

2008-2009 Cycle 3 TEEG—Lamar Middle School

Total Amount Awarded-\$175,000

Part 1-\$131,250 (75%)

Part 2-\$43,750 (25%)

Part 1

Part 1 includes all full-time teachers who teach a TAKS-tested subject, Special Education (excluding Life teachers), and AP Spanish. Elective teachers are not included in this section due to the lack of objective, quantifiable measures. Part 1 has three sections. In the first section (1 A), teachers will be awarded based on student performance on the Math, English, Reading, Social Studies, or History TAKS test (grouped by department) or the AP Spanish test. In the second section (1 B), teachers will be awarded based on the completion of a number of collaboration requirements. Money from the third section (1 C) goes to teachers who attend student support activities. Any money not awarded in Part 1 A will roll back to the previous tier. Any money not awarded in Part 1 B will be equally distributed to all qualifying participants. Any money not awarded from Part 1 C will go to be distributed in Part 1 D (the contingency bonus).

Part 2

Part 2 includes all elective teachers, part time teachers, and personnel. Paraprofessionals, vice principals, our building engineer, SRO, ALT, and diagnostician will each receive a set amount of money upon receiving an acceptable performance rating on their evaluations (2 A, B, and C). Elective teachers, counselors, ITS, and librarian are eligible to receive the same amount of money as teachers in Part 1 B upon completion of collaboration requirements stated in the Flow Map (2 D). Half-time teachers will receive half of the amount of money as those in Part 2 D upon completing the requirements stated in the Flow Map (2 D 1). All personnel in Part 2 may choose to receive additional money for attending student support activities (2 F). The grant coordinators will receive 3.5% of the grant (2 F). Any money not awarded will be distributed in the contingency bonus (2 G).

Differences in Last Year's and This Year's Grant

(Overall, our plan this year is slightly different than last year's plan)

-\$10,000 extra this year

-Contingency plan differs for parts 1 C, 2 D, 2 D1, and 2 E

-Passing rate raised 5% for all TAKS tests to earn Level 1 Performance money in Part 1 A

-Teachers complete 2 observations in Part 1 B this year instead of a combination of 3 collaborations/observations

-Teachers attend 8 extracurricular activities in Part 1 C instead of 10

-TechFusion submission due before other requirements (so our ITS can review them)

-Selective participants in Part 2 D have special permission to complete classroom observations in lieu of attending department meetings (due to after-school obligations)

-Teachers may still earn money if they leave the district (last year they had to return to IISD to receive money)

-Grant committee is receiving 3.5% of the total grant (last year was 5% of just Part 2)

Texas Educator Excellence Grant 2008-2009

Lamar Middle School Cycle 3 \$175,000

Part 1: 75% to Core Classroom Teachers \$131,250
55 Teachers (\$2,386.36 per person)

Part 1 A
Measurable increase in student performance
(required) 46.9% of the 75% Part 1 Criteria 1
\$61,600 or \$1,120 per person

Part 1 B
Collaboration
(required) 46.9% of the 75%
Part 1 Criteria 2
\$61,600 or \$1,120 per person

Part 2: 25% to other Campus Personnel \$43,750
14 Electives, 19 Paraprofessionals, 18 Others

Part 2 A
Vice Principals \$400 each
(\$1,200)

Part 2 B
Paras, Bldg Engr, Nurse, Sec Off
\$200 each (\$4,600)

Part 2 C
ALT (.5) & Diagnos \$200 each
(\$300)

Part 2 D1
1/2 Time teachers
Meet Collaboration Re-
quirements from part 2D
as follows:
1/2 of district staff devel.
4 dept. meetings
2 observations, & 2 Tech
Fusion modules
\$560/person (\$1,680)
**Contingency: allocate to
qualifying participants**

Part 2 D
ITS, Librarian, Electives, Counselors, & Life
(All district PD, 8 dept meetings,
3 observations, 2 Tech Fusion modules)
\$1,120 per person (\$22,400)
**Contingency: allocate to qualifying partici-
pants**

Level 1 Performance
TAKS Pass Rate by Department
Read, Writing, SS 70% pass TAKS
Math 55% pass TAKS, Science 50% pass TAKS
Special Ed parallels each department
OR an AP Spanish rating \geq 2.5
25% of Part 1, Criteria 1
\$15,400 or \$280 per person

