

9-27-06

To Whom It May Concern:

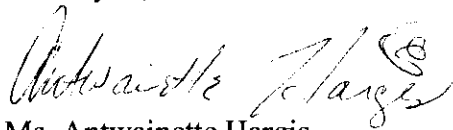
My name is Antwainette Hargis and I am a First Grade Teacher at Norman Elementary. This letter is to inform you of my awareness and feelings for the schools incentive plan.

First of all I am aware that our plan exists and how the plan affects me as a teacher. I know that if I don't met criterion I, I do not get to participate and my part of the incentive is no longer available to me.

I feel that the plan is good, but I have concerns about the achievement goals for Reading, Writing, and Math. My concern is that we (teachers) have students who just don't test well and no matter what interventions you try, some students just don't met the requirement for passing rates. Personally my heart goes out to the 3rd, 4th and 5th grade teachers. They work so hard motivating and instructing students so that they can pass the TAKS, but if so many of one teachers students don't pass and they bring down that particular teachers percentage, that teacher would not receive any incentive.

In conclusion I feel that all teachers who try and try hard should be able to receive their part of the incentive.

Thank you,

A handwritten signature in cursive script that reads "Antwainette Hargis". The signature is written in black ink and is positioned above the printed name.

Ms. Antwainette Hargis

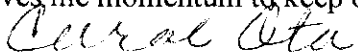
September 28, 2006

To Whom It May Concern:

When I found out about the incentive plan for campus personnel, I felt that it was a wonderful way to recognize the people who try the hardest to do the right thing for our students and, consequently, our entire community.

I came into this profession because it was something that I wanted to do all of my life. I didn't expect any extra incentive to go the extra mile because that extra is what I've always planned to give. I know many teachers do this every day of the school year, and I didn't want to be any less than they have been and are.

Thank you for all of your hard work to reward those of us who really love being here. It gives me momentum to keep on giving.



Carol Ota
Norman Elementary
Kindergarten

September 28, 2006

To the Incentive Committee:

From what I understand at this point, I think the Incentive Plan for Norman appears to be fair. My only question at this time is how will the committee validate the input from the teachers and other staff? As a new teacher to Norman, I am trying to understand how the program will work.

Sincerely,


Sandra Merriweather
3rd Grade Bilingual



DRAFT

INCENTIVE COMMITTEE RECOMMENDATION

Members: Williams, Herndricks, Dance, Gray, Mendez, and Brown

Meeting Date: Wednesday August 23rd, 2006

*Re-evaluation of recommendations on Tuesday, September 5, 2006

\$75,000 awarded to our school from 2004-2005 testing data. **75%** of the money is used for classroom teachers and specialist, and the remaining **25%** for support staff and others.

Group 1

The first group of people who fall under the **75%** of the funds includes the following positions: **Regular Education teachers, Special Education teachers, Special Area teachers, and our Reading Specialist.**

75% of \$75,000 is \$56,250. There are a total of 38 individuals who are a part of the first group.

Incentive Pay – Group 1	
Incentive	\$ Amount/ Total
All group members	1,000 each 38,000
3 rd -5 th grade teachers – (11 teachers)	500 each 5,500
Total	43,500
Total left after deductions	12,750

You also have the opportunity to earn more money given additional points you can earn in any combination of following areas: (50 points = \$50)

Activities	Possible Points
Academic- Criterion 1	
<ul style="list-style-type: none"> • TAKS- passing rate 70 or above (Reading, Math, Science, and Writing) • SDAA II –passing rate 70 or above 	100
<ul style="list-style-type: none"> • Commended – 5 or more students at first administration. 	100
<ul style="list-style-type: none"> • Primary Grades 70% or above (Pre -K-2nd) – DRA, Tejas Lee, TPRI scores by the end of the year. Pre-K K- 3 or 4 1st – 16 2nd – 28 	70
Collaboration – Criterion 2	
Grade Level Team meetings	
<ul style="list-style-type: none"> • Instructional/Curriculum Planning • Data Analysis 	10
Mentoring	50
Advanced Degree/Graduate School	10
Professional Development	
<ul style="list-style-type: none"> • Campus Based 	25
Committee Members	
<ul style="list-style-type: none"> • CAC 	50
<ul style="list-style-type: none"> • Committee Chairs 	100
<ul style="list-style-type: none"> • Team Leaders 	300

