

ASPIRE AWARD PAYOUT REPORT: 2006-2007 THROUGH 2008-2009

Introduction

In January 2007, the Houston Independent School District (HISD) inaugurated the Teacher Performance-pay Model, 2005–2006, becoming the first school district in the nation to implement a performance-pay system of this magnitude based on individual teacher effectiveness. The experience gained in the first year and consultations with national experts and teachers provided the impetus for recommending the improvement and enhancement of the model, which became the “Recognize” component of the district’s comprehensive education-improvement model, “Accelerating Student Progress. Increasing Results and Expectations” (ASPIRE). The 2006–2007 ASPIRE Award was paid out on January 30, 2008, the 2007-2008 ASPIRE Award was paid out on January 28, 2009, and the 2008-2009 ASPIRE Award was successfully paid out on January 27, 2010.

The ASPIRE Award encourages cooperation in Professional Learning Communities (PLCs), and is aligned with the district’s other school-improvement initiatives. The use of value-added data based on a national expert’s methodology allows HISD to reward teachers reliably and consistently for student progress. Through the ASPIRE Award program, HISD pays instructional staff members and non-instructional staff members at a campus on the basis of SAS-EVAAS® value-added data. Core teachers at all grade levels receive additional recognition through the ASPIRE Award program, as the awards are based on alignment of curriculum to tests that are used for assessment. The ASPIRE Award is organized into three strands.

Strand I (Value-Added Campuswide Improvement) continues to pay all eligible staff members (instructional, instructional support, teaching assistants, and operational support) on a campus on the basis of above-average campus progress on the EVAAS value-added campus composite score (cumulative gain index). Elementary-school campuses are compared to other elementary-school campuses for above-median growth, middle-school campuses are compared to other middle-school campuses, and high-school campuses are compared to other high-school campuses.

Strand II (Individual Value-Added Core Teacher Performance) rewards individual teachers who teach core subjects (reading, math, science, social studies, and language arts) on the basis of student progress when compared with teachers in similar instructional settings. EVAAS calculates value-added subject scores for reading, math, and language arts for grades 3 through 11, and science and social studies for grades 4 through 11. Self-contained elementary core teachers are awarded on the basis of classroom-level student progress in each applicable subject (three subjects for third-grade teachers and five subjects for fourth- through sixth-grade teachers) compared to classroom-level student progress in the same subject at the same grade level. Departmentalized elementary-school teachers and middle-school teachers are awarded on the basis of classroom-level student progress in the subject(s) they teach compared to the student progress in all other classrooms for the same subject(s) at the same level. Until end-of-course exam data become available, high-school core teachers are measured by the growth of students at the department-level for reading/English language arts, math, science, and social studies using a department and grade-level value-added score. Campus-wide value-added scores for each subject at each grade level (ninth, tenth, and eleventh) are compared with all other campuses, and an award is calculated for each subject and grade level. Awards are then determined by summing the award across grade levels for all core teachers in the department. Early-childhood through second-grade teachers continue to be rewarded at half the Strand II amount on the basis of campus-level reading and math value-added scores to recognize the role they play in future student performance. Special Education teachers have been separated into their own group to detail the methods of inclusion. Those without value-added data are awarded on the basis of campus-level gain scores for core subjects with elementary-, middle-, and high-

school campuses compared to other same-level campuses, respectively, for each subject, also at half the Strand II amount. Elementary- and middle-school Special Education teachers with value-added data are analyzed under Strand II-A or Strand II-B. High-school Special Education teachers who teach seven or more students tested on the 2009 TAKS or TAKS Accommodated test are analyzed under Strand II-C. Early-childhood through second-grade core Special Education teachers are analyzed under Strand II-D.

Strand III (Campus Improvement and Achievement) is separated into parts A, B and C. Strand III-A rewards all instructional and instructional support staff at campuses where the school shows improvement in the top 50 percent when compared with 40 other schools with similar demographics around the state. Strand III-B provides an award to instructional and instructional support staff as well as teaching assistants at campuses achieving or maintaining a state accountability rating of Exemplary or Recognized. Strand III-C rewards writing teachers, and other instructional staff at half the amount, at campuses where at least 70 percent of students meet the TAKS writing/ELA readiness standard of 2200 or better and a written composition score of 3 or better. Staff at campuses that do not meet this award standard may still qualify for Strand III-C awards if their campus ranks in the top half of the progress distribution of percentage of students reaching the readiness standard.

