

September 13, 2006

To Whom It May Concern:

I am writing this letter in support of the submitted Cook Governor's Excellence Award Grant. I have had the pleasure of serving on this committee as one of the representative of the fourth grade teaching team and feel great consideration has been made to insure all Cook staff has had an opportunity to provide their expertise and input in the grant writing process.

The process was truly a collaborative effort and all members' opinions are representative of their peers.

Sincerely,

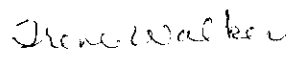


Amy Jessee

September 11, 2006

To Whom It May Concern:

Erica Delp has kept me informed as to the current status of the "Texas Governor's Educator Excellence Award" grant during our weekly team meetings. She has also answered any questions or concerns that have been brought up.

A handwritten signature in cursive script that reads "Irene Walker".

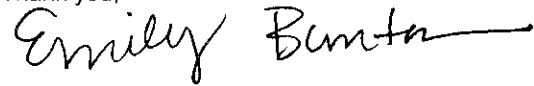
Irene Walker

September 17, 2006

To whom it may concern:

As a member of the grant committee Andrea Yz has informed the first grade team, including myself, of the development of the grant proposal for Cook Elementary. She has shared the various drafts with us and received our feedback.

Thank you,

A handwritten signature in cursive script that reads "Emily Bunton". The signature is written in black ink and includes a long horizontal flourish at the end of the name.

Emily Bunton
First grade teacher, Cook Elementary

Cook Elementary School
1511 Cripple Creek
Austin, TX 78758
512-414-2510

Governor's Educator Excellence Award
Planning Session 1

Meeting Date: August 18, 2006
Meeting Time: 3:00 pm.

Members present:

Mary Helen Villarreal, principal
Johnnie Harris, assistant principal
Erin Whittaker, co-chair
Erica Delp, co-chair
Beth Gavin

Isabel Cano
Sweeney
Tanya Dunlap
Amy Jessee
Kathleen Abbott

Items of discussion:

- Introduction of committee members--committee members were selected by the Cook administration from a volunteer pool of faculty and staff.
- Expectations for members and procedures for writing and submitting the grant were shared by Mrs. Villarreal, the Cook principal.
- The grant information notebook was given the co-chairs.
Discussed the option of inviting Julie Lyons to the meeting on the 30th to give further guidance.
- Next meeting date was set for August 23, 2006 at 3:00 pm.

Actions proposed:

- Look at grants written by Oak Springs and Blackshear.
- Discuss with individual grade levels and bring input to the meeting scheduled for 8/23/06.

Respectfully submitted by
Tanya Dunlap

Cook Elementary School
1511 Cripple Creek
Austin, TX 78758
512-414-2510

Governor's Educator Excellence Award
Planning Session 2

Meeting Date: August 23, 2006
Meeting Time: 3:00 pm.

Members present:

Erica Delp, 3rd gr. tchr., co-chair
Erin Whittaker, Sp.Ed. tchr. co-chair
James Perkins, 2nd gr. tchr.
Andrea Yz, 1st gr. tchr.

Sweeney, Kinder tchr.
Kathleen Abbott, Art tchr.
Tanya Dunlap, K-5th Sp.Ed. tchr.

Items of discussion:

- There was a change of committee members from Isabel Cano to James Perkins (same team=2nd grade).
- The committee looked at the grants written by Oak Springs Elem. and Blackshear Elem.:
 - The committee was interested in ensuring all non-administrative staff received a portion of the grant (ie. custodians, nurse, TA's, etc.)
 - grant amount \$125,000
 - 1/2 time staff will receive 1/2 of amount earned by full time staff in same position
 - proposed credit will be given for teaching in high needs area and for improvement in student performance
- Questions for Julie Lyons were formulated.
- Next meeting date was set for August 30, 2006 at 3:00 pm.

Important Dates:

- Oct. 5th-grant deadline
- Oct. 6th-starts data collection for incentives
- Oct. 15th-report on progress

Actions proposed:

- Discuss with individual grade levels and bring input to the meeting scheduled for 8/30/06.
- Meet with Julie Lyons August 30th. Bring questions from grade level teams.
- Encourage teams to look at Blackshear/Oak Springs grants online.
- Andrea Yz will send a campus wide email informing grade level teams of Julie Lyons visit.

Respectfully submitted by
Tanya Dunlap

Cook Elementary School
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Governor's Educator Excellence Award
Planning Session 3

Meeting Date: August 30, 2006
Meeting Time: 3:05 pm.

Members present:

Erica Delp, 3rd gr. tchr., co-chair
Erin Whittaker, Sp.Ed. tchr. co-chair
James Perkins, 2nd gr. tchr.
Andrea Yz, 1st gr. tchr.
Julie Lyons, district advisor

Sweeney, Kinder tchr.
Kathleen Abbott, Art tchr.
Tanya Dunlap, K-5th Sp.Ed, tchr.
Mary Helen Villarreal, Principal

Items of discussion:

- Draft of grant was shared with the committee. Suggestions for changes were discussed.
- Questions were asked of Julie Lyons, district advisor. (see attached)
- Julie Lyons proposed the following changes/additions to the plan:
 - remember to focus on academics.
 - try to put more emphasis on the student performance & teacher collaboration portions of the grant.
 - look at last years data to set rigorous, but obtainable goals
 - remember that Strands I & II must be met in order to receive incentives from Strands III & IV.
- The committee was reminded that the school administrator and the Campus Advisory Council (CAC) must approve the plan.
- Ms. Yz shared information received from the Education Austin meeting she attended. TAKS does not have to be the only form of measurement for incentives.
- Next meeting date is tentatively set for Wednesday, Sept. 6, 2006 at 3:05.