• Technology	25
• Hospitality	25
• Incentive	50
• Multicultural	25
• Interventions	50
• PBS	50
Optional – Criterion 3	
Evening School Events Attendance	
• 80% or greater	50
Years of Experience at Norman	
	10/ year
Tutorials	
• Weekdays	50
• Saturdays	50
Teacher Attendance	
• Perfect	100
• 1-5	50
Discipline	
• Special areas team determination by means of Norman conduct chart.	Extreme – 25 Moderate – 15 Mild - 10

The point system will be monitored with a sign in sheet for evening events, copies of documentation for mentoring, advanced degree's and graduate school. The other information can be obtained through other school records. In addition, if you leave Norman involuntarily next school year and have not been at the school for 3 or more years, you are ineligible to receive the incentive pay. Also, if you do not meet requirements for Criterion1, you are ineligible for any funds.

Group 2

The second group of individuals who fall under the 25% of the funds include the following positions: **Reading and Math Coaches, Paraprofessionals, Office Staff, Custodians, Counselors, Parent Training Specialist, Speech Therapist, Librarians, Nurses, Principal, and Assistant Principal.**

25% of \$75,000 is \$18,750. There are a total of 22 individuals who are a part of this second group.

The following positions and recommended payment amounts would be set for each person. The remainder of the funds would be used for the same activities from group one that apply to all personnel, and possibly for student incentives from the instructional coaches. Group 2 participants may also earn points as specified under Group 1 criteria.

Position	\$ Amount/Total	
Instructional Coaches (2)	1,000 each	2,000
Paraprofessionals (4)	500 each	2,000
Office Staff (3)	500each	1,500
Counselors (2)	1,000 each	2,000
Nurses (2)	200 each	400
Parent Training Specialist	500	500
Librarian and Library Clerk	1,000(librarian) 500 (clerk)	1,500
Speech Therapist	250	250
Computer Lab Technician	1,000	1,000
Custodians		
• Head	1,000	1,000
• Custodial Staff (3)	500 each	1,500
Administration		

• Principal	1,500	1,500
• Assistant Principal	1,000	1,000
Total		16,150
Total left after deductions		2,600

Suggestion made on Tuesday, September 5th, 2006:

- Office staff increase in \$ amount – from \$300 to \$500
- Team leaders increase in \$ amount – from \$500 to \$600
- Custodial Staff increase in \$ amount- from \$300 to \$500
- Add area for teachers who have several students with discipline issues. The special area teachers will help in making this determination by reviewing Norman code of conduct sheets and teachers will receive points based on extreme, moderate or mild levels of discipline issues.
- The incentive committee added an additional \$100 each for the many duties they have, and will continue to uphold in creating the incentive plan for our school. Duties include: meeting for 2 to 3 hours after school, typing all materials and making necessary changes, creating a form for each teacher to keep track of points earned, obtaining documentation from the administrative staff for areas such as teacher attendance, TAKS data, etc, considering every staff member in receiving funds because we realize how hard everyone works, and taking suggestions of all interested parties in making the best plan possible. – Just to name a few.