Teachers are given the opportunity to opt out of the ASPIRE Award program, and every HISD teacher meeting ASPIRE Award eligibility requirements has the opportunity to participate in the first and third strands of the performance award. Teachers of reading, English language arts, mathematics, science, and social studies (the five core foundation subjects) are additionally eligible for Strand II. Fourth, seventh, and high school writing teachers have an additional award under Strand III-C to recognize their contributions and can earn an extra \$200 over the total potential amount for teachers of core foundation subjects.

In an effort to acknowledge good attendance on the part of our teachers, the ASPIRE Award includes an attendance bonus of 10 percent of the award amount earned for instructional staff, instructional support staff, and teaching assistants with perfect attendance during the school year and a bonus of 5 percent of the total amount earned for those missing fewer than two days.

For the purposes of the 2006-2007 ASPIRE Awards, employees were considered as either Instructional or Non-instructional staff or as a principal. Of the instructional staff, employees were considered as either core foundation or elective/ancillary teachers. The 2006-2007 employee categories are as follows:

- Instructional: those faculty who are classified by Human Resources under one of five job codes; RT (Regular Teachers), VT (Vocational Teachers), AE (Evaluation Specialists), ES (Counselors), and SA/H (Assistant Principals). These five faculty groups comprise the All Teaching Faculty.
 - RT - Includes all employees under the RT salary plan such as classroom teachers, librarians, nurses, Special Education teachers, ancillary teachers, therapists, and coordinators.
 - VT - Includes all employees under the VT salary plan such as CATE teachers.
 - AE - Includes all employees under the AE salary plan such as Bilingual Evaluation Specialists and Evaluation Specialists.
 - ES - Includes all employees under the ES salary plan such as elementary and secondary counselors, CATE counselors, and Bilingual counselors.
 - SA/H - Includes all employees under the SA/H salary plan such as elementary and secondary Assistant Principals.
- Core Foundation Teachers – those teachers who instruct students in reading, math, science, or social studies.

- Elementary - At the elementary schools, core foundation teachers are defined as the homeroom teacher or teacher of record.
- Secondary (Middle/High) - At the secondary level, courses were determined to be core foundation courses based on their classification and description in the course catalog. Teachers at the middle and high schools were then identified as core foundation teachers if they taught one or more courses with a course number identified as a core foundation course.
- Elective/Ancillary Teachers –those teachers not classified as a Core Foundation Teacher
 - Elementary - Teachers that are not homeroom teachers. They include ancillary teachers and other instructional staff including counselors and assistant principals.
 - Secondary - Teachers that do not teach at least one core foundation course and other instructional staff including counselors and assistant principals.
- Non-Instructional Staff–Staff members that are not teachers, administrators, or other school professionals. They include janitors, aides, clerks, office personnel, and other staff members not included as School Administrators, All Teaching Faculty, or Core Teachers.

Improvements were made to the categorization of employees for the 2007-2008 ASPIRE Awards, and were continued for the 2008-2009 ASPIRE Award year. Employees were considered in one of 11 categories, as follows:

- Category A: Self-contained Core Foundation Teachers, grades 3-6. Considered as Instructional Core Foundation in 2006-2007, and qualified for Strand 2A awards.
- Category B: Departmentalized Core Foundation Teachers, grades 3-8. Considered as Instructional Core Foundation in 2006-2007, and qualified for Strand 2B awards.
- Category C: Core Foundation Teachers, grades 9-12. Considered as Instructional Core Foundation in 2006-2007, and qualified for Strand 2C awards.
- Category D: Core Foundation Teachers, grades PK-2. Considered as Instructional Core Foundation in 2006-2007, and qualified as Strand 2D awards.
- Category E: Special Education Core Foundation Teachers, grades 3-12. Considered as Instructional Core Foundation in 2006-2007. For those special education teachers whose courses were listed, they were considered for Strand 2 awards using special analysis, and were eligible for a reduced amount.
- Category F: Elective/Ancillary Teachers.
- Category G: Instructional Support Staff. Considered as Elective/Ancillary in 2006-2007.
- Category H: Teaching Assistants. Considered as Non-instructional in 2006-2007.
- Category I: Operational Support Staff. Considered as Non-instructional in 2006-2007.
- Category J: Principals. Considered as Principal in 2006-2007.
- Category K: Assistant Principals. Considered as Elective/Ancillary in 2006-2007.

