

**PART 4: STANDARD APPLICATION SYSTEM (SAS)**

# IMPORTANT



## Please take one more look at your application!

<b>Deadline</b>	<b>Tuesday August 25, 2009, 5:00 PM Central Time</b>
<b>Submission</b>	<b>Complete</b> applications must be <b>received</b> in TEA's Document Control Center on or before 5:00 PM (Central Time) on the deadline date indicated in the RFA.
<b>Application</b>	<ul style="list-style-type: none"><li>• Each copy of application stapled in upper left corner.</li><li>• No binding of application in a notebook or folder.</li><li>• No cover sheet, table of contents, or divider pages.</li><li>• Must address all statutory requirements.</li><li>• <b>Narrative Schedules:</b> Must use required forms provided. No missing schedules. No font sizes smaller than 9 points, Arial or Verdana. No handwritten schedules; they must be typed. Must conform to specified format. Must not exceed specified page limitations.</li></ul>
<b>Number of Copies</b>	<b>Three (3)</b> complete copies must be received in TEA by 5:00 PM (Central Time) on the deadline date.
<b>Signature</b>	Schedule #1—at least 3 copies of the application must have an <b>original</b> signature of the person authorized to bind the applicant in a contract.
<b>Provisions &amp; Assurances (Schedules 6A-6F)</b>	Read these carefully and include in all pages of each copy of the application.
<b>Contact Person</b>	If you have <b>any</b> questions, please contact: Vicki Logan at 512-475-4468, <a href="mailto:Vicki.Logan@tea.state.tx.us">Vicki.Logan@tea.state.tx.us</a>

<p><b>For TEA Use Only</b></p> <p>Adjustments and/or annotations made on this page have been confirmed with _____</p> <p>by telephone/FAX on _____</p> <p>by _____ of TEA.</p>	<p><b>TEXAS EDUCATION AGENCY</b></p> <p><b>Standard Application System (SAS)</b></p> <p><b>School Years 2009-2010,</b></p> <p><b>2010-2011</b></p>	<p>Organization Name _____ <u>057914</u></p> <p>County District No. _____</p> <p style="text-align: center;"><u>756002054</u></p> <p>Amendment # _____</p> <p>9-Digit Vendor ID# _____</p> <p style="text-align: center;"><u>10</u></p> <p style="text-align: right;">ESC Region _____</p> <p>NOGA ID No. _____</p> <p style="text-align: right;">(Assigned by TEA)</p>
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**District Awards for Teacher Excellence (DATE), Cycle 1, Continuation**

**Schedule #1 – General Information**

**Part 1: Application Table of Contents**

**Use of the Standard Application System:** This system provides a series of standard schedules to be used as formats by applicants who apply for funds administered by the Texas Education Agency. If additional clarification is needed, please call 512-463-9269.

**Program Authority:** General Appropriations Act, Article III, Rider 65, 81<sup>st</sup> Texas Legislature

**Project Beginning Date:** *September 1, 2009*

**Project Ending Date:** *February 28, 2011*

**Index to this Application:** An X has been placed in the New Application column to indicate each schedule that **must** be submitted as a part of the application. The applicant must place an X in this column for each additional schedule submitted to complete the application. For amendments, the applicant must place an X in the Amendment Application column next to the schedule(s) being submitted as part of the amendment.

Sch No.	Schedule Name	Application	
		New	Amend
1	General Information	X	<input type="checkbox"/>
2	Shared Services Arrangement Certification	NA	NA
3	Purpose of Amendment	NA	<input type="checkbox"/>
4	Program Requirements	X	<input type="checkbox"/>
4A	Communication Plans	X	<input type="checkbox"/>
4B	Selected Campuses	<input type="checkbox"/>	<input type="checkbox"/>
4C	Part I Teacher Awards	X	<input type="checkbox"/>
4D	Part I Principal Awards	<input type="checkbox"/>	<input type="checkbox"/>
4E	Contingency Plan – Part I Funds	X	<input type="checkbox"/>
4F	Additional Awards, Stipends and Activities, Part II Funds	<input type="checkbox"/>	<input type="checkbox"/>
4G	Contingency Plan – Part II Funds	<input type="checkbox"/>	<input type="checkbox"/>
4H	Project Management	X	<input type="checkbox"/>
5	Program Budget Summary	X	<input type="checkbox"/>
5B	Payroll Costs 6100	X	<input type="checkbox"/>
5C	Professional and Contracted Services 6200	<input type="checkbox"/>	<input type="checkbox"/>
5D	Supplies and Materials 6300	<input type="checkbox"/>	<input type="checkbox"/>
5E	Other Operating Costs 6400	<input type="checkbox"/>	<input type="checkbox"/>
5G	Capital Outlay 6600/15XX (Exclusive of 6619 and 6629)	NA	NA
6A	General Provisions and Assurances	X	NA
6F	Program-Specific Provisions and Assurances	X	NA

**Certification and Incorporation**

I hereby certify that the information contained in this application is, to the best of my knowledge, correct and that the organization named above has authorized me as its representative to obligate this organization in a legally binding contractual agreement. I further certify that any ensuing program and activity will be conducted in accordance with all applicable Federal and State laws and regulations, application guidelines and instructions, the Provisions and Assurances, Debarment and Suspension, lobbying requirements, Special Provisions and Assurances, and the schedules attached as applicable. It is understood by the applicant that this application constitutes an offer and, if accepted by the Agency or renegotiated to acceptance, will form a binding agreement.

