

**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 (REQUIRED)	Yes	PK: End of Year CIRCLE Reading and PK-TIPS Math	PK Performance Level 1: A: Reading CIRCLE = A teacher's class average will be 80% or more; Math PK-TIPS = A teacher's class average will be 80% or more. B: Reading CIRCLE = A teacher's class average will be 90% or more; Math PK-TIPS = A teacher's class average will be 90% or more. C: Reading CIRCLE = A teacher's class average will be 100%; Math PK-TIPS = A teacher's class average will be 100%.	Teachers who achieve Performance Level 1A. receives an award representing 27% of total possible individual award. Performance Level 1B. receives an award representing 30% of total possible individual award. Performance Level 1C. receives an award representing 40% of total possible individual award	Performance Level 1 Level 1A = \$800 Level 1B = \$1,000 Level 1C = \$1,200
			PK Performance Level 2: Reading CIRCLE = A team's student average will be 80% or more; Math PK-TIPS = A team's student average will be 80% or more.	Teachers whose teams achieve Performance Level 2 receive a team-based award (representing 20% of total possible individual award).	Performance Level 2 Team-based Award: \$600
		K: End of Year TPRI/ Tejas Lee Reading and K-TIPS Math	K Performance Level 1: A: Reading TPRI/Tejas Lee = A teacher's class average will be 80% or more; Math K-TIPS = A teacher's class average will be 80% or more. B: Reading TPRI/Tejas Lee = A teacher's class average will be 90% or more; Math K-TIPS = A teacher's class average will be 90% or more. C: Reading TPRI/Tejas Lee = A teacher's class average will be 100% or more; Math K-TIPS = A teacher's class average will be 100% or more.	Teachers who achieve Performance Level 1A. receives an award representing 27% of total possible individual award. Performance Level 1B. receives an award representing 30% of total possible individual award. Performance Level 1C. receives an award representing 40% of total possible individual award	Performance Level 1 Level 1A = \$800 Level 1B = \$1,000 Level 1C = \$1,200
			K Performance Level 2: Reading TPRI/Tejas Lee = A team's student average will be 80% or more; Math K-TIPS = A team's student average will be 80% or more.	Teachers whose teams achieve Performance Level 2 receive a team-based award (representing 20% of total possible individual award).	Performance Level 2 Team-based Award: \$600
		Grades 1 & 2 Aprenda	Grades 1 & 2 Performance Level 1: A: Vocabulary - 80% of teacher's class average at 85 NPR, Comprehension - 80% of teacher's class average at 85 NPR, Problem Solving - 80% of teacher's class average at 85 NPR. B: Vocabulary - 85% of teacher's class average at 85 NPR, Comprehension - 85% of teacher's class average at 85 NPR, Problem Solving - 85% of teacher's class average at 85 NPR. C: Vocabulary - 90% of teacher's class average at 90 NPR, Comprehension - 90% of teacher's class average at 90 NPR, Problem Solving - 90% of teacher's class average at 90 NPR.	Teachers who achieve Performance Level 1A. receives an award representing 27% of total possible individual award. Performance Level 1B. receives an award representing 30% of total possible individual award. Performance Level 1C. receives an award representing 40% of total possible individual award	Performance Level 1 Level 1A = \$800 Level 1B = \$1,000 Level 1C = \$1,200
			Grades 1 & 2 Performance Level 2: Vocabulary - 80% of team's student average at 85 NPR, Comprehension - 80% of team's student average at 85 NPR, Problem Solving - 80% of team's student average at 85 NPR.	Teachers whose teams achieve Performance Level 2 receive a team-based award (representing 20% of total possible individual award).	Performance Level 2 Team-based Award: \$600
		Grades 1 & 2 ITBS	Grades 1 Performance Level 1: A: Vocabulary - 50% of teacher's class at 50 NPR, Comprehension - 50% of teacher's class at 50 NPR, Problem Solving - 50% of teacher's class at 48 NPR. B: Vocabulary - 75% of teacher's class at 50 NPR, Comprehension - 75% of teacher's class at 50 NPR, Problem Solving - 75% of teacher's class at 48 NPR. C: Vocabulary - 90% of teacher's class at 50 NPR, Comprehension - 90% of teacher's class at 50 NPR, Problem Solving - 90% of teacher's class at 48 NPR.	Teachers who achieve Performance Level 1A. receives an award representing 27% of total possible individual award. Performance Level 1B. receives an award representing 30% of total possible individual award. Performance Level 1C. receives an award representing 40% of total possible individual award	Performance Level 1 Level 1A = \$800 Level 1B = \$1,000 Level 1C = \$1,200
			Grades 2 Performance Level 1: A: Vocabulary - 50% of teacher's class at 52 NPR, Comprehension - 50% of teacher's class at 52 NPR, Problem Solving - 50% of teacher's class at 52 NPR. B: Vocabulary - 75% of teacher's class at 52 NPR, Comprehension - 75% of teacher's class at 52 NPR, Problem Solving - 75% of teacher's class at 52 NPR. C: Vocabulary - 90% of teacher's class at 52 NPR, Comprehension - 90% of teacher's class at 52 NPR, Problem Solving - 90% of teacher's class at 52 NPR.	Teachers who achieve Performance Level 1A. receives an award representing 27% of total possible individual award. Performance Level 1B. receives an award representing 30% of total possible individual award. Performance Level 1C. receives an award representing 40% of total possible individual award	Performance Level 1 Level 1A = \$800 Level 1B = \$1,000 Level 1C = \$1,200
			Grades 1 Performance Level 2: A: Vocabulary - 50% of team's student average at 50 NPR, Comprehension - 50% of team's student average at 50 NPR, Problem Solving - 50% of team's student average at 48 NPR.	Teachers whose teams achieve Performance Level 2 receive a team-based award (representing 20% of total possible individual award).	Performance Level 2 Team-based Award: \$600
