

**District Awards for Teacher Excellence
Incentive Pay Plan
Cycle 1, Year 2**

Part 1 Funds

Kindergarten – Second Grade

Student criteria by campus grade level team based on the Terra Nova Assessment –

Incentive paid on one of the following levels based on the Median National Percentile (MDNP) score for Reading, Language Arts and Math Combined. The award will be based on the highest level achieved.

- **Level 1** - Terra Nova score for grade level increased 5 or more percentage points from 2009 to 2010 - \$1000
- **Level 2** - Terra Nova score for grade level increased 3-4 percentage points from 2009 to 2010 - \$750
- **Level 3** - Terra Nova score for grade level increased 1-2 percentage points from 2009 to 2010 - \$500

Third Grade – Eighth Grade

Student criteria based on the Texas Assessment of Knowledge of Skills (TAKS) for all

tests given within each grade level – Incentive paid on one of the following levels. The award will be based on the highest level achieved. For all levels the following subgroups will be used:

Subgroups:

**White
Hispanic
Economically Disadvantaged
Commended
All students

** - Cactus Elementary and Sunset Elementary do not have enough students to make up the Subgroup – White; the At-Risk Subgroup will replace the White Subgroup for these campuses

- **Level 1** – At least 1 percentage point gain in 4 of the 5 subgroups. Criteria is based on an average of all tests given within that grade level - \$1000
- **Level 2** – At least 1 percentage point gain in 3 of the 5 subgroups. Criteria is based on an average of all tests given within that grade level - \$750
- **Level 3** – At least 1 percentage point gain in 2 of the 5 subgroups. Criteria is based on an average of all tests given within that grade level - \$500

**NOTE: if a grade level at a campus achieves a 99% or 100% passing rate average for a subgroup on the 2010 assessment, that subgroup will count as a percentage point gain.

Ninth Grade – Twelfth Grade

Student criteria by department based on the Texas Assessment of Knowledge of Skills (TAKS) for all tests given within each department (Math, Science, Social Studies, ELA) –

Incentive paid on **one** of the following levels. The award will be based on the highest level achieved. For all levels the following subgroups will be used:

Subgroups:

White
Hispanic
Economically Disadvantaged
Commended
All students

Level 1 – At least 1 percentage point gain in 4 of the 5 subgroups from 2009 to 2010. Criteria is based on an average of all tests given within that subject area (Math, Science, Social Studies, ELA) - \$1000

Level 2 – At least 1 percentage point gain in 3 of the 5 subgroups from 2009 to 2010. Criteria is based on an average of all tests given within that subject area (Math, Science, Social Studies, ELA) - \$750

Level 3 – At least 1 percentage point gain in 2 of the 5 subgroups from 2009 to 2010. Criteria is based on an average of all tests given within that subject area (Math, Science, Social Studies, ELA) - \$500

****NOTE:** if a department achieves a 99% or 100% passing rate average for a subgroup on the 2010 assessment, that subgroup will count as a percentage point gain.

Part 2 Funds

Group 1 - All certified classroom teachers not included in Part 1 including Literacy Coordinators and Librarians

- A teacher will earn the award if he/she attends at least 90% of department, grade level, staff, literacy and vertical alignment collaboration meetings applicable to his/her position between August 17, 2009 and May 28, 2010. This criterion will be measured by sign-in sheets turned into the campus principal.
- Or*
- Employee must coordinate and lead at least 2 campus staff development opportunities from August 17, 2009 and May 28, 2010 for campus staff to discuss emerging issues, opportunities for students and coordination of activities. This criterion will be measured by sign-in sheets and agendas turned into the campus principal.
- \$750 per employee attaining criteria

Group 2 - Counselors, Principals, Assistant Principals, Speech Therapists, Athletic Director, Assistant Athletic Director, Athletic Trainer, Police Officer

- A teacher will earn the award if he/she attends at least 90% of department, grade level, staff, literacy and vertical alignment collaboration meetings applicable to his/her position between August 17, 2009 and May 28, 2010. This criterion will be measured by sign-in sheets turned into the campus principal.
- Or*
- Employee must coordinate and lead at least 2 campus staff development opportunities from August 17, 2009 and May 28, 2010 for campus staff to discuss emerging issues, opportunities for students and coordination of activities. This criterion will be measured by sign-in sheets and agendas turned into the campus principal.
- \$375 per employee attaining criteria

Group 3 - Paraprofessionals, Secretaries, Nurses

- An employee will earn the award if he/she attends at least 90% of meetings applicable to his/her position between August 18, 2008 and May 30, 2009. This criterion will be measured by sign-in sheets turned into the campus principal.
- \$250 per employee attaining criteria

Group 4 - Custodial staff, Cafeteria staff

- An employee will earn the award if he/she attends at least 90% of meetings applicable to his/her position between August 18, 2008 and May 30, 2009. This criterion will be measured by sign-in sheets turned into the campus principal.
- \$150 per employee attaining criteria

Contingency Plan

- The district will redistribute un-awarded Part I funds equally among all teachers in Part I that met the required plan criteria

- Any remaining un-awarded Part II funds will be applied to Part I. The funds will be redistributed in accordance with the Part I contingency plan.

Teachers/Staff Excluded from Award Plan

- All teachers and other staff employed during the 2009-2010 school year will be included in the distribution of funds. Funds will be paid out before July 2010 in order to include staff members who leave or retire. Employees hired during the 2009-2010 school year for the 2010-2011 school year will be excluded from the distribution of funds. Employees who leave the campus prior to the last instructional day will be excluded from the distribution of funds. Employees hired before the first day of the second semester will be included in the distribution of funds.