**Authorized Official**

Typed First Name	Initial	Last Name	Title
Linda	M	Henrie	Superintendent
Phone	Fax	Email	Signature/Date Signed (blue ink preferred)
972-882-7356	972-882-7787	lhenrie@mesquiteisd.org	

**Only the legally responsible party may sign this application.**

Three complete copies of the application, all with original signature(s), must be received by 5:00 p.m. Central Time on Thursday, August 25, 2009

Texas Education Agency

William B. Travis Bldg.  
Document Control Center, Room 6-108  
1701 North Congress Avenue Austin, Texas 78701-1494

TEA DOCUMENT CONTROL NO.

<p><b>For TEA Use Only</b> Adjustments and/or annotations made on this have been confirmed with _____ by telephone/FAX on _____ by _____ of TEA.</p>	<p><b>TEXAS EDUCATION AGENCY Standard Application System (SAS)</b></p> <p><b>School Years 2009-2010, 2010-2011</b></p>	<p>_____ <b>057914</b> _____ County District No.</p> <p>_____ _____ Amendment No</p>		
<p align="center"><b>District Awards for Teacher Excellence (DATE), Cycle 1, Continuation Schedule #1—General Information</b></p>				
<p><b>Part 3: Applicant Information</b></p>				
<p><b>Organization Information</b></p>				
<p>Organization Name</p>				
<p>Mesquite Independent School District</p>				
<p>Mailing Address Line - 1</p>	<p>Mailing Address Line - 2</p>	<p>City</p>	<p>State</p>	<p>Zip Code</p>
<p>405 E. Davis</p>		<p>Mesquite</p>	<p>TX</p>	<p>75149</p>
<p><b>Applicant Contacts</b></p>				
<p><b>Primary Contact</b></p>				
<p>First Name</p>	<p>Initial</p>	<p>Last Name</p>	<p>Title</p>	
<p>Leslie</p>	<p>A</p>	<p>Feinglas</p>	<p>Asst. Principal</p>	
<p>Telephone</p>	<p>Fax</p>	<p>Email</p>		
<p>972-882-5956</p>	<p>972-882-5988</p>	<p>lfeinglas@mesquiteisd.org</p>		
<p>Mailing Address Line - 1</p>	<p>Mailing Address Line - 2</p>	<p>City</p>	<p>State</p>	<p>Zip Code</p>
<p>2100 Crest Park</p>		<p>Mesquite</p>	<p>TX</p>	<p>75149</p>
<p><b>Secondary Contact</b></p>				
<p>First Name</p>	<p>Initial</p>	<p>Last Name</p>	<p>Title</p>	
<p>Melanie</p>		<p>Bishop</p>	<p>Director of Personnel</p>	
<p>Telephone</p>	<p>Fax</p>	<p>E-mail</p>		
<p>972-882-7315</p>		<p>mbishop@mesquiteisd.org</p>		
<p>Mailing Address Line - 1</p>	<p>Mailing Address Line - 2</p>	<p>City</p>	<p>State</p>	<p>Zip Code</p>
<p>405 E. Davis</p>		<p>Mesquite</p>	<p>TX</p>	<p>75149</p>

The last day to submit a budget amendment to TEA is 90 days prior to the ending date of the grant. An amendment will **not** be accepted after this date.

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**District Awards for Teacher Excellence (DATE), Cycle 1, Continuation  
Schedule #4—Program Requirements Continued**

**Allowable Activities and Use of Funds (cont.)**

**A. Program Requirements**

In addition to the requirements in Parts 1 and 2 of this RFA, each application must address each of the requirements identified below (on the appropriate schedule) in order to be considered for funding. One continuation application per participating district must be submitted.

Rider 65, Educator Excellence Awards Program, requires that funds be expended on Educator Excellence Awards programs in accordance with TEC Chapter 21, Subchapters O.

