

PART 1

Criterion I: Teacher has a record of improving student performance using objective, quantifiable measures. Teacher must attain at least one of the performance levels for Criterion I to receive an award.

Teacher Type	Data Sources	Performance Level(s)	Award Amount(s)
3 rd Grade Teachers (6 teachers)	TAKS TAKS-M TAKS-Alt	<p>Level 1: 90% grade level student passing rate in the 3rd Grade Reading TAKS Test 90% grade level student passing rate in the 3rd Grade Math TAKS Test</p> <p>Level 2: 85% grade level student passing rate in the 3rd Grade Reading TAKS Test 85% grade level student passing rate in the 3rd Grade Math TAKS Test</p> <p>Level 3 80% grade level student passing rate in the 3rd Grade Reading TAKS Test 80% grade level student passing rate in the 3rd Grade Math TAKS Test</p>	<p>Level 1: \$1440</p> <p>Level 2: \$1000</p> <p>Level 3: \$750</p>
4th Grade Teachers (5 teachers)	TAKS TAKS-M TAKS-Alt	<p>Level 1: 88% grade level student passing rate in the 4th Grade Reading TAKS Test 90% grade level student passing rate in the 4th Grade Math TAKS Test 90% grade level student passing rate in the 4th Grade Writing TAKS Test</p> <p>Level 2: 85% grade level student passing rate in the 4th Grade Reading TAKS Test 85% grade level student passing rate in the 4th Grade Math TAKS Test 85% grade level student passing rate in the 4th Grade Writing TAKS Test</p> <p>Level 3 80% grade level student passing rate in the 4th Grade Reading TAKS Test 80% grade level student passing rate in the 4th Grade Math TAKS Test 80% grade level student passing rate in the 4th Grade Writing TAKS Test</p>	<p>Level 1: \$1440</p> <p>Level 2: \$1000</p> <p>Level 3: \$750</p>

<p>5th Grade Teachers (5 teachers)</p>	<p>TAKS TAKS-M TAKS-Alt</p>	<p>Level 1: 90% grade level student passing rate in the 5th Grade Reading TAKS Test 90% grade level student passing rate in the 5th Grade Math TAKS Test 90% grade level student passing rate in the 5th Grade Science TAKS Test</p> <p>Level 2: 85% grade level student passing rate in the 5th Grade Reading TAKS Test 85% grade level student passing rate in the 5th Grade Math TAKS Test 85% grade level student passing rate in the 5th Grade Science TAKS Test</p> <p>Level 3 80% grade level student passing rate in the 5th Grade Reading TAKS Test 80% grade level student passing rate in the 5th Grade Math TAKS Test 80% grade level student passing rate in the 5th Grade Science TAKS Test</p>	<p>Level 1: \$1440 Level 2: \$1000 Level 3: \$750</p>
<p>Reading Intervention teachers who work directly with 3rd – 5th Grade students to prepare them for TAKS exams (2 teachers)</p>	<p>TAKS TAKS-M TAKS-Alt</p>	<p>Level 1: 88% student passing rate in 3rd Grade Reading TAKS Test 90% student passing rate in 4th Grade Reading TAKS Test 90% student passing rate in 5th Grade Reading TAKS Test</p> <p>Level 2: 85% student passing rate in 3rd Grade Reading TAKS Test 85% student passing rate in 4th Grade Reading TAKS Test 85% student passing rate in 5th Grade Reading TAKS Test</p> <p>Level 3 80% student passing rate in 3rd Grade Reading TAKS Test 80% student passing rate in 4th Grade Reading TAKS Test 80% student passing rate in 5th Grade Reading TAKS Test</p>	<p>Level 1 \$1440 Level 2: \$1000 Level 3: \$750</p>
<p>Science Teacher (1 teacher)</p>	<p>TAKS TAKS-M TAKS-Alt</p>	<p>Level 1: 90% grade level student passing rate in 5th Grade Science TAKS</p> <p>Level 2: 85% grade level student passing rate in 5th Grade Science TAKS</p> <p>Level 3 80% grade level student passing rate in 5th Grade Science TAKS</p>	<p>Level 1: \$1440 Level 2: \$1000 Level 3: \$750</p>