			Grades 2 Performance Level 2: Vocabulary - 50% of team's student average at 52 NPR, Comprehension - 50% of team's student average at 52 NPR, Problem Solving - 50% of team's student average at 52 NPR.	Teachers whose teams achieve Performance Level 2 receive a team-based award (representing 20% of total possible individual award).	Performance Level 2 Team-based Award: \$600
		Grades 3 - 4 SDAA	Performance Level 1 Reading and Math: A: 84% of a Teacher's class met achievement Level II or III B: 90% of a Teacher's class met achievement Level II or III C: 100% of a Teacher's class met achievement Level II or III	Teachers who achieve Performance Level 1A. receives an award representing 27% of total possible individual award. Performance Level 1B. receives an award representing 30% of total possible individual award. Performance Level 1C. receives an award representing 40% of total possible individual award	Performance Level 1 Level 1A = \$800 Level 1B = \$1,000 Level 1C = \$1,200
			Performance Level 2 Reading and Math: 84% of the team's student average met achievement Level II or III	Teachers whose teams achieve Performance Level 2 receive a team-based award (representing 20% of total possible individual award).	Performance Level 2 Team-based Award: \$600
Grades 3 - 4 TAKS First Administrations (subjects as they	Grades 3	Performance Level 1 Reading and Math: A: 84% of a Teacher's class met Reading standard and 80% met Math standard. B: 90% of a Teacher's class met Reading standard and 90% met Math standard. C: 100% of a Teacher's class met Reading standard and 100% met Math standard.	Teachers who achieve Performance Level 1A. receives an award representing 27% of total possible individual award. Performance Level 1B. receives an award representing 30% of total possible individual award. Performance Level 1C. receives an award representing 40% of total possible individual award	Performance Level 1 Level 1A = \$800 Level 1B = \$1,000 Level 1C = \$1,200	
		Performance Level 2 Reading and Math: 84% of the team's student average met standards in Reading and Math	Teachers whose teams achieve Performance Level 2 receive a team-based award (representing 20% of total possible individual award).	Performance Level 2 Team-based Award: \$600	

		apply to the grade level)	<p><b>Grades 4</b></p> <p>Performance Level 1 Reading and Math: A: 84% of a Teacher's class met Reading standard and 75% met Math standard.  B:90% of a Teacher's class met Reading standard and 87% met Math standard.  C: 100% of a Teacher's class met Reading standard and 100% met Math standard.</p> <p>Performance Level 2 Reading and Math: 84% of the team's student average met standards in Reading and 77% of the team's student average met standards in Math.</p>	<p>Teachers who achieve Performance Level 1A. receives an award representing 27% of total possible individual award.  Performance Level 1B. receives an award representing 30% of total possible individual award.  Performance Level 1C. receives an award representing 40% of total possible individual award</p> <p>Teachers whose teams achieve Performance Level 2 receive a team-based award (representing 20% of total possible individual award).</p>	<p>Performance Level 1  Level 1A = \$800  Level 1B = \$1,000  Level 1C = \$1,200</p> <p>Performance Level 2  Team-based Award: \$600</p>
2. Teacher has a record of collaboration with faculty and staff that contributes to improving overall campus student achievement <b>(REQUIRED)</b>	Yes	Sign-in sheets to meetings, coaching and observation documentation, attendance certificates, records of interventions and follow-up, student attendance.	<ol style="list-style-type: none"> <li>2 vertical team meetings a year.</li> <li>1 horizontal team meeting a month.</li> <li>1 peer coaching meeting per month</li> <li>4 peer observations per year.</li> <li>12 hours of professional staff development beyond the district required.</li> <li>cross-curricular planning with team 4 times per year and 4 times with other teams and specialists.</li> <li>sharing student information and data 4 times a year with team and 4 times a year with other teams/specialists.</li> <li>initiates and follows through with interventions.</li> <li>96% student attendance (Oct-May)</li> </ol>	Teachers must meet a minimum of 5 to meet this Criteria. The maximum award represents 24% of the total award	<ol style="list-style-type: none"> <li>5 of 9 = \$400</li> <li>6 of 9 = \$500</li> <li>7 of 9 = \$600</li> <li>8-9 = \$700</li> </ol>
3. Teacher demonstrates on-going initiative, commitment, professionalism, personalization, and involvement in other activities that directly result in improved student performance <b>(Optional)</b>	Yes	Documentation of using Capturing Kids Hearts, CHAMPS; documentation of parent training, communication log, tutoring log, attendance records, Bee A Buddy log, signin sheets for before/after school activities and committee meetings; documentation of technology use.	<ol style="list-style-type: none"> <li>Daily use of Capturing Kids Hearts</li> <li>Daily use of CHAMPS</li> <li>1 Parent training per year</li> <li>Three parent communications per student per year.</li> <li>10 hours of tutoring per year (non-stipend)</li> <li>0-5 teacher absences per year (Oct-May)</li> <li>8 hours of before/after school programs and special projects</li> <li>10 hours of Bee A Buddy.</li> <li>1 Campus/District Planning or Presentation</li> <li>Weekly use of technology in the classroom.</li> <li>1 to 2 memberships on committees each year.</li> <li>Weekly Peek at the Week.</li> </ol>	Teachers must meet a minimum of 7 to meet this Criteria. The maximum award represents 17% of the total award	<ol style="list-style-type: none"> <li>7 of 12 = \$200</li> <li>8 of 12 = \$300</li> <li>9 of 12 = \$400</li> <li>10 - 12 = \$500</li> </ol>
Total possible individual award					\$3,000