Results

For the 2006-2007 ASPIRE Awards, a total of 20,152 campus-based employees were considered. Of those, 16,951 (84%) met eligibility requirements. For the 2007-2008 ASPIRE Awards, a total of 19,201 employees were considered. Of those, 18,114 (94%) met eligibility requirements. For the 2008-2009 ASPIRE Awards, a total of 22,924 employees were considered. Of those, 17,806 (78%) met eligibility requirements. There was an increase in the total number of employees considered as eligible from 2006-2007 to 2007-2008. The biggest factor in the increase in percentage of eligible employees is the elimination of the 2006-2007 requirement that the employee return to the district in a salaried position as of the payout date. For the 2008-2009 award year, there was a marked decrease in the number of employees considered as eligible. For this award year, the district implemented the requirement that an

employee must be in attendance for at least 90% of the school year in order to be considered as eligible for the ASPIRE Award.

Table 1a displays the eligible categorizations of employees in 2006-2007. Of the 16,951 eligible employees, 13,157 (78%) were paid and 3,794 (22%) were not paid. Among instructional core staff who received some award, amounts ranged from \$75 to \$7,865, with an average award of \$2,666.36. Among principals who received some award, amounts ranged from \$80 to \$11,760, with an average award of \$4,812.33. Table 1a¹ also details the minimum, maximum, and mean amounts by category of the employees who received an award in 2006-2007.

Table 1a. Eligibility by Categorization, 2006–2007 ASPIRE Award

2007– 08	Category 2006–07	Eligible	Not Eligible	Eligible Employees		Of Paid Employees		
				# Paid	# Not Paid	Minimum [†]	Maximum	Mean
A	Instructional, Core	8,111	981	7,208	903	\$75.00	\$7,865.00	\$2,666.68
B								
C								
D								
E								
F	Instructional, Non-core	4,388	1,072	3,548	840	\$41.25	\$2,530.00	\$977.85
G								
K								
H	Non- instructional	4,193	1,136	2,159	2,034	\$62.50	\$500.00	\$369.74
I								
J	Principal	259	12	242	17	\$80.00	\$11,760.00	\$4,812.33
Total		16,951	3,201	13,157	3,794			

[†]Awards are prorated by FTE and percent of assignment at each qualifying campus.

Table 1b displays the eligible categorizations of employees in 2007-2008. Of the 18,114 eligible employees, 15,844 (87%) were paid and 2,270 (13%) were not paid. Nearly 2,700 more employees were paid in 2007-2008 than were paid in 2006-2007. Among core teachers who received some award, amounts ranged from \$100 to \$8,580, with an average award of \$2,773.94, for an increase in average award of approximately \$107. Among principals who received some award, amounts ranged from \$200 to \$12,400, with an average award of \$5,102.42, for an increase in average award of approximately \$290. Table 1b also details the minimum, maximum, and mean amounts by category of the employees who received an award.

¹ Table 1a was updated on 7/1/10 to reflect a change to one employee's core status.

Table 1b. Eligibility by Categorization, 2007-2008 ASPIRE Award

			Eligible Employees		Of Paid Employees		
	Eligible	Not Eligible	# Paid	# Not Paid	Minimum	Maximum	Mean
Category A	1,287	10	1,275	12	\$ 200.00	\$ 8,360.00	\$3,033.88
Category B	2,644	54	2,400	244	\$ 100.00	\$ 7,920.00	\$3,200.53
Category C	1,376	32	1,375	1	\$ 200.00	\$ 8,580.00	\$3,211.07
Category D	3,188	38	3,055	133	\$ 100.00	\$ 5,390.00	\$2,278.78
Category E	706	7	687	19	\$ 100.00	\$ 5,100.00	\$2,128.29
Category F	2,688	82	2,537	151	\$ 100.00	\$ 2,860.00	\$1,196.11
Category G	1,319	46	1,179	140	\$ 40.00	\$ 1,522.50	\$ 651.49
Category H*	1,355	92	1,048	307	\$ 25.00	\$ 935.00	\$ 431.62
Category I	2,934	169	1,696	1,238	\$ 75.00	\$ 500.00	\$ 376.59
Category J	267	4	255	12	\$ 200.00	\$ 12,400.00	\$5,102.42
Category K	350	8	337	13	\$ 100.00	\$ 6,080.00	\$2,962.63
Ineligible Category	0	545	N/A	N/A	N/A	N/A	N/A
Total	18,114	1,087	15,844	2,270			