Qualifying teachers must

- Attend all district required staff development
- Attend 80% of all department meetings
- Complete 2 observations
- Receive 2 Tech Fusion modules

Part 2 E Student Support Activities
Show support to students by attending 10 extra curricular activities.
Unpaid coordinator of a school program outside school hours may ac-
count for 5 of the 10 activities.
\$146.36 each (\$7,464)
Contingency: allocate to qualifying participants

Plus
Level 2 Performance
TAKS Pass Rate by Department
Read, Writing, SS 75% pass TAKS
Math 75% pass TAKS, Science 75% pass TAKS
Special Ed parallels each department
or an AP Spanish rating \geq 3.5
Additional 60% of Part 1, Criteria 1
\$36,960 or \$672 per person

**Part 1B Contingency: allocate to
qualifying participants**

Part 1 C Student Support Activities Part 1 Criteria 3
Show support to students by attending 8 extra curricular
activities. Unpaid coordinator of a school program out-
side school hours may account for 4 of the 8 activities.
\$146.36 each (\$8,050)
Contingency: allocate to qualifying participants

Part 2 F
Compensate grant committee for managing and
monitoring the Lamar TEEG grant. 3.5% or \$6,105
Contingency: allocate to qualifying participants

Plus
Level 3 Performance
TAKS Pass Rate by Department
Read, Writing, SS 90% pass TAKS
Math 90% Pass TAKS, Science 90% pass TAKS
Special Ed parallels each department
or an AP Spanish rating \geq 4.5
Additional 15% of Part 1, Criteria 1
\$9,240 or \$168 per person

Contingency: roll back to Level 2 funds

Part 1 D (for qualified staff returning to LMS)
Retention bonus for employees of Lamar M.S.
(Must complete 1A, 1B, and 1C to earn 1D.)
1Di 1-4 years 25%
1Dii 5-9 years 25%
1Diii 10-14 years 25%
1Div 15+ years 25%
Contingency: un-awarded amounts Parts 1A, 1B, 1C

Part 2 G (for qualified staff returning to LMS)
Retention bonus for employees of Lamar M.S.
Remaining Part 2 funds plus any redistributed funds
(Must complete 2E to earn 2G.)
2Gi 1-4 years 25%
2Gii 5-9 years 25%
2Giii 10-14 years 25%
2Giv 15+ years 25%
Contingency: un-awarded funds from 2A, 2B, 2C

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Lamar Middle School has been awarded the Cycle 3 Texas Educator Excellence Grant (TEEG) totaling \$175,000 by the state to distribute to faculty members based on excellence in education. This grant is comprised of two parts. The first part includes 75% of the money and will be distributed to core teachers who teach at least four hours per day and whose departments have a state issued test. The second part of the grant includes the remaining 25% and will be distributed to all staff members NOT included in Part 1 who qualify. Part 1 teachers may not receive funds under Part 2.

To qualify to receive any grant funds, personnel must be employed at Lamar Middle School from October 24, 2008 to June 5, 2009. Contract termination or dismissal will disqualify personnel from grant funds.

Part 1 funds (totaling \$131,250) will be distributed in three sections to full-time certified teachers in departments directly responsible for student achievement on state-standardized tests. The first of these sections focuses on improved student achievement (46.9%) and the second on teacher collaboration (46.9%). In order to receive funds from Part 1 A and Part 1 B, teachers must complete BOTH of these sections. Part 1 C makes up the remaining 6.1% of these funds. In order to receive funds from Part 1 C, teachers must qualify for Parts 1 A and 1 B. However, teachers may choose to only participate in Parts 1 A and 1 B, opting out of Part 1 C. Part time teachers who have a standardized state test and elective teachers who do not have an objective, quantifiable measure have been included in Part 2 of this grant.

Part 1 A funds, which consist of \$61,600 (46.9% of Part 1 funds), go towards improved student achievement. Core teachers are grouped by department because Lamar Middle School believes departments, as a whole, contribute to student achievement, growth, and test scores. Therefore, departments will be grouped for calculation purposes even though teachers will be paid individually. These departments (7 total) include: Reading, English, Math, Social Studies, Science, Special Education (inclusion/resource), and AP Spanish. Because 8th grade English is not TAKS tested, it will be grouped with the reading department. The ESL teachers will also be grouped with the reading department because they teach reading.

