

Texas Educator Excellence Grant (TEEG)

Proposal

The purpose of the Governor’s Educator Excellence Award Program—Texas Educator Excellence Grant (TEEG) is to achieve higher levels of student academic performance. The goals of the program are to create a financial incentive system for classroom teachers who have demonstrated a positive impact on student academic achievement.

TEEG funding is designed to be awarded in two parts. Part I funds make up at least 75 percent of the total grant allocation. Part II funds make up no more than 25 percent of the total grant allocation. Funds must be used to support activities not previously funded with state, local, or federal funds.

Martin High School is eligible to receive \$220,000.00. Part I (75%)= \$165,000 ; Part II (25%)= \$55,000

Part I monies will be awarded to classroom teachers who positively impact student achievement. *Part II* monies will be used to recognize and reward other campus staff for improved student achievement.

PART I: AWARDS TO CLASSROOM TEACHERS

\$165,000 (or 75% of the allocated funds) will be use for Part I. This amount will be distributed between three Criteria: Criterion I: improving student; Criterion II: Teacher Collaboration; and Criterion II: Teacher Initiative.

Teachers must meet Criterion I and II to receive a minimum possible award of \$762.50 or maximum possible award of \$962.50. Criterion III is optional and awards teachers an additional incentive of \$412.50. Teachers who meet all three Criteria are eligible to receive an award of \$1,375.00.

CRITERION I – Student Achievement (50% of \$165000) Amount for this Criterion is \$82,500.00 which will be distributed among teachers who qualify. Teachers must attain at least one of the performance levels, in addition to Criterion II, to receive an award.

Teacher Type	Data Source(s)	Performance Level(s)	Award Amount(s)
English Math Science Social Studies Special Ed. Elective Enrichment curriculum teachers	TAKS	Level 1: Met State Standard in three of the following subject area TAKS tests: English Language Arts, Mathematics, Science or Social Studies.	\$487.50
		Level 2: Met State Standard or required improvement in all four subject area TAKS tests: English Language Arts, Mathematics, Science or Social Studies.	\$587.50
		Level 3: Exceeded State Standard in all four subject area TAKS tests: English Language Arts, Mathematics, Science or Social Studies.	\$687.50

CRITERION II – Teacher Collaboration (20% of \$165000) The amount for this Criterion is \$33,000.

Teacher Type	Data Source(s)	Performance Level(s)	Award Amount(s)
English Math Science Social Studies Special Ed. Electives Enrichment curriculum teachers	Campus Sign in sheets	Teacher attendance* at all of the below meetings was equal to or greater than 90 % between August 2008 and May 2009: <ul style="list-style-type: none"> • District and Campus Staff Development; • Campus department/team planning meetings; • Campus instructional focus meetings. 	\$275.00

*up to two absences will be excused for the following: professional development trainings, pregnancy, illnesses lasting longer than three days (doctor’s note required), FMLA, or emergency family leave. An absence due to school business is not considered an absence.

CRITERION III – Teacher Initiative (30% of \$165000) The amount for this Criterion is \$ 49,500 which will be distributed among teachers who qualify. Teachers must attain at three one of the performance levels, in addition to Criterion I, to receive an award.

Teacher Type	Data Source(s)	Performance Level(s)	Award Amount(s)
English Math Science Social Studies Special Ed. Electives Enrichment curriculum teachers	Campus Sign in sheets	<ul style="list-style-type: none"> • Teacher attends* all scheduled Progress Report Nights for 2008-2009 school year. • PDAS rating is not at Below Expectations in any criteria for 2008-2009 school year. • Work at least 25 days during after school tutorials (per semester). • Participate in at least 2 Super Saturdays from January to April. 	\$412.50

For Criteria III teachers must achieve all performance levels to qualify for the award.

* up to one absence will be excused for the following: professional development trainings, pregnancy, illnesses lasting longer than three days (doctor’s note required), FMLA, or emergency family leave. An absence due to school business is not considered an absence.

PART II: ADDITIONAL AWARDS

\$55,000 (25% of the allocated amount) will be used for other staff members who do not qualify to receive funds under Part I.

<p>Principal Asst. Principal</p>	<p>Achieves three performances targets listed below:</p> <ul style="list-style-type: none"> a. Campus achieves Academically Acceptable state accountability rating. b. Attends all Super Saturday Tutorials for Content Area they supervise. c. Hold after-school detention at least 2 times per semester. d. Assists with after-school academic tutorials in respective content areas 5 times a semester. 	<p>\$1000.00</p>
<p>Counselors</p>	<p>Achieves three performance targets listed below:</p> <ul style="list-style-type: none"> a. Volunteers to help in at least 4 Super Saturday tutorials from January 2009 to May 2009. b. Provides 20 hours, outside the school day of academic mentoring with selected at-risk students throughout the 2008-2009 school year. c. Assists with after-school academic tutorials in respective content areas 5 times a semester. d. Increases graduation rate by 3% (from previous year). e. Plan and present to parents (once per semester) on "Achieving for Success." 	<p>\$850.00</p>
<p>Librarians</p>	<p>Achieves three performance targets listed below:</p> <ul style="list-style-type: none"> a. Collaborate with Science Department to develop an after-school program targeting 12th graders who have not passed the science TAKS test. b. Provides 20 hours, outside the school day) of academic mentoring with selected at-risk students throughout the 2008-2009 school year. c. Assists with after-school academic tutorials in respective content areas 5 times a semester. d. Volunteers to help in at least 2 Super Saturday tutorials from January 2009 to May 2009. e. Increase membership of Library Club and service activities by 3% from previous year. 	<p>\$800</p>

Testing Coordinator	Assists with after-school academic tutorials 5 times a semester. and Volunteers to help in at least 2 Super Saturday tutorials from January 2009 to May 2009. And Plan and conduct meetings with students who are at risk of not passing at least one section of the TAKS test and discuss test taking skills.	\$900.00
Nurses	Provides a minimum of 1 general health related information session (per quarter session) through the health classes. and Collaborates with administration to provide health related information to parents at least once a semester.	\$595.00
Athletic Coordinator	Assists with after-school academic tutorials 5 times a semester. and Volunteers to help in at least 2 Super Saturday tutorials from January 2009 to May 2009. and Encourage and then keep attendance log of students in the athletic program who attend tutorials to increase participation during after-school tutorials.	\$800.00
Sp. Ed. Coordinator	Assists with after-school academic tutorials 5 times a semester. and Volunteers to help in at least 1 Super Saturday tutorials from January 2009 to May 2009.	\$600.00
Campus Tech. Trainers	Achieves at least two performance targets below: a. Assists with after-school academic tutorials 5 times a semester. b. Volunteers to help in at least 2 Super Saturday tutorials from January 2009 to May 2009. c. Collaborate with at least 3 teachers per semester in creating and implementing a technology integrated lesson.	\$650.00

Diagnosticians	Assists with after-school academic tutorials 5 times a semester.	\$400.00
Tutors/ESL Teacher Aides/Special ed. teacher aides, excluding self contained units.	Meets or exceeds a satisfactory level in all indicators of employee evaluation. And Assists with after-school academic tutorials 5 times a semester.	\$390.00
Custodians Truant Officers Secretaries Cafeteria staff Computer technicians Library Aides Clerks Nurses aides Parent Liaison Pep Program Staff Sp.Ed. teacher Aides	90% or greater attendance rate; and Meets or exceeds a satisfactory level in all indicators of employee evaluation.	\$390.00