Core Teachers" (Categories A-E)							
	9,201	141	8,792	409	\$ 100.00	\$ 8,580.00	\$2,773.94
"Teachers" (Categories A-F)							
	11,889	223	11,329	560	\$ 100.00	\$ 8,580.00	\$2,420.60

*Six employees were paid a total award of \$25. These employees were teaching assistants from North Central Alternative Elementary, Gregory Lincoln Elementary and Gregory Lincoln Middle School who were awarded Strand 3B funds only. Strand 3B for these campuses was \$25 for Teaching Assistants, as these campuses were averaged with one campus rated "Recognized" (\$50) and another rated "Academically Acceptable" (\$0).

Table 1c displays the eligible categorizations of employees in 2008-2009. Of the 17,806 eligible employees, 15,710 (88%) were paid and 2,051 (12%) were not paid. Approximately the same number of staff were paid in 2008-2009 as in 2007-2008. Among core teachers who received some award, amounts ranged from \$100 to \$10,902.98, with an average award of \$3,615.58, for an increase in average award of approximately \$842. Among principals who received some award, amounts ranged from \$240 to \$15,530, with an average award of \$6,122.46, for an increase in average award of approximately \$1,003. Table 1c also details the minimum, maximum, and mean amounts by category of the employees who received an award.

Table 1c. Eligibility by Categorization, 2008-2009 ASPIRE Award²

	Eligibility		Eligible Employees		Of Paid Employees		
	Eligible	Not Eligible	# Paid	# Not Paid	Minimum	Maximum	Mean
Category A	1,232	39	1,226	6	\$200.00	\$10,902.98	\$4,094.03
Category B	2,704	123	2,581	123	\$100.00	\$10,902.98	\$4,103.14
Category C	1,473	99	1,453	20	\$200.00	\$10,682.98	\$4,260.72
Category D	3,165	156	3,121	44	\$200.00	\$7,272.98	\$2,886.38
Category E	551	66	533	18	\$158.81	\$7,052.98	\$2,665.22
Category F	2,297	192	2,211	86	\$125.00	\$3,422.98	\$1,439.13
Category G	1,506	109	1,391	115	\$40.00	\$1,870.00	\$725.59
Category H*	1,309	215	1,085	224	\$25.00	\$1,210.00	\$464.91
Category I	2,885	332	1,480	1,405	\$150.00	\$750.00	\$569.89
Category J	268	7	264	4	\$240.00	\$15,530.00	\$6,122.46
Category K	371	5	365	6	\$200.00	\$7,765.00	\$3,232.92
Ineligible Category	45	3,775	N/A	N/A	N/A	N/A	N/A
Total	17,806	5,118	15,710	2,051			

Core Teachers" (Categories A-E)							
	9,125	483	8,914	211	\$100.00	\$10,902.98	\$3,615.58
"Teachers" (Categories A-F)							
	11,422	675	11,125	297	\$100.00	\$10,902.98	\$3,183.03

*Six employees were paid a total award of \$25. These employees were teaching assistants from Gregory Lincoln Elementary and Gregory Lincoln Middle School who were awarded Strand 3B funds only. Strand 3B for this campus was \$25 for Teaching Assistants, as these campuses were averaged with one campus rated "Recognized" (\$50) and another rated "Academically Acceptable" (\$0).