State testing data will be used for data sources and to measure achievement. The TAKS test will be used to measure Math, English, Science, Social Studies, Reading, and Special Education. The Advanced Placement exam will be used to measure AP Spanish.

Part 1A, Student Achievement, has three levels that may be achieved. Level 1 includes individuals whose designated department has achieved the following passing rates on the TAKS test (by the second administration): Reading, English, Social Studies 70% pass TAKS; Math 55% pass TAKS; Science 50% pass TAKS, OR has an average greater than or equal to 2.5 on the AP Spanish exam. The Special Education department must meet the same percentage standards as each of the core departments. The award for this level is the greater amount of either \$280 or an equal share of the \$15,400 (25% of the 46.9%) allocated to this level, distributed amongst qualifying teachers. The additional achievement of Level 2 can be obtained by the department (Reading,

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Writing, Social Studies, Math, and Science) receiving a passing rate of 75% on the TAKS test by the second administration OR having an average equal to or greater than 3.5 on the AP Spanish exam. The Special Education department must meet the same percentage standards as each of the core departments. Level 2 achievement is an additional award of the greater amount of either \$672 or an equal share of the \$36,960 (60% of the 46.9%) allocated to this level, distributed amongst qualifying teachers. Level 3 achievement is an additional amount that will be awarded to those whose department (Reading, English, Social Studies, Math, and Science) receives a passing rate of 90% on TAKS by the second administration OR has an average greater than or equal to 4.5 on the AP Spanish exam. The Special Education department must meet the same percentage standards as each of the core departments. Funds distributed for level three are the greater amount of \$168 or an equal distribution of the total funds allocated equaling \$9,240 (15% of the 46.9%), distributed amongst qualifying teachers. In the unlikely event that no one qualifies for funds, the contingency plan is as follows: Any funds not earned at Level 1 will be redistributed to those departments who earned Level 1. Any funds not earned at Level 2 will be redistributed to those departments who earned Level 2. Any funds not earned at Level 3 will be redistributed to those departments who earned Level 3. In the unlikely event that no department receives Level 3 funds, those funds will be redistributed to Level 2 performance funds. In the unlikely event that no department receives Level 2 funds, those funds will be redistributed to Level 1 performance funds. If no department qualifies for any funds from part 1 A, those funds will be redistributed to the contingency bonus (Part 1 D).

Part 1 B consists of 46.9% of Part 1 funds (\$61,600). In order to receive 1 B funds, teachers must meet ALL collaboration requirements, completing 100 percent of the collaboration worksheet. Upon completion, teachers will each receive the greater amount of \$1,120 or an equal distribution of the total funds allocated equaling \$61,600. The collaboration worksheet outlines that every teacher included in this section will attend all staff development required by the Irving ISD. Documentation will be the printout from CourseWhere summarizing staff development hours. Requirements set out by the district mandate that 187-day professional employees will need 24 Instructional Paid Day Credit hours to complete contracted days. Collaboration will also include attendance at 80% or more of all department meetings documented by signatures on collaboration checklists for every meeting. It is expected that core teachers will attend their own department meetings but may meet the requirement, if necessary, by attending a total of any 8 core department meetings. Completing a total of two peer observations is the third requirement. Each observation submitted must involve a different teacher. Two observation worksheets will be handed in to the committee. The last requirement is to complete two TechFusion modules. Documentation will include printed email confirmations from either the Lamar Instructional Technology Specialist (ITS) or the district. The TechFusion documentation is due to our ITS by May 15, 2009. In the unlikely event that all funds are not earned in Part 1 B, the remaining unearned funds will be equally distributed amongst qualifying teachers in Part 1 B. In the unlikely event that no

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teacher qualifies for Part 1 B, the remaining funds will be redistributed to the contingency bonus (Part 1 D).

Based on absence of objective, quantifiable measures, the committee decided to include elective teachers in Part 2. Part-time teachers are also included in Part 2 because they teach less than an average of four hours each day.