1. The district-level planning and decision-making committee must develop a district award plan to be implemented for either the entire district or for campuses selected by the district.
2. Districts must identify objective criteria to award classroom teachers (TEC definition) who are the most effective at improving student performance and for other school staff who demonstrate excellence.
3. Districts must review district award plan goals for consistency with the district improvement strategic plan.
4. Districts must conduct at least one (1) stake-holder meeting to review the DATE Cycle 1 Continuation Grant. . (Stake-holders consist of teachers, campus staff, district personnel and administration)
5. Districts must have a comment period after the DATE Cycle 1 Continuation Grant plan has been drafted to receive teacher input.
6. Districts must make a copy of their award plan accessible to the public (post to the district website, prominent place in the campus, libraries, etc.).
7. Districts that choose not to implement their local award plans district-wide, and who choose to select certain campuses to participate, must provide rationale for the campus selection.
8. Prior to submittal of the application to the TEA, DATE Cycle 1 Continuation Grant district award plans must be reviewed and approved by the district-level planning and/or decision-making committee and by the school district superintendent.
9. Districts must notify stake-holders, including classroom teachers and staff, of any changes to the DATE Cycle 1 Continuation program.
10. Districts must use at least 60 percent of the Part I grant funds to award classroom teachers who positively impact student academic improvement, and/or growth, and/or achievement and who meet the TEC definition of a classroom teacher. Part I may also include incentives for principals who effectively improve student achievement, based on objective criteria described in the local plan.
11. Classroom teachers included in Part I must have the opportunity to earn a minimum of \$1000 award. The award amount can be taken from either Part I or from both Part I from Part II.
12. Districts may use up to 40 percent of the Part II Funds for other allowable activities, including stipends and awards for specified purposes as outlined in the RFA under **Guidelines for Distributing Part II Funds**.
13. Districts must include a Part I and Part II contingency plan designed to redistribute any remaining Part I program funds to teachers who meet their targets and Part II program funds to staff members who meet their targets or for other allowable Part II activities.

<input checked="" type="checkbox"/> <b>Yes</b>	<b>Applicant has verified that all requirements are met in the appropriate schedule.</b>
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**District Awards for Teacher Excellence (DATE), Cycle 1, Continuation**

**Schedule #4—Schedule #4—Program Requirements Continued**

**Part 2: Application Requirements List**

#	Requirement	Schedule
1	Describe the communication and collaboration practices used to develop the district incentive award plan.	Schedule #4A—Program Description: Communication Plans
2	Describe the plan for updating teachers and staff on plan changes and how teachers are informed of the criteria they must meet in order to receive the incentive.	Schedule #4B—Program Description: Communication Plans
3	Describe, if applicable, the qualifications or prerequisites that teachers must meet in order to participate in the district incentive plan.	Schedule #4B—Program Description: Qualifications and Exclusions
4	Describe if applicable, staff who may be excluded from the plan and the reasons for exclusion.	Schedule #4B—Program Description: Qualifications and Exclusions
5	Describe criteria used for Teacher Incentives, Part I funds - Must be quantifiable and address the following: Student academic improvement; and/or Student academic growth; and/or Student achievement.	Schedule #4B—Program Description: Teacher Awards
6	Contingency plan Part I funds – Describe how un-awarded Part I funds will be redistributed.	Schedule #4B—Program Description: Contingency Plan, Part I Funds
7	Additional Awards – Describe how incentives will be awarded to staff demonstrating excellence through job-related performance criteria.	Schedule #4B—Program Description: Additional Awards, Stipends, and Activities
8	Contingency plan Part II funds – Describe how un-awarded Part II funds will be redistributed.	Schedule #4B—Program Description: Contingency Plan, Part II Funds
<input checked="" type="checkbox"/> <b>Yes</b>	<b>Applicant has verified that all requirements are met in the appropriate schedule.</b>	
<input checked="" type="checkbox"/> <b>Yes</b>	<b>The applicant assures the activities proposed in this application will be supplemental to existing federal, state, and local services and activities. Grant funds will not be utilized for any services or activities required by state law, State Board of Education or local policies. No state funds will be decreased or diverted for other purposes as a result of the availability of these funds.</b>	

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**District Awards for Teacher Excellence (DATE), Cycle 1, Continuation**

**Schedule #4—Program Requirements Continued**

**Part 3: Program Requirement Checklist**

#		Date Approved MM/DD/YY
<b>1</b>	<b>District Level Planning/Decision Making Committee Vote:</b> The district award plan <b>must</b> be approved by the district level planning and/or decision making committee prior to submittal of the application to the TEA. All substantive changes to the award plan require additional approval by the committee.	<b>08/11/09</b>
<b>2</b>	<b>Superintendent Approval:</b> The district award plan was approved by the superintendent. All substantive changes to the award plan will be subject to additional approval by the superintendent. NOTE: \$3000 - \$10,000 is the recommended range of award amounts. The minimum award amount opportunity may <b>not</b> be less than \$1000.	<b>08/24/09</b>
<b>3</b>	<b>Acknowledgement of Superintendent:</b> The application cannot reflect an amount greater than the amount awarded. If local decisions include additional incentive amounts, the amounts cannot be included in this application.	<b>08/24/09</b>
<b>4</b>	<b>Stake-holder Meetings:</b> The district <b>must</b> conduct at least one stake-holder meeting during the planning period to provide information on the content of the district award plan. (Stake-holders consist of teachers, campus staff, district personnel and administration).	<b>09/10/09</b>
<b>5</b>	<b>Teacher Comment Period:</b> The district must have an open comment period for teacher input after the plan has been drafted.	<b>09/10/09</b>
<b>6</b>	<b>Publish Award Plan:</b> The district must make a copy of their award plan accessible to the public no later than the start of the 2010-2011 school year. This plan should be available throughout the entire grant cycle. (i.e. through the district website, library, email, etc.) Any changes to the plan must be updated and available to the public. The district must notify teachers and staff of any changes to the plan.	<b>09/10/09</b>

