

Criterion 1: Student Achievement		Data Source	Base Level -\$ 700	Bonus A - \$200	Bonus B - \$200	Base + Bonus	Base Only
1st & 5th Grade	Math	TAKS - 2nd administration	The department or individual teacher reaches at least 82% of all students passing TAKS and the individual teacher meets requirements for criterion 2.	Individual TAKS tested math teacher reaches 83%	Individual TAKS tested math teacher reaches 89%	Edgar, Hughes, Stoehr, Sollenbarger, Sanchez	Kuykendall, Berendzen, Hewitt, Daniels
	Reading	TAKS - 2nd administration	The department or individual teacher reaches at least 82% of all students passing TAKS and the individual teacher meets requirements for criterion 2.	Individual TAKS tested reading teacher reaches 84%	Individual TAKS tested reading teacher reaches 89%	Edgar, Hughes, Stoehr, Sollenbarger, Sanchez	Wiseman, Mathew, Neighbors, Neslony
	Science	TAKS - 1st administration	The department or individual teacher reaches at least 69% of all students passing TAKS and the individual teacher meets requirements for criterion 2.	Individual TAKS tested science teacher reaches 80%	Individual TAKS tested science teacher reaches 86%	Edgar, Hughes, Stoehr, Sollenbarger, Sanchez	Allman, Wills, Soto, Cisneros

2nd & 3rd Grade	Math	TAKS - 1st administration	The department or individual teacher reaches at least 71% of all students passing TAKS and the individual teacher meets requirements for criterion 2.	Individual TAKS tested math teacher reaches 80%	Individual TAKS tested math teacher reaches 86%	Oehlschlaeger, Sanders, Hollingsworth, Posey, Cruz, Huante, Hernandez	Wick, Brydon, Payne, Cordero, Traister, Zender
	Reading	TAKS - 2nd administration	The department or individual teacher reaches at least 86% of all students passing TAKS and the individual teacher meets requirements for criterion 2.	Individual TAKS tested reading teacher reaches 91%	Individual TAKS tested reading teacher reaches 94%	Oehlschlaeger, Sanders, Hollingsworth, Posey, Cruz, Huante, Hernandez	McDaniel, Carroll, Johnsey, Alvarez, Portillo, Cotton

PreK, Kinder & 4th Grade	Math	TAKS - 1st administration	The department or individual teacher reaches at least 76% of all students passing TAKS and the individual teacher meets requirements for criterion 2.	Individual TAKS tested math teacher reaches 80%	Individual TAKS tested math teacher reaches 86%	Barton, Harmon, DuPuch, Owen, Rossi, Green, Perez	Burdette, Smith, Lunzer, Tello, Williams
	Reading	TAKS - 1st administration	The department or individual teacher reaches at least 79% of all students passing TAKS and the individual teacher meets requirements for	Individual TAKS tested reading teacher reaches 80%	Individual TAKS tested reading teacher reaches 86%	Barton, Harmon, DuPuch, Owen, Rossi, Green, Perez	McMahan, Garner, Flores

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	Writing	TAKS - 1st administration	The department or individual teacher reaches at least 86% of all students pasing TAKS and the individual teacher meets requirements for critterion 2.	Individual TAKS tested reading teacher reaches 92%	Individual TAKS tested reading teacher reaches 95%	Barton, Harmon, DuPuch, Owen, Rossi, Green, Perez	Sandberg, Todd, Roque

Criterion 2: Collaboration					
	Data Source	Base Level - \$101	Bonus A	Bonus B	Base Only
All Teachers	Evidence of additional collaboration revealed through department or grade level meeting minutes and sign in sheets	Teacher attends at least 10 department or grade level instructional meetings and holds 20 tutoring sessions	Not Applicable	Not Applicable	All Kinder through 5th grade teachers and special teachers

Criterion 3: Teacher Initiative					
	Data Source	\$100	\$200	\$334	Base Only
All professional and paraprofessional staff	Daily attendance report provided by central office	Professional staff and paraprofessional staff that miss no more than 4 full days (supt, or school business approved, jury duty)	Professional staff and paraprofessional staff that miss no more than 3 full days	Professional staff and paraprofessional staff that miss no more than 2 full days	All professional and paraprofessional staff

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		& military duty will not count)			
Administrators	Walkthrough Data	\$2500 - Administrators that complete 100 walkthroughs each semester	Not Applicable	Not Applicable	Bassinger, Zeller
Testing Coordinator	Tutoring sign in sheets	HS - \$1500 MS - \$1000 Elem - \$755 Testing coordinator will hold at least 15 tutoring sessions each semester	Not Applicable	Not Applicable	Montgomery