Part 1 C consists of the remaining 6.1% of Part 1 funds (\$8,050). This section includes attendance at extracurricular activities. Lamar Middle School believes in supporting our students both in and out of the classroom. We realize that many students achieve more while participating in extracurricular activities. Teacher support at these events contributes to overall student performance. Therefore, Part 1 C includes funds to teachers who support students in their extracurricular activities. Every teacher in Part 1 is eligible to earn a share of the money in Part 1 C. In order to receive this money, staff members must attend at least 8 extracurricular activities (outside of school hours and outside of their own teaching fields or activities for which they are compensated). To receive credit for the event, attendance of one hour or the duration of the event is required. If a staff member is the unpaid coordinator of a school program (outside of school hours), then that may account for 4 of the 8 activities (with committee approval). Staff members will turn in signed forms as documentation of attendance at the extracurricular activities and a worksheet as documentation for the coordinator position. Staff members must comply 100% with these guidelines in order to receive the money (all or nothing, and everyone will receive the same amount). This portion of the grant totals \$8,050 and includes 55 personnel. Each qualifying person will receive a greater amount of \$146.36 or an equal share of the \$8,050. Any of these funds not awarded will be redistributed amongst qualifying teachers in Part 1 C.

Part 1 D funds will be distributed to all classroom teachers who qualify for Parts 1 A, 1 B, and 1 C. To qualify for Part 1 D funds, individuals must return to Lamar for the 2009-10 school year. Total funds will be determined solely by funds reallocated to this section. At the time of grant submission, there are 55 personnel eligible to qualify for this award. Years of service in this section are based on years spent consecutively at Lamar Middle School. In Part 1 D there are four categories, each of which will be allocated 25% of the overall funds available for Part 1 D. Each eligible participant will share equally in each 25% layer applicable to that person. For example, a teacher completing his 11th consecutive year at Lamar would receive 1 share from the 1-4 year category, 1 share from the 5-9 category, and 1 share from the 10-15 category. Qualifying personnel completing their 1st, 2nd, 3rd, or 4th year will be categorized as Part 1 D i. Twenty-five percent of Part 1 D funds will be equally distributed to personnel in this category. Qualifying personnel completing their 5th, 6th, 7th, 8th, or 9th year will be categorized as Part 1 D ii. Twenty-five percent of Part 1 D funds will be equally distributed to personnel in this category. Qualifying personnel completing their 10th, 11th, 12th, 13th, or 14th year will be categorized as Part 1 D iii. Twenty-five percent of Part 1 D funds will be equally distributed to personnel in this category. The remaining twenty-five percent will go to Part 1 D

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iv. These funds will include and be equally distributed to any qualifying personnel completing their 15th year or more.

Part 2 of the grant will distribute 25% of the total funds (\$43,750) to all staff who qualify. Part 2 has 8 subgroups labeled as Part 2 A, B, C, D, D1, E, F, and G. In order to receive funding from Part 2, staff must have been employed at Lamar Middle School from October 24, 2008 to June 5, 2009. Contract termination or dismissal will disqualify personnel from any grant funds.

Participants identified for Parts 2 A, 2 B, and 2 C must receive an acceptable performance rating by their evaluator for the 2008-09 school year in order to be able to receive these awards. Any funds not awarded for Parts 2 A, 2 B, and 2 C will be redistributed to the contingency bonus (Part 2 G).

Part 2 A funds totaling \$1,200 will be equally divided among our three vice principals. They are an integral part of our campus success, contributing to the overall success of our students. Each individual qualifying will receive \$400. Any of the \$1,200 in funds not awarded in Part 2 A will be redistributed to the contingency bonus (Part 2 G).

Part 2 B funds total \$4,600. Every individual qualifying will receive an award of \$200. These funds are allocated to the following: paraprofessional support staff, who contribute to the overall learning climate of the school by providing support to students and classroom teachers; building engineer, who helps to provide a safe, clean, and healthy environment that contributes to the success of our students; Lamar's school nurse, who contributes to the health and well-being of our students; and our Auxiliary Officer, who also helps maintain a safe environment. Any of the \$4,600 in funds not awarded in Part 2 B will be redistributed to the contingency bonus (Part 2 G).