**Grant funds will be used to pay only for activities occurring between the beginning and ending dates of the grant as specified on the Notice of Grant Award (NOGA).**

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**District Awards for Teacher Excellence (DATE), Cycle 1, Continuation**

**Schedule #4A-Program Description: Communication Plans**

**Internal Communication and Collaboration:** Describe the partnership and involvement of classroom teachers and other staff in the development of the district incentive plan. Responses are limited to space provided, front side only, with a font size no smaller than 9 point (Arial or Verdana).

**The grant opportunity was presented to all of the participating schools during the planning period for the first year of the DATE grant. The teachers were able to ask questions and then given the opportunity to vote whether or not they wanted to participate. At that time all 25 DATE and TEEG schools voted in favor of participating with the grant. A committee of faculty members was formed at each school and the grant proposal was created. The committees were made up of a diverse group of teachers and office staff members. The grant was presented to the central office committee and also to the School Board in the spring of 2008. During the first year of the DATE grant, we held two input meetings and each school had at least two representatives present at each meeting. Over the summer of 2009 the grant committee met to evaluate the plan and make the necessary changes.**

**Communication, Coordination, and Reporting to Teachers and Staff:** Describe the process for updating teachers and staff on changes to the district incentive plan and how teachers are informed of the criteria they must meet in order to receive the incentive.

**At the beginning of the first year of the DATE grant, the district DATE committee met with each school to discuss the requirements for participating. Two meetings were held during the school year to discuss updates and get feedback from each school. During the week of September 1 2009, all principals and campus DATE coordinators will meet with members of the DATE committee to go over the DATE grant for the upcoming school year. Throughout the school year updates and reminders are spread by email from the DATE committee to the campus principals and campus DATE coordinators.**

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**District Awards for Teacher Excellence (DATE), Cycle 1, Continuation**  
**Schedule #4A–Program Description: Qualifications and Exclusions**

Describe if applicable, any qualifications or prerequisites that teachers must meet in order to participate in the district incentive plan. Responses are limited to space provided, front side only, with a font size no smaller than 9 point (Arial or Verdana)

**All participants of this grant must be employed by MISD by October 1, 2009 in order to participate.**

Describe if applicable, teachers or staff who may be excluded from the plan and the reasons for exclusion. Retiring teachers cannot be excluded from the incentive plan solely because of retiring. Responses are limited to space provided, front side only, with a font size no smaller than 9 point (Arial or Verdana)

**All participating MISD employees that leave the district before the last day of school will be excluded from this grant. This includes employees that retire, resign, or have a contract terminated.**

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**District Awards for Teacher Excellence (DATE), Cycle 1, Continuation**  
**Schedule #4B – Program Description: Selected Campuses**

**Not Applicable**

**Selected Campuses Plan – If the district chooses not to implement the DATE program district wide, list the participating campuses and the reason selected. Do not complete this schedule if implementing District wide or the TAP program. (Add rows as necessary)**

#	Campus	Criteria for selection
1	<b>Cannaday</b>	<b>Title I Campus</b>
2	<b>Florence</b>	<b>Title I Campus</b>
3	<b>Floyd</b>	<b>Title I Campus</b>
4	<b>Galloway</b>	<b>Title I Campus</b>
5	<b>Gray</b>	<b>Title I Campus</b>
6	<b>Hanby</b>	<b>Title I Campus</b>
7	<b>Hodges</b>	<b>Title I Campus</b>
8	<b>Lawrence</b>	<b>Title I Campus</b>
9	<b>Mackey</b>	<b>Title I Campus</b>
10	<b>McKenzie</b>	<b>Title I Campus</b>
11	<b>Motley</b>	<b>Title I Campus</b>
12	<b>McWhorter</b>	<b>Title I Campus</b>
13	<b>Price</b>	<b>Title I Campus</b>
14	<b>Range</b>	<b>Title I Campus</b>

<b>15</b>	<b>Rugel</b>	<b>Low Performing</b>
<b>16</b>	<b>Seabourn</b>	<b>Title I Campus</b>
<b>17</b>	<b>Shands</b>	<b>Title I Campus</b>
<b>18</b>	<b>Tisinger</b>	<b>Title I Campus</b>
<b>19</b>	<b>Tosch</b>	<b>Title I Campus</b>
<b>20</b>	<b>Agnew Middle</b>	<b>Low Performing</b>
<b>21</b>	<b>ACNew Middle</b>	<b>Title I Campus</b>
<b>22</b>	<b>McDonald Middle</b>	<b>Low Performing</b>
<b>23</b>	<b>Wilkinson Middle</b>	<b>Title I Campus</b>
<b>24</b>	<b>Vanston Middle</b>	<b>Title I Campus</b>
<b>25</b>	<b>West Mesquite High School</b>	<b>Low Performing</b>

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**District Awards for Teacher Excellence (DATE), Cycle 1, Continuation**

**Schedule #4C –Program Description: District Award Plan: Part I – Teacher Awards**

This page may be duplicated as many times as needed to provide all information required for each district award plan goal.