Teacher Type	Data Sources	Performance Level(s)	Award Amount(s)
Pre-Kindergarten Teachers (4 teachers)	Skills Inventory from Pre-Kinder adoption (Scott Foresman) Pre-LAS	<p>Level 1: 80% or more of students show mastery at the end of the year as a grade level in the Scott's Foresman Pre-Kinder Skills Inventory</p> <p>Level 2: 70% or more of students show mastery at the end of the year as a grade level in the Scott's Foresman Pre-Kinder Skills Inventory</p> <p>Students will show an average of 20 points increase between beginning and end of school year as a grade level in the PRE-LAS English test.</p>	<p>Level 1: \$550</p> <p>Level 2: \$300</p>
Kindergarten Teachers (5 teachers)	Benchmarks	<p>Level 1: 80% or more of students show mastery at the end of the year comprehensive benchmarks in Reading as a grade level. 80% or more of students show mastery at the end of the year comprehensive benchmarks in Mathematics as a grade level.</p> <p>Level 2: 70% or more of students show mastery at the end of the year comprehensive benchmarks in Reading as a grade level. 70% or more of students show mastery at the end of the year comprehensive benchmarks in Mathematics as a grade level.</p>	<p>Level 1: \$550</p> <p>Level 2: \$300</p>
Grade: Subject/Function: First Grade Teachers (5 teachers)	Benchmarks	<p>Level 1: 80% or more of students show mastery at the end of the year comprehensive benchmarks in Reading as a grade level. 80% or more of students show mastery at the end of the year comprehensive benchmarks in Mathematics as a grade level.</p> <p>Level 2: 70% or more of students show mastery at the end of the year comprehensive benchmarks in Reading as a grade level. 70% or more of students show mastery at the end of the year comprehensive benchmarks in Mathematics as a grade level.</p>	<p>Level 1: \$550</p> <p>Level 2: \$300</p>

<p>Grade: Subject/Function:</p> <p>Second Grade Teachers (6 teachers)</p>	<p>Benchmarks</p>	<p>Level 1: 80% or more of students show mastery at the end of the year comprehensive benchmarks in Reading as a grade level. 80% or more of students show mastery at the end of the year comprehensive benchmarks in Mathematics as a grade level.</p> <p>Level 2: 70% or more of students show mastery at the end of the year comprehensive benchmarks in Reading as a grade level. 70% or more of students show mastery at the end of the year comprehensive benchmarks in Mathematics as a grade level.</p>	<p>Level 1: \$550</p> <p>Level 2: \$300</p>
<p>Special Ed. Self- Contained</p>	<p>Individual assessments based on IEPs and ARD expectations</p>	<p>Level 1: Students will meet 80% of their annual goals as outlined in their IEPs.</p> <p>Level 2: Students will meet 70% of their annual goals as outlined in their IEPs.</p>	<p>Level 1: \$550</p> <p>Level 2: \$300</p>

<p>Music</p>	<p>Music Skills Inventory</p>	<p>Level 1: 80% or more of students show improvement on comprehensive Music exam between beginning and end of school year.</p> <p>Level 2: 70% or more of students show improvement on comprehensive Music exam between beginning and end of school year.</p>	<p>Level 1: \$550</p> <p>Level 2: \$300</p>
<p>Physical Education</p>	<p>Fitness Test Results (Fitness Gram)</p>	<p>Level 1: 80% or more of students show improvement on fitness test performance (Fitness Gram) between beginning and end of school year.</p> <p>Level 2: 70% or more of students show improvement on fitness test performance (Fitness Gram) between beginning and end of school year.</p>	<p>Level 1: \$550</p> <p>Level 2: \$300</p>

Criterion II: Teacher has a record of collaboration with faculty and staff that contributes to improving overall campus student achievement. Teacher must attain Criterion II, in addition to Criterion I to receive an award.