Part 2 C funds totaling \$300 will be distributed (subject to qualification) to our diagnostician and Academic Language Therapist, ALT, (.5 because position is half-time). These individuals contribute to the overall success of our students. The diagnostician will receive an amount of \$200; the ALT will receive \$100 because of the half-time status. Any money not awarded from the \$300 allocated to this group will be redistributed to the contingency bonus (Part 2 G).

Part 2 D pertains to elective teachers, Instructional Technology Specialist (ITS), school librarian, counselors, and Life teachers (special education). Personnel in this category contribute to overall student achievement by supporting the academic goals of core teachers and by providing enrichment and support. To qualify for this award, personnel in Part 2 D must attend all required professional development; attend 8 core department meetings, which may be a combination from any of the core departments or all the same core department (worksheets submitted will serve as documentation); complete three peer observations from different teachers (worksheets submitted will serve as documentation); and complete two Tech Fusion modules (printed email confirmations from either our Lamar ITS or the district will serve as documentation). Due to the unavailability of time because of after school duties, certain elective teachers (upon prior approval of the principal and grant committee) may choose to go during their conference period to observe different

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core teachers for a full hour in lieu of attending 8 department meetings. However, if schedules allow core department meeting attendance, these teachers may choose to attend a combination of core department meetings and classroom observations (8 total), or they may complete 8 of the same (core department meetings or classroom observations). There are certain stipulations that these elective teachers must follow, which are outlined on the worksheet. Documentation for all these criteria will be submitted with the collaboration worksheet, except for the TechFusion documentation, which is due to our ITS by May 15, 2009. The greater amount of \$1,120 or an equal amount of \$22,400 is set aside for personnel qualifying for Part 2 D. In the event that any of the funds from Part 2 D are not awarded, the money will be redistributed to all personnel who do qualify for Part 2 D.

The three half-time teachers in **Part 2 D1** will receive \$560 each by meeting the following requirements: complete half of the district required staff development hours, attend 4 core department meetings, complete 2 observations, and complete 2 TechFusion modules. All documentation requirements are the same for Part 2 D 1 as Part 2 D. In the event that any of the funds from Part 2 D 1 are not awarded, the money will be redistributed to all personnel who do qualify for Part 2 D 1.

Part 2 E includes attendance at extracurricular activities. Lamar Middle School believes in supporting our students both in and out of the classroom. We realize that many students achieve more while participating in extracurricular activities. Teacher and staff support at these events contribute to overall student performance. Therefore, we have included a percentage of Part 2 funds in Part 2 E to teachers and staff who support students in their extracurricular activities. Every staff member, full-time or half-time, excluding full-time core teachers, is eligible to earn a share of the money in 2 E. Teachers in Part 1 are NOT eligible to receive these funds. In order to receive this money, staff members must attend at least 10 extracurricular activities (outside of school hours and outside of their own teaching fields or activities for which they are compensated). To receive credit for the event, attendance of one hour or the duration of the event is required. If a staff member is the unpaid coordinator of a school program (outside of school hours), then that may account for 5 of the 10 activities (with committee approval). Staff members will turn in signed forms as documentation of attendance at the extracurricular activities and a worksheet as documentation for the coordinator position. Staff members must comply 100% with these guidelines in order to receive the money (all or nothing, and everyone will receive the same amount). This portion of the grant totals \$7,464 and includes 51 personnel. Each qualifying person will receive a greater amount of \$146.36 or an equal share of \$7,464. Any of these funds not awarded will be redistributed amongst qualifying participants in Part 2 E.

Part 2 F applies to the TEEG committee. Under the guidelines for the TEEG, 5% of the entire grant can be allocated to the TEEG committee members for the extra time and effort put forth in preparing the grant; however, these funds must come out of Part 2. The committee members opted out of taking the entire 5% in order to allow more funds for other personnel and instead decided to

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allocate 3.5% of the grant money (totaling \$6,105) to this section. These funds will be equally distributed to the three Campus Planning Committee coordinators: Terri Anderegg, Cheryl Guerin, and Sarah Leach. In the unlikely event that any of these does not receive funds, the remaining funds will be redistributed to the remaining eligible coordinators.