**District Award Plan: Part I – Teacher Awards:** Describe criteria used - Must be quantifiable and address the following: student academic improvement; and/or Student academic growth; and/or Student achievement (**Min. 60%**) – **REQUIRED**

**Acceptable Data Sources/Measures:** TAKS, TAKS I, TAKS M, TPRI (if waiver has been submitted), ITBS/Logramos, Aprenda, Student Portfolios, Local Benchmark Assessments, End-of-Year Assessments, Value Added Assessments, Others possible. \* **Unacceptable Data Sources/Measures:** Teacher Attendance, Campus Rating, Student Attendance, PDAS, SDAA, SDAA II.

<input type="checkbox"/> <b>District Wide</b>	<b>Campus Name(s) If applicable (Selected)</b> _____
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# of Teachers	Teacher Type	Award Categories	Assessment Instrument	Teacher Criteria* (Include baseline and target as applicable)	Award Amount**															
<b>842</b>	<b>Grade(s): 3-11</b>	X Individual  X Department based Team	<i>1<sup>st</sup> Administration on TAKS scores- %met standard</i>	<table style="width:100%; border-collapse: collapse;"> <tr> <td style="text-align: center;"><b>Level</b></td> <td style="text-align: center;"><b>Baseline</b></td> <td style="text-align: center;"><b>Target</b></td> </tr> <tr> <td style="text-align: center;"><b>1</b></td> <td style="text-align: center;"><b>&lt;79%</b></td> <td style="text-align: center;"><b>80%</b></td> </tr> <tr> <td style="text-align: center;"><b>2</b></td> <td style="text-align: center;"><b>80-83%</b></td> <td style="text-align: center;"><b>84%</b></td> </tr> <tr> <td style="text-align: center;"><b>3</b></td> <td style="text-align: center;"><b>84-86%</b></td> <td style="text-align: center;"><b>87%</b></td> </tr> <tr> <td style="text-align: center;"><b>4</b></td> <td style="text-align: center;"><b>87-89%</b></td> <td style="text-align: center;"><b>90%</b></td> </tr> </table> <p><b>All 08/09 1st administration TAKS scores of 90 or above must remain above 90.</b></p>	<b>Level</b>	<b>Baseline</b>	<b>Target</b>	<b>1</b>	<b>&lt;79%</b>	<b>80%</b>	<b>2</b>	<b>80-83%</b>	<b>84%</b>	<b>3</b>	<b>84-86%</b>	<b>87%</b>	<b>4</b>	<b>87-89%</b>	<b>90%</b>	\$900 – Teachers that earn this through either the department or individually will receive the whole amount.
	<b>Level</b>				<b>Baseline</b>	<b>Target</b>														
<b>1</b>	<b>&lt;79%</b>	<b>80%</b>																		
<b>2</b>	<b>80-83%</b>	<b>84%</b>																		
<b>3</b>	<b>84-86%</b>	<b>87%</b>																		
<b>4</b>	<b>87-89%</b>	<b>90%</b>																		
<b>Subject: Math, Reading, English, Science, and Social Studies TAKS teachers</b>																				
<b>853</b>	<b>Grade(s): 3-11</b>	X Individual	<i>2<sup>nd</sup> Administration on TAKS scores</i>	<p><b>Teachers that individually reach a commended level of the following:</b></p> <p><b>Math – 40%</b>  <b>Science – 36%</b>  <b>Reading – 39%</b>  <b>Writing – 38%</b>  <b>Social Studies – 46%</b></p>	<b>\$859</b>															
	<b>Subject: Math, Reading, English, Science, and Social Studies TAKS teachers</b>																			
<b>15</b>	<b>Grade(s): 7-11</b>	X Individual X Department based Team	<i>TAKS Scores</i>	<p><b>Teachers that teach only GT students and have no regular education students must have 100% pass 1<sup>st</sup> administration</b></p>	\$900- Teachers that earn this through either the department or individually will receive the whole															
	<b>Subject: Gifted</b>																			

