

**KIPP Aspire Academy
Texas Educator Excellence Grant
2006-07 Plan**

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 Performance	<u>Level 1:</u> Grade-level Teams surpass average TAKS scores weighted by Sending Districts <u>Level 2:</u> Individual Teachers directly teaching TAKS-tested subjects surpass average TAKS scores weighted by Sending Districts	Base Award for Level 1 Additional Award for Level 2	Level 1: \$500 Level 2: \$500
2. Teacher has a record of collaboration with faculty and staff that contributes to improving overall campus student achievement (REQUIRED)	Yes	Participation in campus-based professional development	Teacher must attend and consistently participate in at least 85% of offered campus-based professional development	Base Award	\$500
3. Teacher demonstrates on-going initiative, commitment, professionalism, personalization, and involvement in other activities that directly result in improved student performance (Optional)					
	Included? (Yes or No)	Hard-to-Staff Subject(s)		Weight of measure in overall incentive plan	
4. Teacher works in subject that is experiencing a critical shortage of teachers or has had high turnover (Optional)			NA		NA

**KIPP Aspire Academy
Texas Educator Excellence Grant
2006-07 Plan**

Part I Funds Estimated Distribution Chart

Estimated Award Amount	Basis for Award (from Part I plan criteria)	No. Teachers Estimated to Receive	Total Estimated Amount
\$1,000.00	Student Achievement (Team), Professional Development	24	\$24,000.00
\$500.00	Individual Teaches TAKS test directly, also measured by Student Achievement	12	\$6,000.00
TOTAL			\$30,000.00

Part II Funds Estimated Distribution Chart

Estimated Amount	Activity (from Part II plan narrative)	NO. Employees Estimated to Receive/Participate	Total Estimated Amount
\$750.00	Add incentives for other personnel contributing to student achievement; set amount for executive staff	8	\$6,000.00
\$500.00	Add incentives for other personnel contributing to student achievement; set amount for support staff	8	\$4,000.00
TOTAL			\$10,000.00