

Friday, August 25, 2006

Texas Education Agency  
eGrants for the  
Governor's Educator  
Excellence Award Program

To whom it may concern,

Members of the Maplewood Elementary Texas Educators Excellence Grant committee were nominated by the Maplewood staff. Teachers who served on the committee met often to discuss the application process and agreement pertaining to compliance with the appropriate guidelines.

Maplewood teachers became aware of this incentive program at the beginning of the school year. Funds will be distributed to appropriate campus employees.

Respectfully yours,

A handwritten signature in black ink that reads "Pauline Walker". The signature is written in a cursive, flowing style.

Pauline Walker, Ph.D.  
Maplewood Elementary School  
Austin ISD  
512-841-0222

Jorge Meave, Jr.  
Bilingual Reading Specialist  
Maplewood Elementary  
Austin Independent School District  
Austin, Texas

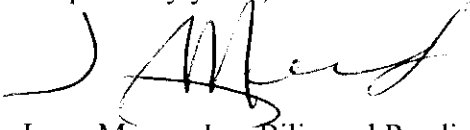
Friday, August 25, 2006

Texas Education Agency  
eGrants for the  
Governor's Educator  
Excellence Award Program

To whom it may concern,

My name is Jorge Meave, Jr. and I am a Bilingual Reading Specialist at Maplewood Elementary. I was nominated to be a member of our campus Governor's Educator Excellence Award Committee. My participation included attendance at planning meetings, discussion of participation criteria with other members of the committee, and developing a written proposal for the Excellence Award Program.

Respectfully yours,

A handwritten signature in black ink, appearing to read 'Jorge Meave, Jr.', written over a horizontal line.

Jorge Meave, Jr. - Bilingual Reading Specialist  
Maplewood Elementary  
Austin Independent School District  
512-841-0227

Monday, September 11, 2006

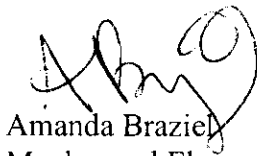
Re: Texas Education Agency, eGrants for the Governor's Educator Excellence Award Program

To Whom It May Concern:

My name is Amanda Braziel. I teach 5<sup>th</sup> grade at Maplewood Elementary School and was nominated to serve on the Excellence Award Committee. I've attended meetings, given my input on the process, helped type, etc., and if our grant is approved, I will serve on the review committee as the year progresses.

I resigned from participation for a short while because I very much disagree with the concept of merit-pay based primarily on standardized testing measures, such as the TAKS at a high-needs school such as ours. There are myriad ways to assess one's educational and social progress, and already too much emphasis is placed on TAKS in our state (and federal government) with little or no accountability for parental and societal involvement in children's educations. After assurance from our administrators that they will be looking at appropriate assessment measures in addition to the TAKS, I withdrew my resignation and have participated in meetings again.

Thank you,



Amanda Braziel  
Maplewood Elementary  
3808 Maplewood Ave.  
Austin, TX 78722

Maplewood Elementary School  
Texas Educator Excellence Award

8/15/2006

3:00—5:00pm

Members present:	Position:	Years at Maplewood:
Pauline Walker	Kindergarten	22
Amanda Brazier	5 <sup>th</sup> grade	7
Jessica Gomez	4 <sup>th</sup> grade	2
Bina Felson	4 <sup>th</sup> grade	1
Anthony Kennedy (Contact)	Special Education	27

- 1 A Kennedy reviewed award criteria.
- 2 Committee discussed and reached consensus to award funds from Part II (25%) to Maplewood teaching assistants and specified support staff.
- 3 Committee "brainstormed" ideas for criteria for teachers to meet Part I.

Excellence award Criteria Brainstorm:

Assign points to the following criteria based on the concept of earning 100 points through various paths...

Finish the year

# of years at Maplewood

Advanced degrees: MA/ PhD

Extra Certifications: SpEd, ESL, GT, Bilingual, Master Reading Teacher, Science Specialist, etc., etc.

Teacher in a TAKS grade level

Committee Membership: PTA, CAC, Alliance, Social Committee, Technology, etc., etc.

Team Leader

Attendance at a PTA meeting

Sponsor of a school "club" or organization: Science Club, Student Council, Girl Scouts, etc.

