade team is concerned that they have an all or nothing situation when it comes to the students' performance on the TAKS test. They don't feel that their standard compares with other grade levels that are using DRA and teacher made math tests to evaluate their students' progress because they have no control over what is included on the TAKS test. It was decided to break down the points earned for student achievement into two tiers, allowing them to earn some points for partial success.

The Pre-K team met and determined that their students' progress could be measured by using the AISD provided student profile. They determined the following:

1st tier – 70% of the students will earn a "3" on the Pre-K provided student profile in language arts and math.

(recognized)

2nd tier – 20% of the students will earn a "4" on the Pre-K provided student profile in language arts and math.

(commended)

After those changes were made, the team voted to accept the Barrington Teacher Incentive Grant document. It will be presented to the Barrington CAC tomorrow at 3:00.

New Business / Planning:

Questions/Solutions/Concerns

**Mollie Barrington Elementary School
Team Leader Cadre Meeting Minutes**

Reviewed by _____

Date: 9-14-06

Members Present: Carla Valadez, Maureen Sunday, Jason Whitson, Yria Luna, Angie Hoffman, Blanca Betancourt, Vanessa Juarez, Kathy Childress, Raquel Irizarry, Med Dickerson, Lillian Eastman, Connie Ruedas (for Matthew Moorhead)

Members Absent: Matthew Moorhead

Guest: Ralph Huhn (CAC)

Old Business:

1. Teacher Incentive Grant: Grades K – 3 were asked to look at the math release test for their grade level and report back to the Cadre about whether or not their grade level felt that this was a fair Math assessment. Raquel Irizarry reported that the Kindergarten assessment was 70 pages long, which they feel is too long to use. Med Dickerson reported that 1st grade did not look at the release test and voted “no”. Both also reported that their teams were disappointed with the way the grant is being distributed. Lillian Eastman reported that 2nd grade likes the test and feels that it is a rigorous assessment. Vanessa Juarez reported that 3rd grade did not look at the test, adding that her team does not feel that the grant is fair. It was suggested that the money just be distributed equally to all teachers. Mr. Kuhn (CAC) stated that equal distribution to teachers was impossible with this grant.
2. A discussion was held about the math tests. Mr. Kuhn reported that the state will require a standardized test and will not accept teacher-made assessments. The SDAA is a standardized test. It was suggested that Kindergarten not use the entire 70-page test, but use 2 test questions per objective for a total of 10 test questions. 1st grade would use a test with 15 questions. Second grade elects to use the entire assessment. As to the question of how the test questions would be selected for Kindergarten and 1st grade, it was decided that 2nd grade would choose the 1st grade questions and 1st grade would select the Kindergarten questions.
3. To tier or not to tier: A discussion was held about the issue of tiering the achievement results for TAKS grades. Mr. Kuhn reported that he has not ever seen a school with the low tier level of 50 – 69% -- the standard is 70%, and he does not think it would be accepted. He did offer that some schools add an opportunity to earn points by increasing student performance 5 – 10% over last year’s scores. The committee voted not to entertain the idea of adding the percentage points increase to the TAKS grades. There will be no tiering.
4. Other teacher incentive grant issues: Vanessa Juarez proposed another way for teachers to earn points – a retention stipend of a certain number of points for all teachers who taught here last year and chose to return to Barrington. This proposal did not pass. The final grant must be submitted this afternoon to Julie Lyons.
5. Kindergarten and 5th grade will work together on a Movie Night in November as a fund-raiser.

New Business / Planning:

Questions/Solutions/Concerns

Barrington Texas Educator Excellence Grant Committee

Angie Hoffman (Chair)	4 th Grade	4 years
Yria Luna	PK	2 years
Raquel Irizarry	Kindergarten	3 years
Med Dickerson	1 st Grade	2 years
Lillian Eastman	2 nd Grade	4 years
Vanessa Juarez	3 rd Grade	4 years
Matthew Moorhead	5 th Grade	2 years
Jason Whitson	6 th Grade	6 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