LRAFT

*NOTE CHANGES

INCENTIVE COMMITTEE RECOMMENDATION

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Meeting Date: Wednesday August 23rd, 2006

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Incentive Pay – Group 1		
Incentive	\$ Amount/ Total	
All group members	1,000 each	39,000
3 rd -5 th grade teachers – (12 teachers)	700 each	8,400
Team Leaders (7)	600 each	4,200
* Incentive Committee Members (6)	100 each	600 *
Total	52,200	
Total left after deductions	4,050	

You also have the opportunity to earn more money given additional points your can earn in any combination of following areas: (50 points = \$50)

Activities	Possible Points
Academic	
<ul style="list-style-type: none"> • Passing rate 70 or above 	60
<ul style="list-style-type: none"> • Commended – 5 or more students at first administration. 	30
<ul style="list-style-type: none"> • Primary Grades 70% or above (K-2nd) – DRA, Tejas Lee, TPRI scores by the end of the year. <i>PK - 70% scores per Peabody Picture Vocabulary Test</i> <p>* K- 3 or 4 1st – 16 2nd - 28</p>	20
Years of Experience	
	1/ year
Mentoring	
	5
Advanced Degree/Graduate School	
	10
Discipline (PBS) - TBA	
Tutorials	
	5/ session
<ul style="list-style-type: none"> • After-school and Saturdays 	10
Attendance	
<ul style="list-style-type: none"> • Perfect attendance 	20
<ul style="list-style-type: none"> • 1-5 days 	10
<ul style="list-style-type: none"> • 6-10 days 	5
Evening School Events Attendance	
<ul style="list-style-type: none"> • 80% or greater 	15
<ul style="list-style-type: none"> • 50% 	8
<ul style="list-style-type: none"> • Less than ½, but at least 1 	1

Committee Members	
• Chairs	10
• Members	5
Discipline	
• Special areas team determination by means of Norman conduct chart.	Extreme – 15 Moderate – 10 Mild - 5

The point system will be monitored with a sign in sheet for evening events, copies of documentation for mentoring, advanced degree's and graduate school. The other information can be obtained through other school records.

In addition, if you leave Norman next school year and have not been at the school for 3 or more years, you are ineligible to receive the incentive pay.

Group 2

The second group of individuals who fall under the 25% of the funds include the following positions: **Reading and Math Coaches, Aids, Office Staff, Custodians, Counselors, Parent Training Specialist, Speech Therapist, Librarians, Nurses, Principal, and Assistant Principal.**

25% of \$75,000 is \$18,750. There are a total of 22 individuals who are a part of this second group.

The following positions and recommended payment amounts would be set for each person. The remainder of the funds would be used for the same activities from group one that apply to all personnel, and possibly for student incentives from the instructional coaches.

Position	\$ Amount/Total	
Instructional Coaches (2)	1,000 each	2,000
Teacher Assistants (4)	500 each	2,000
Office Staff (3)	500each	1,500
Counselors (2)	1,000 each	2,000

Nurses (2)	200 each	400
Parent Training Specialist	500	500
Librarian and Library Clerk	1,000(librarian) 500 (clerk)	1,500
Speech Therapist	250	250
Computer Lab Technician	1,000	1,000
Custodians		
• Head	1,000	1,000
• Custodial Staff (3)	500 each	1,500
Administration		
• Principal	1,500	1,500
• Assistant Principal	1,000	1,000
Total	16,150	
Total left after deductions	2,600	

Teacher Sign-In

9/5/06

Incentive Committee
Open Forum

- D. Flores - 1 yr
- V. Mendy - 3 yrs - Kinder
- Dawn Ross - 1 yr
- Sandra Meriwether - 10 yrs
- Melinda Doree - 7 yrs - Kinder
- Gwendolyn A. Williams - 10 yrs - Kinder
- Sandra Hendricks - 18 yrs - Reading, 1st Coach
- Janice Gray - 1 yr - Math coach
- Patricia King - 3 yrs - 1st

Norman Elementary TEEG Committee

Gwendlyn Williams (Chair)	Kindergarten	10 years
Janice Gray	Math Coach K-5	1 year
Vera R. Mendez	Bilingual-K	3 years
Melinda Dance	Kindergarten	7 years
Sandra Hendricks	Reading Coach	18 years
Lakeshia Brown	5 th Grade	3 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