

## Yoakum Junior High's Texas Educator Excellence Award Grant

Yoakum Junior High was awarded the Texas Educator Excellence Grant based on the following criteria:

- \*Ranking within the top-half of campuses with the highest percentages of educationally disadvantaged students.
- \*Rating of Recognized (based on 2004-2005 testing year)

The purpose of the grant was to provide a system of financial incentives to award educators who demonstrate the ability to achieve higher levels of student academic performance. The grant amount is \$50,000 and this amount was based on our student enrollment.

A campus committee team consisting of five teachers and two administrators developed an incentive plan based on grant requirements. In order for incentives to be awarded, teachers have to meet certain performance levels. These levels are based on data sources and measures identified during the 2006-2007 school year. We have qualified for the grant, but the teachers still have to meet the performance measures in order to receive the incentive pay. If there are any further questions concerning the grant please call Yoakum Junior High, at 293-3111.

**Texas Educator Excellence Award Program  
BS6100 Payroll Costs Breakout**

School District/Charter School Name:	Yoakum Independent School District
Campus Name:	Yoakum Junior High School
Campus Number:	041

Schedule BS6100--Payroll Costs Breakout					
Budgeted Costs					
Employee Position Titles	#Full-Time Effort	#Part-Time Effort	Program Cost		Total Budget
			Part 1 (75% of 100%)	Part 2 (Up to 25%)	
<b>Other Employee Positions</b>					
1 Teachers	27		37,500	3,300	\$40,800
2 Teacher Aides	7			1,750	\$1,750
3 Campus Secretaries	2			500	\$500
4 Administrators	3			4,450	\$4,450
5	Subtotal Employee Costs:			\$10,000	\$47,500
<b>Incentives and Signing Bonuses</b>					
6					\$0
7					
8					
9					
10					\$0
11					\$0
12	Subtotal Incentives and Signing Bonuses Costs:		\$0	\$0	\$0
<b>Substitute, Extra-Duty, Benefits</b>					
13	6112 - Substitute Pay				\$0
14	6119 - Professional Staff Extra-Duty Pay				\$0
15	6121 - Support Staff Extra-Duty Pay				\$0
16	6140 - Employee Benefits				\$0
17	Subtotal Substitute, Extra-Duty, Benefits Costs:			\$0	\$0
18	Grand Total Payroll Budget (line 8 + line 12 +17):		\$0	\$10,000	\$47,500

**Part I Plan Chart**

Criteria	Included? (Yes or No)	Data sources and Measures	Performance levels that may be achieved (specify for each	Weight of criterion in overall incentive plan	Amount of award associated with each performance level
1. Teacher has a record of improving student performance using objective, quantifiable measures (REQUIRED)	Yes	TAKS/SDAA	75% or better passing % for each grade level/subject area tested		\$500
1. Teacher has a record of improving student performance using objective, quantifiable measures (Required)	Yes	TAKS - Campus Rating	Acceptable Rating Recognized or Exemplary	Performance level 1 Base award Performance level 2 supplemental award	Base award - \$425 or Supplemental award - \$685
1. Teacher has a record of improving student performance using objective, quantifiable measures (Required)	Yes	Campus Based Benchmark Testing	80% or above students meeting performance obj. 60% or better pass % each subject/grade or 10% increase on first benchmark		Teacher Benchmark - \$275 Release Benchmark - \$200
2. Teacher has a record of collaboration with faculty and staff that contributes to improving overall campus student achievement (REQUIRED)	Yes	Collaboration through vertical and horizontal teaming	90 - 100 % attendance and evidence of consistent participation		\$225
2. Teacher has a record of collaboration with faculty and staff that contributes to improving overall campus student achievement (Required)	Yes	Teacher mentoring and peer coaching	Each teacher will mentor/coach at least two teachers per semester		\$240