Teacher Type	Data Sources	Performance Level(s)	Award Amount(s)
3 rd Grade (6 teachers)	Sign in sheets	Teachers attend and take part in 80% in evening academic activities	\$300
4 th Grade (5 teachers)	Sign in sheets	Teachers attend and take part in 80% in evening academic activities	\$300
5 th Grade (5 teachers)	Sign in sheets	Teachers attend and take part in 80% in evening academic activities	\$300
Special Education Resource (1 teacher)	Sign in sheets	Teachers attend and take part in 80% in evening academic activities	\$300
Reading Intervention teachers who work directly with 3 rd – 5 th grade students to prepare them for the TAKS exams (2 teachers)	Sign in sheets	Teachers attend and take part in 80% in evening academic activities	\$300
Science (1 teachers)	Sign in sheets	Teachers attend and take part in 80% in evening academic activities	\$300

Teacher Type	Data Sources	Performance Level(s)	Award Amount(s)
Pre-Kindergarten (4 teachers)	Sign in sheets	Teachers attend and take part in 80% in evening academic activities	\$100
Kindergarten (5 teachers)	Sign in sheets	Teachers attend and take part in 80% in evening academic activities	\$100
First Grade (5 teachers)	Sign in sheets	Teachers attend and take part in 80% in evening academic activities	\$100
Second Grade (6 teachers)	Sign in sheets	Teachers attend and take part in 80% in evening academic activities	\$100
Special Education Self-Contained (2 teachers)	Sign in sheets	Teachers attend and take part in 80% in evening academic activities	\$100
Music (1 teacher)	Sign in sheets	Teachers attend and take part in 80% in evening academic activities	\$100
Physical Education (1 teacher)	Sign in sheets	Teachers attend and take part in 80% in evening academic activities	\$100

Criterion III: Teacher demonstrates on-going initiative, commitment, professionalism, personalization, and involvement in other activities that directly result in improved student performance. In order to qualify for an award under Criterion III, teachers must qualify for an award under Criteria I and II.

Teacher Type	Data Sources	Performance Level(s)	Award Amount(s)
3 rd Grade Teachers (6 teachers)	Sign in sheets and/or tutoring logs	Tutor students in 75% of after school tutorials.	\$700
		Tutor students in 75% of Saturday tutorials	\$500
4 th Grade Teachers (5 teachers)	Sign in sheets and/or tutoring logs	Tutor students in 75% of after school tutorials.	\$700
		Tutor students in 75% of Saturday tutorials	\$500
5 th Grade Teachers (5 teachers)	Sign in sheets and/or tutoring logs	Tutor students in 75% of after school tutorials.	\$700
		Tutor students in 75% of Saturday tutorials	\$500
Special Education Resource (1 teacher)	Sign in sheets and/or tutoring logs	Tutor students in 75% of after school tutorials.	\$700
		Tutor students in 75% of Saturday tutorials	\$500
Reading Intervention teachers who work directly with 3 rd – 5 th grade students to prepare them for the TAKS exams (2 teachers)	Sign in sheets and/or tutoring logs	Tutor students in 75% of after school tutorials.	\$700
		Tutor students in 75% of Saturday tutorials	\$500
Science (1 teacher)	Sign in sheets and/or tutoring logs	Tutor students in 75% of after school tutorials.	\$700
		Tutor students in 75% of Saturday tutorials	\$500

Teacher Type	Data Sources	Performance Level(s)	Award Amount(s)
Pre-Kinder (4 teachers)	Sign in sheets and/or tutoring/ student attendance logs	Participates and attends 75% of assigned days in one of the following after school activities: UIL, 21 st Century, or tutorials (tutorials may be for grade level assigned or other).	\$300
		Participates and attends 2 of assigned Saturday tutorials, 21 st Century or UIL activities.	\$100
Kindergarten (5 teachers)	Sign in sheets and/or tutoring/ student attendance logs	Participates and attends 75% of assigned days in one of the following after school activities: UIL, 21 st Century, or tutorials (tutorials may be for grade level assigned or other).	\$300
		Participates and attends 2 of assigned Saturday tutorials, 21 st Century or UIL activities.	\$100
First Grade (5 teachers)	Sign in sheets and/or tutoring/ student attendance logs	Participates and attends 75% of assigned days in one of the following after school activities: UIL, 21 st Century, or tutorials (tutorials may be for grade level assigned or other).	\$300
		Participates and attends 2 of assigned Saturday tutorials, 21 st Century or UIL activities.	\$100
Second Grade (6 teachers)	Sign in sheets and/or tutoring/ student attendance logs	Participates and attends 75% of assigned days in one of the following after school activities: UIL, 21 st Century, or tutorials (tutorials may be for grade level assigned or other).	\$300
		Participates and attends 2 of assigned Saturday tutorials, 21 st Century or UIL activities.	\$100
Special Education Self-Contained (2 teachers)	Sign in sheets and/or tutoring/ student attendance logs	Participates and attends 75% of assigned days in one of the following after school activities: UIL, 21 st Century, or tutorials (tutorials may be for grade level assigned or other).	\$300