Important Dates:

- Sept. 1st- preliminary proposal due to Julie Lyons.
- Oct. 5th-grant deadline
- Oct .6th-start data collection for incentives
- Oct. 15th-report on progress

Actions proposed:

- Discuss goals for improvement with teams and share proposed plans with co-chairs no later than Thursday, August 31, 2006.
- Email plan draft to committee early Friday morning (9/1/06).
- Email draft of plan to Julie Lyons Friday Sept. 1, 2006.

Respectfully submitted by
Tanya Dunlap

Cook Elementary School
1511 Cripple Creek
Austin, TX 78758
512-414-2510

Governor's Educator Excellence Award
Planning Session 4

Meeting Date: September 11, 2006
Meeting Time: 3:05 pm.

Members present:

Erica Delp, 3rd gr. tchr., co-chair
Erin Whittaker, Sp.Ed. tchr. co-chair
James Perkins, 2nd gr. tchr.
Andrea Yz, 1st gr. tchr.

Sweeney, Kinder tchr.
Kathleen Abbott, Art tchr.
Tanya Dunlap, K-5th Sp.Ed. tchr.
Beth Gavin, 4th gr. tchr.

Items of discussion:

- Latest revision of grant was shared with the committee. Suggestions for changes were discussed.
- Reminders:
 - focus on academics.
 - remember that Strands I & II must be met in order to receive incentives from Strands III & IV.

Important Dates:

- Oct. 5th-grant deadline
- Oct .6th-start data collection for incentives
- Oct. 15th-report on progress

Actions proposed:

- Email Delp/Whittaker teacher years of service.
- Check the emailed copy of the grant for any typos/ needed corrections.
- Ask teammates to write letters describing/confirming collaboration during the grant writing process.

Respectfully submitted by
Tanya Dunlap

Cook Elementary School
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Governor's Educator Excellence Award
Planning Session 5

Meeting Date: September 20, 2006
Meeting Time: 3:00 pm.

Members present:

Erica Delp, 3rd gr. tchr., co-chair
Erin Whittaker, Sp.Ed. tchr. co-chair
James Perkins, 2nd gr. tchr.
Andrea Yz, 1st gr. tchr.
Julie Lyons, district advisor

Sweeney, Kinder tchr.
Kathleen Abbott, Art tchr.
Tanya Dunlap, K-5th Sp.Ed. tchr.
Beth Gavin, 4th gr. tchr.

Items of discussion:

- Julie Lyons gave advice/suggestions/ recommendations for changes and requested information to complete the grant writing:
 - Grant proposal must be presented for public viewing on our school website and in the library.
 - We need to write a rationale for Part 1. (example, We believe we are a team. We collaborated throughout the grant writing process. We designed an equitable system for reward.)
 - Write an introduction paragraph with rationale.
 - Add a one-sentence contingency plan statement for funds not earned.
- Ms. Yz volunteered to be the bookkeeper. She will be responsible for keeping documents prepared and ready for public viewing.
- Campus administrators will determine if DRA levels have been met.
- The committee decided to extend the collection of certificates for non-required staff development to the summer of 2007 with the understanding that all documents must be submitted to the grant committee by the first week of the 2007-2008 school year.
- We were reminded that all allocation of funds is contingent upon grant approval by TEA.

Important Dates:

- Oct. 5th-grant deadline
- Oct .6th-start data collection for incentives
- Oct. 15th-report on progress

Actions proposed:

- Post grant on the Cook website by early October.
- Start documenting DRA levels.
- Place grant documents in the library asap
- Start sign-in sheets of every meeting.
- Develop a protocol for data collection. (system)
- Prepare for Julie's pick up by October 9, 2006---
 - Teacher collaboration letters.
 - Minutes of each meeting.
 - Committee information sheets
 - Introduction paragraph
- Have all staff members sign a form stating they have access to a viewing of the proposed grant and that they acknowledge that they are responsible for collecting and submitting data to committee members.

Respectfully submitted by
Tanya Dunlap

The Cook Elementary School Governor's Excellence Award committee is made up of the following members:

Erica Delp (Co-Chair) 3rd Grade -10 years
Erin Whittaker (Co-Chair) Special Education -8 years
Tanya Dunlap (Secretary) 5th Grade/Special Education-24 years
Andrea Yz (Record Keeper) 1st Grade-5 years
Beth Gavin 4th Grade-6 years
Kathleen Abbott Special Areas -8 years
James Perkins 2nd Grade-4 years
Susan Sweeney Kindergarten-6 years

These members were chosen from a group of volunteers/nominees and narrowed down by administrators. The co-chairs were selected by the principal, Mary H. Villareal and interim principal Dora Fabeio.

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