

Texas Educator Excellence Grant (TEEG), Cycle #3 Supplemental Planning Tool

To assist schools in preparing for the development of the
Standard Application System (SAS)

The TEEG, Cycle 3 RFA and corresponding SAS is not available at this time. However, the following information has been provided as a technical assistance tool to assist districts and campuses in preparing to develop the application once the RFA/SAS is released. This tool outlines TEEG: 1) program requirements; 2) required application components; and 2) acceptable uses for program funds.

Please Note: This document neither takes the place of the RFA nor supersedes it, and in no way does using this technical assistance planning tool usurp the applicant's requirement to submit a SAS in response to the RFA. **All eligible grant applicants are still required to submit the completed SAS by the date specified.** In the event that any information in this supplemental planning tool is inconsistent with the information in the RFA/SAS, the RFA/SAS will supersede this planning tool.

Additionally, please note that grant funding is contingent upon appropriations from the state legislature.

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I. General Information

A. Statute

<http://www.capitol.state.tx.us/tlodocs/793/billtext/pdf/HB00001F.pdf>

B. Rules

<http://www.tea.state.tx.us/rules/tac/chapter102/ch102ff.html>

C. Program Overview

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 educators and increase student academic achievement.

D. Program Description

The grant is designed to award teachers who meet, at a minimum, two required program criteria, or more, as identified in their campus incentive plan.

Campuses notified of their eligibility to apply must establish a campuswide planning committee to begin development of the campus incentive plan. Campus committee members are responsible for developing a plan around the two required program criteria and any optional program criteria, including award distribution of funds under Part I (Teacher Incentives) and Part II (Additional Incentives). (To the extent practicable, awards should range between \$3,000 and \$10,000 per teacher.)

Additionally, the campus planning committee is also responsible for:

- 1) selecting a point of contact for the grant;
- 2) obtaining three letters of support from teachers who support the plan and are involved in the development of the campus plan;
- 3) maintaining evidence of teacher participation on file, such as meeting minutes, attendance records, and any other evidence of campus meetings;
- 4) holding a campuswide vote approving the plan by, at least, a simple majority;
- 5) presenting the plan to a districtwide committee for review and approval;
- 6) presenting the plan at a local school board meeting; and
- 7) making the plan available for public viewing.

The grant application and campus incentive plan will be reviewed by individuals designated by TEA, and after negotiations are complete, the campus will receive a Notice of Grant Award (NOGA) and may begin to make use of Part II funds that will not be distributed as incentives

II. Eligibility

A. Eligibility Criteria

Campuses that meet the below performance criteria are eligible to apply for the Governor's Educator Excellence Award Program—Texas Educator Excellence Grant, Cycle 3. Campuses rated Academically Unacceptable in 2006 – 2007 are not eligible.

B. Non-Alternative Education Campuses that:

- Ranking within the top-half of campuses enrolling high percentages of educationally disadvantaged students and either:
 - Receive an Exemplary or Recognized accountability rating, or
 - Rank within the top-quartile of performance in comparable improvement in mathematics, reading, or both.

C. Alternative Education Campuses* that:

- Rank within the top one-third of campuses with passing rates, within each school category, with respect to the percentage of educationally disadvantaged students. Only alternative education campuses with 30 or more students are eligible.

*These campuses are rated under the alternative accountability procedures: Texas Assessment of Knowledge and Skills.

III. Programmatic Requirements

Applicants will be required to address each of the requirements identified below in the SAS in order to be considered for funding.

A. Incentive Plans

1. A school district that applies to participate in the incentive grant program will submit campus incentive plans for each participating campus that rewards teachers, in the participating campus, for positively impacting student achievement.
2. Incentive plans must identify which teachers are eligible, articulate how teachers will be evaluated against the required program criteria (one and two), and, if applicable, the optional criteria (three and/or four). Plans must identify the quantifiable student performance measures selected, provide the performance level teachers are required to meet in order to receive incentive awards, and list the amount of each award.

B. Incentive Plan Development

3. Campus incentive plans must be approved by the district-level planning and/or decision-making committee prior to submittal of the application and incentive plan.
4. A campus-level decision-making body will determine and approve the incentive plan, including the distribution of incentive funds, prior to district level consideration.

5. Grant applications must demonstrate significant teacher involvement in the development of the incentive program. Examples include teacher attendance records, meeting minutes, or other evidence that indicates significant teacher involvement in the creation on the incentive program.
6. School districts must publish their incentive plan to allow public viewing.
7. Applications must demonstrate evidence that the incentive plan was presented at a regularly scheduled local school board meeting, or provide the date of the meeting when the plan will be presented.