		Participates and attends 2 of assigned Saturday tutorials, 21 st Century or UIL activities.	\$100
Music (1 teacher)	Sign in sheets and/or tutoring/ student attendance logs	Participates and attends 75% of assigned days in one of the following after school activities: UIL, 21 st Century, or tutorials (tutorials may be for grade level assigned or other).	\$300
		Participates and attends 2 of assigned Saturday tutorials, 21 st Century or UIL activities.	\$100
Physical Education (1 teacher)	Sign in sheets and/or tutoring/ student attendance logs	Participates and attends 75% of assigned days in one of the following after school activities: UIL, 21 st Century, or tutorials (tutorials may be for grade level assigned or other).	\$300
		Participates and attends 2 of assigned Saturday tutorials, 21 st Century or UIL activities.	\$100

PART 2

Staff Position(s)	Performance Level(s)	Award Amount(s)
Principal, Asst. Principal	<p>Level 1: Campus received an exemplary state accountability rating.</p> <p>Level 2: Campus received a recognized state accountability rating.</p>	<p>Level 1: \$1000</p> <p>Level 2: \$700</p>
Lead Teacher	<p>Level 1: Campus received an exemplary state accountability rating.</p> <p>Level 2: Campus received a recognized state accountability rating.</p>	<p>Level 1: \$1000</p> <p>Level 2: \$700</p>
Counselor	<p>Level 1: Achieved three activities listed below.</p> <p>Level 2: Achieved two activities listed below.</p> <p>Level 3: Achieved one activity listed below.</p> <p>a. Receives at least an “Exceeds Expectations” rating on the District’s “Performance Evaluation Instrument for Counselors.”</p> <p>b. Conducts one counseling group session per semester on bullying.</p> <p>c. Conducts class counseling sessions at least twice per semester.</p>	<p>Level 1: \$1000</p> <p>Level 2: \$700</p> <p>Level 3: \$400</p>
Librarian	<p>Level 1: 20,000 books or more are checked out during the school year.</p> <p>Level 2: 15,000 books or more are checked out during the school year.</p>	<p>Level 1: \$1000</p> <p>Level 2: \$700</p>
Computer Lab Teachers	<p>Level 1: 80% or more of students will show one grade level improvement on Success Maker (computer lab program) between initial and end of year placement</p> <p>Level 2: 70% or more of students will show one grade level improvement on Success Maker (computer lab program) between initial and end of year placement</p>	<p>Level 1: \$1000</p> <p>Level 2: \$700</p>

Nurse	<p>Level 1: Achieved three activities listed below. Level 2: Achieved two activities listed below. Level 3: Achieved one activity listed below.</p> <p>a. Receives at least a High Quality or Outstanding end of year evaluation. b. Attends and presents at one PTO. c. Visits each grade level two or more times a year to present health information or assist in other health/medical related ways. d. Presents to or trains staff at least twice a year on health/safety issues.</p>	<p>Level 1: \$1000 Level 2: \$700 Level 3: \$400</p>
Secretary Attendance Clerk	Receives at least a High Quality or Outstanding end of year evaluation.	\$159
	Attend and participate in at least two academic after school activities.	\$100
Community Aide	Receives at least a High Quality or Outstanding end of year evaluation.	\$158
	Attend and participate in at least two academic after school activities.	\$100
Nurse's Aide	Receives at least a "High Quality" or better end of year evaluation on the District's "Nurse's Aide Evaluation."	\$158
	Attend and Participate in at least two after school academic activities.	\$100
Custodial Staff (Full-time Staff)	Receives at least a "3" rating in the District's "Support Staff Evaluation."	\$158
	Works at least one of assigned Saturday activities.	\$100