
GOVERNOR'S EDUCATOR EXCELLENCE AWARD PROGRAM: TEXAS EDUCATOR EXCELLENCE GRANT

HIGHLIGHTS – GOVERNOR’S EDUCATOR EXCELLENCE AWARDS PROGRAM

- Governor’s Educator Excellence Awards Program:
 - Governor’s Educator Excellence Awards Pilot (GEEA)
 - Texas Educator Excellence Grant (TEEG)
 - District-level grant program
- Established by Governor Perry and House Bill 1 Up to \$330,000,000 annually by 2008-09
- Provide awards to educators who have demonstrated a positive impact on student achievement and who contribute to campus success

HIGHLIGHTS - TEEG

- Rewards campuses that are high achieving and have high percentages of educationally disadvantaged students
- Broad Guidelines with LOCAL CONTROL
- Teachers have significant input in the creation of any plan on the local level
- Awards a variety of educational practices that contribute to student success

CAMPUS ELIGIBILITY

- This grant program is non-competitive.
- Eligible campuses were selected based on the following criteria:

Ranking within the top half of highest percentages
of educationally disadvantaged students

AND

Rating of Exemplary or Recognized

OR

Top-quartile performance with respect to
Comparable Improvement in Math and/or
Reading

CAMPUS ELIGIBILITY

- Alternative Education campuses were selected based on TAKS passing rates within the top third of percent of educationally disadvantaged students
- Academically unacceptable campuses are not eligible

CAMPUS AWARDS

- Each qualifying campus is eligible for a grant award ranging between \$40,000 and \$300,000, depending on the size of the student population at the eligible campus.

CAMPUS AWARD RANGES

- 249 or fewer students: \$40,000
- 250 – 299 students: \$45,000
- 300 – 399 students: \$50,000
- 400 – 449 students: \$60,000
- 450 – 549 students: \$75,000
- 550 – 599 students: \$80,000
- 600 – 649 students: \$90,000
- 650 – 699 students: \$100,000
- 700 – 849 students: \$120,000
- 850 – 949 students: \$130,000
- 950 – 999 students: \$140,000
- 1,000 – 1,099 students: \$165,000

CAMPUS AWARD RANGES

- 1,100 – 1,199 students: \$175,000
- 1,200 – 1,299 students: \$180,000
- 1,300 – 1,399 students: \$190,000
- 1,400 – 1,599 students: \$200,000
- 1,600 – 1,799 students: \$210,000
- 1,800 – 1,999 students: \$220,000
- 2,000 – 2,199 students: \$230,000
- 2,200 – 2,399 students: \$240,000
- 2,400 – 2,599 students: \$250,000
- 2,600 – 2,799 students: \$260,000
- 2,800 – 2,999 students: \$270,000
- 3,000 – 3,999 students: \$290,000
- 4,000 or more students: \$300,000

TEACHER PARTICIPATION

- Plans must be developed with significant teacher involvement. Evidence such as meeting minutes and sign-in sheets, **or** a campus vote among all teachers approving, by at least a simple majority, the proposed incentive plan will be required.
- The campus incentive plan must be supported by teachers on the campus. Each application must include no fewer than three personal letters from teachers outlining their involvement in the process and their support for the program.

DISTRICT APPROVAL

- Campus plans must be approved by a district-level committee, such as the district-level planning and decision-making committee.
- A campus-level decision-making body shall determine and approve the incentive plan and the appropriate distribution of incentive funds prior to consideration at the district level.

PUBLIC PRESENTATION

- A school district must make its incentive plan available for public viewing.
- Plans must be presented at a regularly scheduled board meeting. Boards are not required to approve campus plans.

PART I FUNDING

- 75% of total award to campus
 - For classroom teachers only
 - Required criteria for individual teacher awards:
 - Success in improving student performance using objective, quantifiable measures
- AND
- Collaboration with faculty and staff that contributes to improving overall student performance on the campus

PART I FUNDING

Supplemental Criteria:

- Demonstration of ongoing initiative, commitment, personalization, professionalism, and involvement in other activities that directly result in improved student performance.

AND/OR

- Assignment in a subject area that is historically hard to staff or has had high turnover

PART II FUNDING

- 25% of total award to campus
- Must be spent on the campus qualified for this grant.
- May be used for any of the following:
 - Extending incentives to feeder schools without accountability ratings
 - Additional incentives for other school personnel who have contributed to increased student achievement. Additional incentives may not be spent on athletic coaches.
 - Professional development for classroom teachers who did not qualify for an award based on performance.

PART II FUNDING

- Professional development activities that directly contribute to improved teaching and student achievement
- Signing bonuses for classroom teachers new to the campus who are teaching in high-needs subject areas.
- Teacher mentoring programs
- New teacher induction programs
- Common planning time and curriculum development.

PART II FUNDING

- Other programs that have been proven to recruit and retain highly effective teachers.
- Activities to create or further the goals of incentive systems designed to improve student achievement.
- Stipends for teachers to participate in after-school or Saturday programs that directly contribute to improved teaching and student achievement.
- Stipends for teachers who are certified in the main subject they teach.

PART II FUNDING

- Stipends for teachers who hold certain postgraduate degrees.
- Other programs that have been proven to directly contribute to improved student achievement.