					amount.
15	<b>Grade(s): 7-11</b>	X Individual	TAKS Scores	Teachers that teach only GT students and have no regular education students must have 75% reach commended	\$859
	<b>Subject: Gifted</b>				
20	<b>Grade(s): 8th</b>	X Individual	1 <sup>st</sup> Administration TAKS scores	Department or individual science teachers that reach 85%.	\$2000– Teachers that earn this through either the department or individually will receive the whole amount.
	<b>Subject: Science</b>	X Department based Team			
75	<b>Grade(s): Kinder</b>	X Individual X Department based Team	TPRI Scores	Kindergarten teachers that individually or by department have a 12 point gain from the department's 2008/2009 final TPRI scores or are at or above 90% for developed on comprehension	\$1000– Teachers that earn this through either the department or individually will receive the whole amount.
86	<b>Grade(s): 1<sup>st</sup> grade</b>	X Individual X Department based Team	TPRI Scores	1 <sup>st</sup> grade teachers that individually or by department have a 12 point gain from the department's 2008/2009 final TPRI scores or are at or above 90% for reading on grade level.	\$1000– Teachers that earn this through either the department or individually will receive the whole amount.
90	<b>Grade(s): 2<sup>nd</sup> grade</b> <i>Subject: Reading</i>	X Individual X Department based Team	TPRI Scores	2 <sup>nd</sup> grade teachers that individually or by department have a 12 point gain from the department's 2008/2009 final TPRI scores or are at or above 90% for reading on grade level.	\$1000– Teachers that earn this through either the department or individually will receive the whole amount.

<b>11</b>	<b>Grade(s): 9-11</b>	X Individual	<i>1<sup>st</sup> Administration on TAKS scores- %met standard</i>	<b>Algebra 1</b>	<b>50%</b>	<b>70%</b>	\$900 – Teachers that earn this through either the department or individually will receive the whole amount.
		<b>X</b> Department based Team		<b>10 Science</b>	<b>59%</b>	<b>70%</b>	
				<b>Geometry</b>	<b>64%</b>	<b>75%</b>	

\*\*All performance criteria will be measured over the 2009-2010 school year.

\*\*The goals can be reached individually or by department **by reaching the target level or greater.**

\*\*If department reaches goal, every TAKS teacher in the grade level department will receive the award.

\*\*If department does not meet the goal, all individual scores must be at least one percentage point above the 08/09 individual score to qualify.

\*\*All TAKS scores will count when calculating department scores, but when calculating individual scores, GT/AT students and ESL students will be pulled out in cases where these students are not spread among all teachers.

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**District Awards for Teacher Excellence (DATE), Cycle 1, Continuation**

**Schedule #4D – Program Description: District Award Plan: Part I Funds - Principal Awards**

This page may be duplicated as many times as needed to provide all information required for each district award plan goal.

**District Award Plan: Part I – Principal Awards:** Describe criteria used - Must be quantifiable and address the following: student academic improvement; and/or Student academic growth; and/or Student achievement

**Acceptable Data Sources/Measures:** TAKS, TAKS I, TAKS M, TPRI (if waiver has been submitted), ITBS/Logramos, Aprenda, Student Portfolios, Local Benchmark Assessments, End-of-Year Assessments, Value Added Assessments, Campus ratings, Others possible.\* **Unacceptable Data Sources/Measures:** Teacher Attendance, Student Attendance, PDAS, SDAA, SDAA II.

# of Principals	Assessment Instrument	Principal Criteria* (Include baseline and target as applicable)	Award Amount**
25	TAKS Return DATA Management Program	<p><b>Lead principals that reach Recognized status will receive \$1000</b></p> <p><b>Lead principals that reach Exemplary status will receive \$3000</b></p> <p><b>A principal that hits exemplary will not receive both amounts.</b></p> <p><b>All schools that are already exemplary must maintain in order to receive an award. The recognized award amount will not be given to schools that make recognized for the 09/10 school year, but were exemplary the previous year.</b></p>	\$1000 OR \$3004

\*All performance criteria will be measured over the 2009-2010 school year.

\*\*Districts must consider whether award amounts listed above include TRS benefits.

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**District Awards for Teacher Excellence (DATE), Cycle 1, Continuation  
Schedule #4E-Program Description: Contingency Plan, Part I Funds**

**Contingency plan Part I funds – Describe how un-awarded Part I funds will be redistributed.**  
*Note: Please remember to specify teacher type and whether teachers leaving the district or campus during the implementation school year will receive an award. You may consider caps, limits, and tiered approaches. (These funds **cannot** be used for professional development and must be redistributed to Part I eligible teachers who met the criteria). Responses are limited to the space provided, front side only, with a font size no smaller than 9 point (Arial or Verdana).*

- The district will redistribute un-awarded Part I funds equally among all teachers in Part I that met the required plan criteria.\*
- The district will redistribute un-awarded Part I funds equally among all teachers in Part I that met the required plan criteria, in the below rank order, until all remaining funds are distributed. Provide the rank order below.\*
- The district will redistribute un-awarded Part I funds to Part II (allowable only if 60:40 ration is maintained). *NOTE: A minimum of 60% of the DATE Grant funds must remain in Part I that may be distributed to eligible Part I recipients before this option may be selected.\**
- Other\*

**\* Grantee may not add positions not already listed in the incentive plan.**

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**District Awards for Teacher Excellence (DATE), Cycle 1, Continuation  
Schedule #4F-Program Description: Additional Awards, Part II Funds**

**Part II Additional Awards** – Describe how incentives will be awarded to staff demonstrating excellence through job-related performance criteria.

