

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)
<ul style="list-style-type: none"> • 3rd – 5th grade • Special Education Resource • Reading Intervention teachers who work directly with students to prepare them for the TAKS exams • Science 	TAKS TAKS-M TAKS-Alt.	<p>Level 1: 90% campus student passing rate in all tested subjects</p> <p>Level 2: 85% campus student passing rate in all tested subjects</p> <p>Level 3 80% campus student passing rate in all tested subjects</p>	<p>Level 1: \$1500</p> <p>Level 2: \$1000</p> <p>Level 3: \$750</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)
<ul style="list-style-type: none"> • 3rd – 5th grade • Special Education Resource • Reading Intervention teachers who work directly with students to prepare them for the TAKS exams • Science 	Sign in sheets	<p>Active participation and organization in one student Graduation or PTO meeting</p> <p>Participation and attendance in 80% in evening academic activities to include: Meet the Teacher Night, Open House, Science Fairs, Literacy Nights, and TAKS administrations.</p>	\$300

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)
<ul style="list-style-type: none"> • 3rd – 5th grade • Special Education Resource • Reading Intervention teachers who work directly with students to prepare them for the TAKS exams • Science 	Sign in sheets and/or tutoring logs	Participation and attendance in 75% of assigned after school tutorials.	\$700
<ul style="list-style-type: none"> • 3rd – 5th grade • Special Education Resource • Reading Intervention teachers who work directly with students to prepare them for the TAKS exams • Science 	Sign in sheets and/or tutoring logs	Participation and attendance in 75% of assigned Saturday tutorials	\$500

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Teacher Type	Data Sources	Performance Level(s)	Award Amount(s)
Pre-Kindergarten	Skills Inventory from Pre-Kinder adoption (Scott Foresman)	<p>Level 1: 80% or more of students show mastery at the end of the year as a grade level.</p> <p>Level 2: 70% or more of students show mastery at the end of the year as a grade level.</p>	<p>Level 1: \$500</p> <p>Level 2: \$300</p>
	Pre-LAS	Students will show an average of 20 points increase between beginning and end of school year as a grade level in English.	
Kindergarten First Grade Second Grade	Benchmarks	<p>Level 1: 80% or more of students show mastery at the end of the year comprehensive benchmarks in Reading and 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 and Mathematics as a grade level.</p>	<p>Level 1: \$500</p> <p>Level 2: \$300</p>
Special Ed. Self-Contained	Individual assessments based on IEPs and ARD expectations	<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: \$500</p> <p>Level 2: \$300</p>

Teacher Type	Data Sources	Performance Level(s)	Award Amount(s)
Music	Music Skills Inventory	<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: \$500</p> <p>Level 2: \$300</p>
Physical Education	Fitness Test Results (Fitness Gram)	<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: \$500</p> <p>Level 2: \$300</p>
Librarian	Circulation statistics reports	<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: \$500</p> <p>Level 2: \$300</p>
Computer Lab	Study Island Reports New Century Reports Other Computer Lab Programs	<p>Level 1: 80% or more of students show improvement on computer lab programs specified by grade level between beginning and end of school year.</p> <p>Level 2: 70% or more of students show improvement on computer lab programs specified by grade level between beginning and end of school year.</p>	<p>Level 1: \$500</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 and award.

Teacher Type	Data Sources	Performance Level(s)	Award Amount(s)
<ul style="list-style-type: none"> • PK – 2nd grade • Special Education Self-Contained • Music • Physical Education • Librarian • Computer Lab 	Sign in sheets	<p>Active participation and organization in one student Graduation or PTO meeting.</p> <p>Participation and attendance in 80% of evening academic activities to include: Meet the Teacher Night, Open House, Science Fairs, Literacy Nights, and TAKS administrations.</p>	\$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)
<ul style="list-style-type: none"> • PK – 2nd grade • Special Education Self-Contained • Music • Physical Education • Librarian • Computer Lab 	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
<ul style="list-style-type: none"> • PK – 2nd grade • Special Education Self-Contained • Music • Physical Education • Librarian • Computer Lab 	Sign in sheets and/or tutoring/student attendance logs	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, 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: \$920</p> <p>Level 2: \$620</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 a High Quality or Outstanding end of year evaluation.</p> <p>b. Manages/leads/coordinates campus wide bullying intervention program all year and decreases the number of reported bullying-related incidents from the previous year.</p> <p>c. Coordinates academic student activities such as awards assemblies, Afternoons of Fun, all “A” fieldtrips, and Student Council.</p> <p>d. Conducts class counseling sessions at least twice per semester.</p>	<p>Level 1: \$920</p> <p>Level 2: \$620</p> <p>Level 3: \$320</p>

Staff Position(s)	Performance Level(s)	Award Amount(s)
Nurse	<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 a High Quality or Outstanding end of year evaluation.</p> <p>b. Attends and presents at one PTO.</p> <p>c. Visits each grade level two or more times a year to present health information or assist in other health/medical related ways.</p> <p>d. Presents to or trains staff at least twice a year on health/safety issues.</p>	<p>Level 1: \$920</p> <p>Level 2: \$620</p> <p>Level 3: \$320</p>
Office Staff	Receives at least a High Quality or Outstanding end of year evaluation.	\$100
	Attend and participate in at least two activities such as Meet the Teacher Night, Open House, Science Fairs, Literacy Nights, TAKS administrations, PTO, Saturday tutorials, and Graduations.	\$100

Staff Position(s)	Performance Level(s)	Award Amount(s)
Paraprofessionals	<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 a High Quality or Outstanding end of year evaluation.</p> <p>b. Participates and attends 75% of assigned days in one of the following after school activities: UIL, 21st Century, or tutorials (tutorials may be for grade level assigned or other)</p> <p>c. Participates and attends 2 of assigned Saturday tutorials, 21st Century or UIL activities.</p>	<p>Level 1: \$200</p> <p>Level 2: \$150</p> <p>Level 3: \$50</p>
Custodial Staff (Full time staff)	Receives a Superior end of year evaluation.	\$100
	Works at least one of assigned Saturday activities.	\$100