C. Incentive Plan Components

8. Applications must include no less than three letters of teacher support for the program. Letters must be authored by each individual teacher and must outline their involvement in the process and support for the program. (Applications will not be considered for funding without these letters.) Form will be provided in the application.
9. Applications must provide evidence that significant teacher involvement and participation took place during the planning process.

D. Incentive Plan Grant Allocation

10. The total grant allocation, excluding no more than five percent of the total allocation used for direct administrative costs, must be spent on the awarded campus(es) Any direct administrative costs must come from Part II funds.
11. At least 75 percent of the total grant allocation must be used to provide incentives to teachers in accordance with program funding requirements (Part I).
12. Not more than 25 percent (including not more than 5 percent for direct administrative costs) of the total grant allocation must be used to provide incentives to other campus personnel and/or on other activities that improve student achievement. These funds may also be used to provide incentives to teachers.
13. Districts are required to distribute teacher incentives allocated under Part I no later than October 15, 2009 in order to receive Part II funds.
14. Districts are expected to record a campus vote among all teachers approving, by a simple majority, the proposed incentive plan.

E. Incentive Plan Criteria

Criterion One (Required)	Teacher demonstrates success in improving student achievement using object, quantifiable measures.
Criterion Two (Required)	Teacher demonstrates collaboration with faculty and staff that contributes to improving overall student performance on the campus.
Criterion Three (Optional)	Teacher demonstrates on-going initiative, commitment, personalization, professionalism, and involvement in other activities that directly result in improving student achievement.
Criterion Four (Optional)	Teacher's assignment in an area that is historically hard to staff or has had high turnover.
Classroom Teacher	"An educator who is employed in by a school district and who, not less than an average of four hours each day, teaches in an academic instructional setting or a career and technology instructional setting. The term does not include a teacher's aide or a full-time administrator." TEC 5.001

IV. Funding

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.

A. Part I Funds (Teacher Incentives)

Funds under Part I (no less than 75 percent of the total grant allocation) may be spent as follows:

Teacher Incentives

1. Incentives awarded under this part may be used only for classroom teachers.
2. To the extent practicable, incentives should not be less than \$3,000 or greater than \$10,000 per teacher, unless otherwise justified.
3. Incentives must only be awarded to teachers that meet Part I criteria one *and* two.
4. Incentives may be awarded to teachers that, in addition to meeting program criteria one and two, also meet program criterion three and/or four.
5. Incentives under this part must be distributed to teachers no later than October 15, 2009.

B. Part II Funds (Additional Incentives)

Funds under Part II (no more than 25 percent of the total grant allocation) may be used to grant incentives not funded through local, state, or federal funds. Part II funds can be used for:

Additional Campus Faculty and Staff

1. Incentive payments to campus faculty and staff other than classroom teachers (i.e., principals, assistant principals, teachers not eligible for incentives under classroom teacher definitions including counselors, speech therapists, instructional coaches, teacher's aides, nurses, librarians, members of the custodial staff), and other campus employees who have contributed to improved student achievement. *Note: Additional incentives may not be spent on employees whose primary responsibility is athletic activity supervision or superintendents.*

Other Campuses

1. Eligible campuses may choose to extend funding to feeder campuses not assigned accountability ratings (i.e. a K-2 campus).

Professional Development

1. Professional development for classroom teachers that did not qualify for an award under Part I of the campus incentive plan.
2. Reimbursement of funds for professional development activities that improve classroom instruction and student achievement.

Signing Bonuses

1. Signing bonuses for classroom teachers new to the campus assigned to teach in subject areas designated by the Commissioner and/or the local school district as high-need.

Mentoring Programs

1. Teacher mentoring programs approved by the Commissioner.
2. Mentor teachers on the same campus, and if possible, teaching in the same subject matter, who:
 - have three or more years of teaching experience;
 - have demonstrated a proven record of engaging students and improving student performance; and
 - are trained in mentor programs approved by the Commissioner and the local school district.

New Teacher Induction Programs

1. Activities that support new teacher induction programs.

Common Planning Time and Curriculum Development

1. Activities that support common planning time and curriculum development.

Teacher Stipends

1. Stipends to teachers that:
 - participate in after-school or Saturday programs;

- are certified in the main subject area in which they teach; and/or
- hold certain postgraduate degrees (excluding education administration, mid-management certification, and superintendency certifications).

Other Programs

1. Other programs that contribute directly to improved student achievement.
2. Other programs designed to recruit and retain highly effective teachers.

Other Activities

1. Other activities that create and/or further the goals of incentive systems designed to improve student achievement including extending incentive program.