**Potential Staff Positions:** Classroom teachers, Counselors, Principals Assistant Principals, Speech Therapists, Instructional Coaches, Teacher Aides, Nurses Librarians, Custodial Staff, Cafeteria Workers, and other campus personnel who may have contributed to increased student achievement, funding may not be used for athletics.

Check if NOT applicable for the district                       Check if District Wide

Number of Positions	Position Type	Campus Name	Staff Criteria	Award Amount \$
25	Principal	D	Complete 200 classroom walkthroughs through the Eduphoria program by May 21, 2010.	\$1000
34	Assistant Principal	D	Complete 200 classroom walkthroughs through the Eduphoria program by May 21, 2010.	\$1003
213	Non-Teacher professionals (excluding administrators)	D	Hold at least 20, 30 minute tutoring sessions as assigned by the building principal between the dates of October 1, 2009 – May 21, 2010. Student sign in sheets will provide evidence.	\$710
498	Non-TAKS/Non-TPRI teachers	D	Hold at least 20, 30 minute tutoring sessions as assigned by the building principal between the dates of October 1, 2009 – May 21, 2010. Student sign in sheets will provide evidence.	\$710
310	Paraprofessionals	D	Paraprofessionals that miss no more than 3 school days between October 1, 2009 and May 21, 2010. The only absences that will not count against this are superintendent approved, school business approved, and jury duty.	\$300

\*Districts must consider whether award amounts listed above include TRS benefits.

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**District Awards for Teacher Excellence (DATE), Cycle 1, Continuation**  
**Schedule #4F–Program Description: District Award Plan Part II Funds– Additional Stipends and Activities**

**Part II: Additional Activities – Professional Development, Stipends, Data Capacity**

<b>Part II Additional Activities</b>	<b>Budgeted Amount</b>
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**Check if NOT applicable for district**

<p><b>1) Ongoing applied professional growth</b> - Reimbursement of funds that allow district to re-examine and restructure a campus school schedule to provide time during the regular school day for teachers to collaborate, receive professional development and learn new instructional strategies to become more effective teachers.</p>	\$
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**Describe use of funds:**

<b>2) Stipends to:</b>	Total
# of mentor teachers _____, \$ _____ per mentor teacher	\$
# of master teachers _____, \$ _____ per master teachers	\$
# of teacher coaches _____, \$ _____ per teacher coaches	\$

**Describe use of stipends (Need, focus, responsibilities, etc.)**

<p><b>Recruitment and Retention Stipends for Teachers</b></p> <p style="padding-left: 20px;"># of teachers _____, \$ _____ per teacher</p> <p><b>Need being addressed:</b></p> <p><input type="checkbox"/> Critical shortage subject areas <b>Subject area</b> _____</p> <p><input type="checkbox"/> Subject areas with high percentages of out-of-field assignments</p> <p><input type="checkbox"/> Certified and teaching in their main subject area</p> <p><b>Recruitment and Retention Stipends for Principals</b> with proven record of success for improving student performance.</p> <p style="padding-left: 20px;"># of principals _____, \$ _____ per Principal stipend</p>	\$
	\$

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**District Awards for Teacher Excellence (DATE), Cycle 1, Continuation**  
**Schedule #4G-Program Description: Contingency Plan Part II Funds**

**Contingency plan Part II funds – Describe how un-awarded Part II funds will be redistributed.**  
*Note: Please remember to specify teacher/staff type and whether teachers/staff leaving the district or campus during the implementation school year will receive an award. You may consider caps, limits, and tiered approaches.*  
Responses are limited to the space provided, front side only, with a font size no smaller than 9 point (Arial or Verdana).

- 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.
- The district will redistribute un-awarded Part II funds equally among all teachers and staff in Part II that met the required plan criteria.
- Funds for improving local data capacity. Provide description.\*
- Professional development for student achievement.\*
- Mentor/master teacher stipends.\*
- Other (please describe):\*

**\*If costs were not previously budgeted, an amendment is required before funds can be redistributed.**

**\* Grantee may not add positions not already listed in the incentive plan.**

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**District Awards for Teacher Excellence (DATE), Cycle 1, Continuation**

**Schedule #4H–Program Description: Project Management**

**Component Description** Responses are limited to the space provided, front side only, with a font size no smaller than 9 point (Arial or Verdana).

**Management of Grant Activities**

**The committee members determined that the principal and campus DATE coordinator would collect all of the required documentation throughout the year and calculate the totals for all of the staff members at the end of the school year. The campus DATE coordinator will use a district created program to input the earnings and the program will do all of the calculations. Once the dollar amounts are submitted, the central office payroll staff becomes responsible for paying out all monies.**

**Grant Personnel Qualifications**

**Lanny Frasier – Assistant Superintendent**  
**Mona Lincoln, Ed.D. – Administrative Officer**  
**Melanie Packwood – Director of Personnel**  
**Martha Jo Talbot – Personnel**  
**Leslie Feinglas, Ed.D. – Assistant Principal**

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**District Awards for Teacher Excellence (DATE), Cycle 1, Continuation  
Schedule #5- Program Budget Summary**