In 2006-2007, a total of \$24,653,724.71 was paid; in 2007-2008, a total of \$31,581,703.46 was paid; and in 2008-2009 a total of \$40,564,693.83 was paid in ASPIRE Awards. There was an increase in total awards of approximately \$6.9 million from 2006-2007 to 2007-2008, and an increase of approximately \$8.98 million from 2007-2008 to 2008-2009. Of the three strands, Strand 2 reflected the highest amount paid to employees in all years (\$12,465,871.28 in 2006-2007, \$15,164,006.27 in 2007-2008, and \$20,662,487.64 in 2008-2009). In 2007-2008, Strand 3 awards show the largest increase from the previous year, with approximately \$2.9 million more being paid out in the second year than in the first. For 2008-2009, Strand 2 awards show the largest increase from the previous year, as expected. Strand 2 awards increased by approximately \$5.5 million. Strand IIIC shows a nominal decrease as award calculations for that strand tightened. Amounts by strand are displayed below (see **Table 2**) for all three ASPIRE years, along with the difference in total award amounts per strand from 2007-2008 to 2008-2009. In addition, for the 2008-2009 award year, the Texas District Award for Teacher Excellence (DATE) grant provided a supplemental fund of approximately \$110,000 to be paid out to teachers (Categories A-F) only, above and beyond their ASPIRE Award. We do not anticipate this supplemental

² 2008-2009 data, finalized on 7/14/10, was updated on 7/19/10.

fund again for upcoming award years, but it is described below, as the total award is affected by this amount.

Table 2. Strand Totals for all Paid Employees³

	2006-2007 Total	2007-2008 Total	2008-2009 Total	07-08 to 08-09 Difference
Strand 1 Total	\$5,785,445.13	\$7,110,021.99	\$9,292,437.65	\$2,182,415.66
Strand 2 Total	\$12,465,871.28	\$15,164,006.27	\$20,662,487.64	\$5,498,481.37
Strand 3 Total*	\$6,137,924.34	\$9,043,512.82	\$10,135,574.25	\$1,092,061.43
Strand 3A Total	\$5,493,651.08	\$5,720,776.02	\$6,166,365.59	\$445,589.57
Strand 3B Total	\$645,399.76	\$1,681,781.80	\$2,500,519.66	\$818,737.86
Strand 3C Total	\$0.00	\$1,640,955.00	\$1,468,689.00	(\$172,266.00)
Total Pre-Attendance	\$24,389,240.75	\$31,317,541.08	\$40,090,499.54	\$8,772,958.46
Attendance Total	\$264,436.00	\$264,162.38	\$363,461.91	\$99,299.53
DATE Supplement Total	\$0.00	\$0.00	\$110,732.38	\$110,732.38
Total Award	\$24,653,724.71	\$31,581,703.46	\$40,564,693.83	\$8,982,990.37

*Strand 3 Total does not add up to Strand 3A and Strand 3B for 2006-2007 as various adjustments were made after payout had been completed.

Core teachers were paid a total of \$19,221,442.87 in awards in 2006-2007, comprised of Strand 1 awards (\$3,295,700.00), Strand 2 awards (\$11,684,794.28), Strand 3 awards (\$4,029,765.50) and Attendance bonus amounts (\$211,183.09), as listed in **Table 3a⁴**. In 2007-2008, core teachers were paid a total of \$24,388,511.99 in awards, comprised of Strand 1 awards (\$4,055,480.00), Strand 2 awards (\$13,656,440.81), Strand 3 awards (\$6,454,520.00) and Attendance bonus amounts (\$222,071.18),

Table 3a. Strand Totals for All Paid Employees by Category, 2006–2007

Category		2007–08	2006–07	Number	Strand 1	Strand 2	Strand 3	Attendance	Total
A	Instructional, Core	B	7,208	\$3,295,700.00	\$11,684,794.28	\$4,029,765.50	\$211,183.09	\$19,221,442.87	
C									
D									
E									
F									
G	*Instructional, Non-core	K	3,548	\$1,525,368.13	\$0.00	\$1,890,754.34	\$53,252.91	\$3,469,423.34	
H									
I									
J	Non-instructional	Principal	242	\$166,102.00	\$781,077.00	\$217,404.50	\$0.00	\$1,164,583.50	
Total			13,157	\$5,785,445.13	\$12,465,871.28	\$6,137,924.34	\$264,436.00	\$24,653,724.71	

*For 2006–2007, the strand amounts and attendance bonus for instructional, non-core employees do not add up to the Total amount due to adjustments of \$47.96. The Total Award amount of \$24,653,724.71 does reflect the actual payout.