Teacher of an afterschool class

Mentor to a student

Mentor to a new teacher

Attendance on the Neighborhood Walk

Grant writer

Peace Maker nominee

Teacher of the year

Maplewood Elementary School  
Texas Educator Excellence Award

Sign in for: August 15 2006

1 Anthony Kennedy

2 Pauline Walker

3 Brian Ford

4 Jessica Gomez

5 Amanda Brazel

6

7

8

9

10

Maplewood Elementary School  
Texas Educator Excellence Award

8/23/2006

3:00—5:30pm

Members present:	Position:	Years at Maplewood:
Pauline Walker	Kindergarten	22
Amanda Braziel	5 <sup>th</sup> grade	7
Ava Prater	4 <sup>th</sup> grade	2
Jessica Gomez	4 <sup>th</sup> grade	2
Bina Felson	4 <sup>th</sup> grade	1
Jorge Meave	Reading	1
Anthony Kennedy (Contact)	Special Education	27

Ralph Huhn met with committee to clarify criteria for TEEA grant. Luiz Lazaro and Holly Holubec, school administrators, attended meeting.

-8% benefits need to be subtracted from total funds reducing part I to 31050\$ and part II funds to approx 10k

-part I criteria must be based on evidence of student success and professional collaboration

-may also add local criteria for part I

--campus discretion for part II funds - can allocate all part II funding to TAs or support positions

Committee agreed on staff to receive Part II funds;

- 8 Sp ed TAs 1000 each
- 1 attendance clerk 1000
- 2 pre k monitors 650 each

Committee developed criteria for Part I funds

Part A:

Teachers will demonstrate success in improving student performance using various methods, including objective, quantifiable measures and authentic assessment pieces. Examples of proof of student achievement include: TAKS test results and achievement from one year to the next, campus-wide portfolios, DRA and IRI scores, fluency and accuracy rates in reading, benchmarks, projects, performances, etc.

Part B

Teachers will demonstrate collaboration that contributes to improvement of overall student performance on the campus. This collaboration will be measured by campus-based activities such as the following: attendance at professional development sessions; participation in curriculum development and instructional strategies; participation in team-teaching and classroom observation activities, such as Learning Walks; grade-level team meetings; vertical team-meetings; evidence of sharing lesson plans and student data with other faculty members

Campus administrators will evaluate these measures of student achievement, teachers' impact on student success and teacher collaboration and present recommendations to the committee.

Maplewood Elementary School  
Texas Educator Excellence Award

Sign in for: 8/23/2006

- 1 A Kenney
- 2 Pauline Walker
- 3 Zifcor
- 4 Amanda Bavel
- 5 ~~\_\_\_\_\_~~
- 6 Jessica Gómez
- 7 Shalab.
- 8
- 9
- 10

Maplewood Elementary School  
Texas Educator Excellence Award

8/30/2006

3:00—4:30pm

Members present:	Position :	Years at Maplewood:
Dr. Pauline Walker	Kinder	22
Amanda Braziel	5 <sup>th</sup> grade	7
Ava Prater	4 <sup>th</sup> grade	2
Jessica Gomez	4 <sup>th</sup> grade	2
Bina Fclson	4 <sup>th</sup> grade	1
Jorge Meave	Reading	1
Anthony Kennedy (Contact)	Special Education	27

H Holubec and R Huhn attended.

Committee reviewed progress with Mr. Huhn. He then advised committee on further actions needed to be taken for Part I funds disbursement.

Committee decided that each eligible teacher be able to earn a total of 100 points. 0 to 25 pts for evidence of student success. 0 to 25 points for evidence of collaboration that contributes to success. 5 point each up to a total of 50 pts for evidence of ongoing commitment, initiative and involvement in activities that can result in improved performance.

A mathematic formula for aligning award monies with points was developed: **money(31050\$ divided by total points earned by eligible teachers times individual points earned.**

Non-negotiables such as finishing the school year were established.

Measures of student performance were developed based on grade or subject level:

**TAKS test results and achievement from one year to the next, campus-wide portfolios, DRA and IRI scores, fluency and accuracy rates in reading, benchmarks, projects, individual student performances .**

It was decided that principal and asst principal would meet with committee each semester to make recommendations for student success and collaborative efforts, but that the committee had final approval of awarding points.

Items to be included for evidence of ongoing commitment were finalized.

