

**Part I Plan Chart (See instructions below chart)**

Criteria	Included? (Yes or No)	Data sources and Measures	Performance levels that may be achieved	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 <b>(REQUIRED)</b>	Yes	PK: End of Year PreK-TIPS	<p><b>PK Performance Level 1:</b> Combined AM and PM class --85% of teacher's students at <i>Mastery</i> in Reading and in Math.</p> <p><b>PK Performance Level 2:</b> Combined AM and PM class --80% of teacher's students at <i>Mastery</i> in Reading and in Math.</p>	<p>Teachers who achieve Performance Level 1 receive an award representing 74% of total possible individual award.</p> <p>Teachers who achieve Performance Level 2 receive an award representing 56% of total possible individual award.</p>	<p>Level 1 Award: \$3,300</p> <p>Level 2 Award: \$2,500</p>
		K: End of Year K-TIPS	<p><b>K Performance Level 1:</b> 90% of teacher's students reaching <i>Mastery</i> in Reading and in Math.</p> <p><b>K Performance Level 2:</b> 85% of teacher's students reaching <i>Mastery</i> in Reading and in Math.</p>	<p>Teams who achieve Performance Level 2 receive a team award representing 7% of the possible total award.</p>	<p>Team Award : \$300</p>
		Grades 1 ITBS and Apenda	<p><b>Grades 1 Performance Level 1 includes:</b> 50% or more of teacher's students score 50th Percentile Rank on <u>ITBS</u> Reading and Math. 90% or more of teacher's students score 50th Percentile Rank on <u>Apenda</u> Reading and Math</p> <p><b>Grades 1 Performance Level 2 includes:</b> 45% or more of teacher's students score 50th Percentile Rank on <u>ITBS</u> Reading and Math. 85% or more of teacher's students score 50th Percentile Rank on <u>Apenda</u> Reading and Math</p>		
		Grades 2 ITBS and Apenda	<p><b>Grades 2 Performance Level 1 includes:</b> 60% or more of teacher's students score 50th Percentile Rank on <u>ITBS</u> Reading and Math. 85% or more of teacher's students score 50th Percentile Rank on <u>Apenda</u> Reading and Math.</p> <p><b>Grades 2 Performance Level 2 includes:</b> 50% or more of teacher's students score 50th Percentile Rank on <u>ITBS</u> Reading and Math. 75% or more of teacher's students score 50th Percentile Rank on <u>Apenda</u> Reading and Math</p>		
		Resource Special Education ARD expectations (including SDAA)	<p><b>Grades 3 - 4 Performance Level 1 includes:</b> 95% or more of teacher's students exceeding ARD Expectations</p> <p><b>Grades 3 - 5 Performance Level 2 includes:</b> 90% or more of teacher's students exceeding ARD Expectations</p>		
		Grades 3 - 4 TAKS First Administrations	<p><b>Grades 3 - 4 Performance Level 1 includes:</b> 85% or more of teacher's students passing Reading and 85% passing Math</p> <p><b>Grades 3 - 4 Performance Level 2 includes:</b> 80% or more of teacher's students passing Reading and 80% passing in Math.</p>		
		ABLE/PACES individual assessments based on IEPs	<p><b>Performance Level 1</b> 90% class average for objectives mastered with continued monitoring</p> <p><b>Performance Level 2</b> 80% class average for objectives mastered with continued monitoring</p>		
2. Teacher has a record of collaboration with faculty and staff that contributes to improving overall campus student achievement <b>(REQUIRED)</b>	Yes	Teaming/committee meeting minutes, teacher mentoring logs, professional development certificates of attendance, Workshop outlines and schedule of presentations	<p>1. 12 hours of Staff Development -- August 3 - April 30.</p> <p>2. One of the following: a. Documented weekly teacher mentoring, b. Four committee meetings per year, c. Four workshop presentations per year.</p>	20% of total possible individual award	\$900
Total possible individual award					\$4,500