Part 2 G funds will be distributed to all classroom teachers and certified personnel who qualify for Part 2 E. To qualify for Part 2 G funds, individuals must return to Lamar for the 2009-10 school year. Total funds will be determined solely by funds reallocated to this section. At the time of grant submission, there are 51 personnel eligible to qualify for this award. Years of service in this section are based on years spent consecutively at Lamar Middle School. In Part 2 G there are four categories, each of which will be allocated 25% of the overall funds available for Part 2 G. Each eligible participant will share equally in each 25% layer applicable to that person. For example, a teacher completing his 11th consecutive year at Lamar would receive 1 share from the 1-4 year category, 1 share from the 5-9 category, and 1 share from the 10-15 category. Qualifying personnel completing their 1st, 2nd, 3rd or 4th year will be categorized as Part 2 G i. Twenty-five percent of Part 2 G funds will be equally distributed to personnel in this category. Qualifying personnel completing their 5th, 6th, 7th, 8th, or 9th year will be categorized as Part 2 G ii. Twenty-five percent of Part 2 G funds will be equally distributed to personnel in this category. Qualifying personnel completing their 10th, 11th, 12th, 13th, or 14th year will be categorized as Part 2 G iii. Twenty-five percent of Part 2 G funds will be equally distributed to personnel in this category. The remaining twenty-five percent will go to Part 2 G iv. These funds will include and be equally distributed to any qualifying personnel completing their 15th year or more.

This funding methodology will be applied as described, even in the event that Lamar's staffing levels change from those described in this grant. Lamar Middle School does not conform with the minimum of \$3,000 portion of grant guidelines because of the large amount of highly qualified staff who contribute to overall student achievement.

Participants in the 2007-2008 grant committee were asked to rejoin this year's committee. In addition, all staff was invited to join the committee through email and at a faculty meeting. The Campus Planning Committee created the incentive plan by revamping our previous grant, studying prior grants submitted by other schools, and examining the needs of the student population of Lamar. The Campus Planning Committee did seek feedback from the larger campus teacher population, and teachers were invited to attend any and all committee meetings. The district superintendent communicated with other districts, gathering information on their grant proposals and shared that information with the campus. Representatives from Lamar, including the point of contact and other Campus Planning Committee coordinators, attended weekly meetings with other schools in the district to analyze and evaluate grant guidelines and plans. The plan was presented to and approved by the Campus Improvement Committee on February 26, 2008. A campus vote for the grant was taken

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February 27, 2008 after the committee presented the plan to all personnel; a 51% affirmative vote or more was required and received.

At the official campus presentation of the grant, documentation was provided to individual personnel. The Campus Planning Committee presented the information, answered any questions or concerns, and informed staff of how communication and concerns will be handled.

To ensure that activities will be conducted and completed in accordance with the timeline, the Campus Planning Committee will meet approximately once every six weeks to determine progress and implement plans to distribute incentives. The Campus Planning Committee will meet more frequently after the due date to analyze the collaboration paperwork and to begin the assessment process. A mailbox will be set up in the school office for any questions from faculty to be answered by the Campus Planning Committee. All grant information will be posted on Blackboard to allow staff access to documents, provide clarification, and to provide a place for electronic questions and discussion. To solicit feedback and ensure continuous improvement of the operation, e-mails will be sent on a regular basis by the Campus Planning Committee. Terri Anderegg is the point of contact; Cheryl Guerin and Sarah Leach are also Campus Planning Committee coordinators.

Administration, teachers, the Campus Planning Committee, and the business office will be communicating via email about the progress of the grant, including any problems encountered in the implementation of grant activities. Stakeholders include full- and half-time classroom teachers, the building engineer, vice principals, counselors, the nurse, diagnostician, ITS, librarian, ALT, SRO, Auxiliary Officer, and all paraprofessionals employed at Lamar Middle School from October 24, 2008 to June 5, 2009.

Data from the collaboration portion of Part 1 and/or Part 2 will be given to the Campus Planning Committee no later than **May 22, 2009 at 4:00 pm, except for TechFusion submissions, which are due to our ITS by May 15th.** Test results for Part 1 will be reviewed by the Campus Planning Committee after finalized state results from the second TAKS administration are made available.

All stakeholders will have access to Blackboard where documents, updated information, and a timeline will be posted. The campus will provide opportunities for public viewing on the campus web page, and copies will be made available to the public through the Irving ISD Public Information Office.