<p><b>Program Authority:</b> House Bill 1, General Appropriations Act, Article III, Texas Legislature</p>	<p><b>Fund Code/Shared Services Arrangement Code</b></p> <p>429</p>
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**Year 1 Project Period: September 1, 2009 through February 28, 2011**

Class/Object Code and Description			Program Costs		Admin Costs (*Max 5%)	Total Budget
			Part I (Min 60%)	Part II (Max 40%)		
Payroll Costs	5B	6100	1956726	689774	37500	2684000
Professional and Contracted Services	5C	6200				
Supplies and Materials	5D	6300				
Other Operating Costs	5E	6400				
Debt Service	5F	6500				
Capital Outlay (Exclusive of 6619 and 6629)	5G	6600				
Building Purchase, Construction, or Improvements	5H	6629				
	<b>Total Direct Costs:</b>		1956726	689774	37500	2684000
	% Indirect Costs					
<b>Total Budgeted Costs:</b>			1956726	689774	37500	2684000

<b>Administrative Cost Calculation (*Must be taken from Part II)</b>	
Enter total amount from Schedule #5 Budget Summary, Last Column, Total Budgeted Costs	2684000
Multiply by 0.05 (5% limit)	X .05
Enter Maximum Allowable for Administration from Part II Funds Only	134200
<b>Part 1 Calculation (Min 60%):</b> The amount above under Part 1 cannot be less than the amount listed here.	
Enter total amount from Schedule #5 Budget Summary, Last Column, Total Budgeted Costs x <b>.60</b> =	1610400
<b>Part 2 Calculation 40% or 35% if administrative costs are taken:</b>	
Enter total amount from Schedule #5 Budget Summary, Last Column, Total Budgeted Costs x <b>.40 or .35</b> =	1073600

Districts receiving funds under this initiative must limit administrative expenses, including indirect costs, to five percent (5%) of the total amount received under this application.

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**District Awards for Teacher Excellence (DATE), Cycle 1, Continuation**

**Schedule #5B—Payroll Costs (6100)**

<b>Budgeted Costs</b>					
Employee Position Titles	#FTE's	Program Costs		Admin Costs (*Part 2 Only)	Total Budget
		Part I (Min 60%)	Part II (*Max 40%)		
<b>Part 1 Award Payments</b>					
<b>1 Classroom Teachers</b>	<b>1617</b>	<b>1817812</b>	<b>353580</b>		<b>2171392</b>
<b>2 Principals</b>	<b>25</b>	<b>75100</b>	<b>25000</b>		<b>100100</b>
<b>Part 2 Additional Awards</b>					
<b>3 Assistant Principals</b>	<b>34</b>		<b>34102</b>		<b>34102</b>
<b>4 Paraprofessionals</b>	<b>310</b>		<b>93000</b>		<b>93000</b>
<b>5 Teacher Supervisor</b>					
<b>6 Secretary/Administrative Assistant</b>					
<b>7 Data Entry Clerk</b>					
<b>8 Grant Accountant/Bookkeeper</b>					
<b>9 Evaluator/Evaluation Specialist</b>	<b>26</b>			<b>37500</b>	<b>37500</b>
<b>10 Counselor</b>					
<b>11 Social Worker</b>					
<b>12 Child Care Provider</b>					
<b>13 Community Liaison/Parent Coordinator</b>					
<b>14 Bus Driver</b>					
<b>15 Cafeteria Staff</b>					
<b>16 Librarian</b>					
<b>17 School Nurse</b>					
<b>Other Employee Positions</b>					
<b>18 Title: Nonteacher Professionals</b>	<b>213</b>		<b>151230</b>		<b>151230</b>
<b>19 Title:</b>					
<b>20 Title:</b>					
<b>21 Title:</b>					
<b>22</b>					
<b>23</b>					
<b>24</b>					
<b>25 Subtotal Employee Costs</b>		<b>1892912</b>	<b>656912</b>	<b>37500</b>	<b>2587324</b>
<b>Substitute, Extra-Duty</b>					
<b>26 6112 Substitute Pay</b>					
<b>27 6119 Professional Staff Extra-Duty Pay</b>					
<b>28 6121 Support Staff Extra-Duty Pay</b>					
<b>Benefits</b>					
<b>29 6140 Estimated TRS, Employee Benefits</b>		<b>63814</b>	<b>32862</b>		
<b>30 Subtotal Substitute, Extra-Duty, Benefits Costs</b>					
<b>31 Grand Total Payroll Budget (line 28 + line 33)</b>		<b>1956726</b>	<b>689774</b>	<b>37500</b>	<b>2684000</b>

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This acknowledges receipt of your application submitted under the Request for Application for: *Beginning Teacher Induction and Mentoring Grant, Cycle 3, RFA# 195-00-09*

Please reference the Document Control Number shown below in all correspondence regarding this application.

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**Applicant's Contact Person (*To be completed by applicant*)**

---

**Document Control Number (*Assigned by TEA*)**

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