Maplewood Elementary School  
Texas Educator Excellence Award

Sign in for:

8-30-2006

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- 1 A Kennedy
- 2 A. H. B. G.
- 3 J. Gomez
- 4 B. Fox
- 5 A. Bragun
- 6 J. Mendez
- 7
- 8
- 9
- 10

C.A.C. 8/31/06

Attendance: Tony Kennedy, Derek Woodard, Holly Hombec, Rich Levy, Dawna Fisher, Luiz Lazaro, Kittie Howe, Ava Prader, Maryann Overath, Victoria Banks

Maplewood's Excellence Award Grant Committee's Proposal

Tony K. gives background for grant – provides financial support to teachers who meet the committee's objectives (committee made up of teachers).

Budget – see last page of proposal:

Amount: \$45,000

8% for benefits, FICA etc.

Of the remainder, 75% has to go to teachers, 25% discretionary

\$31,050 to teachers

\$10,350 to others

Committee wanted to award the teaching assistants

Committee developed criteria to measure success in improving student performance and working collaboratively with colleagues.

Teacher can earn up to a total of 100 points in 3 categories

Student Improvement

Collaboration with colleagues

Participation in listed activities that help support the first two goals.

All teachers have the opportunity to earn 100 points. Teachers will get a % of the award based on the number of points they earned. If every teacher earns 100 points, then each teacher will get a little over \$1000.00.

CAC must approve, then DAC, then the official forms must be submitted with the assistance of District staff, then Board and Superintendent must approve before it is sent into TEA.

CAC approves the proposal.

Adjourn



CAC Meeting  
8/31/06

8/31/06

1. Ava Utrata
2. Julie Jayne
3. Maryann Overath
4. Dana Fisher
5. Rich Levy
6. Billy Abubec
7. Derek Woodard
8. Kattie Howe
9. P. Kennedy
10. Victoria Banks

Maplewood Elementary School  
Texas Educator Excellence Award

9/1/2006

3:00– 5:00pm

Members present:	Position :	Years at Maplewood:
Pauline Walker	Kindergarten	22
Amanda Braziel	5 <sup>th</sup> grade	7
Ava Prater	4 <sup>th</sup> grade	2
Jorge Meave	Reading	1
Anthony Kennedy (Contact)	Special Education	27

Committee met to finalize writing of grant plan.  
An individual documentation chart was also developed.  
Plan was emailed to R Huhn and local administration.

Maplewood Elementary School  
Texas Educator Excellence Award

Sign in for:

9-1-06

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- 1 *A Kennedy*
- 2 *A. H. C.*
- 3 *Aby*
- 4 *J. M. L.*
- 5 *Pauline Walker*
- 6
- 7
- 8
- 9
- 10

Maplewood Elementary School  
Texas Educator Excellence Award

9/7/2006

3:00—4:00pm 5:00-6:00

Members present:	Position :	Years at Maplewood:
Pauline Walker	Kindergarten	22
Amanda Brazier	5 <sup>th</sup> grade	7
Ava Prater	4 <sup>th</sup> grade	2
Jessica Gomez	4 <sup>th</sup> grade	2
Bina Felson	4 <sup>th</sup> grade	1
Jorge Meave	Reading	1
Anthony Kennedy (Contact)	Special Education	27

Committee met to fine tune wording of plan as suggested by R Huhn prior to presenting it to CAC.

A Kennedy and A Prater presented plan at called CAC meeting. CAC approved plan and thanked committee members for taking the time to develop it.

Maplewood Elementary School  
Texas Educator Excellence Award

Sign in for:

9-7-06

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- 1 *[Signature]*
- 2 *A. K...*
- 3
- 4 *J. Jones*
- 5 *BE*
- 6 *Abraziel*
- 7 *J. M...*
- 8 *Pauline Walker*
- 9
- 10

# Maplewood Elementary School Texas Educator Excellence Award

## Committee Membership

Member :	Position :	Years at Maplewood:
Pauline Walker	Kindergarten	22
Amanda Braziel	5 <sup>th</sup> grade	7
Ava Prater	4 <sup>th</sup> grade	2
Jessica Gomez	4 <sup>th</sup> grade	2
Bina Felson	4 <sup>th</sup> grade	1
Jorge Meave	Reading	1
Anthony Kenedy (Contact)	Special Education	27

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