³ 2008-2009 data, finalized on 7/14/10, was updated on 7/19/10.

described in **Table 3b**. Core teachers in 2008-2009 were paid a total of \$32,229,284.33, comprised of Strand 1 awards (\$5,549,047.50), Strand 2 awards (\$18,946,300.14), Strand 3 awards (\$7,328,427.50), attendance bonus amounts (\$310,547.51), and the DATE grant supplemental funds (\$94,961.68), described in **Table 3c**. The total number of eligible people paid in 2006-2007 by category are listed in Table 3a with the strand totals and the total award paid to that category. The total number of eligible people paid in 2007-2008 and in 2008-2009 by category are listed in Tables 3b and 3c, respectively, with strand totals and the total award paid to that category. Table 3b and 3c include a section describing the total dollar amounts for “Core Teachers” and “Teachers,” to allow for better comparisons.

Table 3b. Strand Totals for All Paid Employees by Category, 2007-2008

Paid						
Categories	Number	Strand 1	Strand 2	Strand 3	Attendance	Total
Category A	1275	\$551,750.00	\$2,260,491.50	\$1,015,475.00	\$40,478.12	\$3,868,194.62
Category B	2400	\$1,174,450.00	\$4,780,281.25	\$1,659,512.50	\$67,026.67	\$7,681,270.42
Category C	1375	\$714,180.00	\$2,720,577.78	\$934,042.50	\$46,427.50	\$4,415,227.78
Category D	3055	\$1,332,950.00	\$3,224,000.00	\$2,347,460.00	\$57,277.25	\$6,961,687.25
Category E	687	\$282,150.00	\$671,090.28	\$498,030.00	\$10,861.64	\$1,462,131.92
Category F	2537	\$1,282,897.50	\$0.00	\$1,722,292.00	\$29,331.70	\$3,034,521.20
Category G	1179	\$412,087.50	\$0.00	\$344,875.50	\$11,148.25	\$768,111.25
Category H	1048	\$403,425.00	\$0.00	\$47,305.00	\$1,611.25	\$452,341.25
Category I	1696	\$638,695.00	\$0.00	\$0.00	\$0.00	\$638,695.00
Category J	255	\$169,228.13	\$835,974.00	\$295,914.75	\$0.00	\$1,301,116.87
Category K	337	\$148,208.87	\$671,591.47	\$178,605.57	\$0.00	\$998,405.91
Total	15844	\$7,110,022.00	\$15,164,006.28	\$9,043,512.82	\$264,162.38	\$31,581,703.47
"Core Teachers" (Categories A-E)						
	8792	\$4,055,480.00	\$13,656,440.81	\$6,454,520.00	\$222,071.18	\$24,388,511.99
"Teachers" (Categories A-F)						
	11329	\$5,338,377.50	\$13,656,440.81	\$8,176,812.00	\$251,402.88	\$27,423,033.19

⁴ Table 3a was updated on 7/1/10 to reflect a change to one employee’s core status.

Table 3c. Strand Totals for All Paid Employees by Category, 2008-2009⁵

Paid Categories	Number	Strand 1	Strand 2	Strand 3	Attendance	DATE		Total
						Supplement		
Category A	1,226	\$729,000.00	\$3,073,437.50	\$1,137,025.00	\$65,425.21	\$14,394.82		\$5,019,282.53
Category B	2,581	\$1,813,612.50	\$6,776,962.50	\$1,881,405.00	\$90,884.58	\$27,348.86		\$10,590,213.44
Category C	1,453	\$853,260.00	\$4,070,935.56	\$1,190,887.50	\$59,038.87	\$16,705.26		\$6,190,827.19
Category D	3,121	\$1,880,550.00	\$4,321,362.50	\$2,691,735.00	\$84,379.75	\$30,373.20		\$9,008,400.45
Category E	533	\$272,625.00	\$703,602.08	\$427,375.00	\$10,819.10	\$6,139.54		\$1,420,560.72
Category F	2,211	\$1,400,718.75	--	\$1,730,763.25	\$34,662.60	\$15,770.70		\$3,181,915.30
Category G	1,391	\$535,715.15	--	\$457,386.90	\$16,186.80	--		\$1,009,288.85
Category H	1,085	\$436,800.00	--	\$65,565.00	\$2,065.00	--		\$504,430.00
Category I	1,480	\$843,431.25	--	--	--	--		\$843,431.25
Category J	264	\$299,100.00	\$981,450.00	\$335,778.75	--	--		\$1,616,328.75
Category K	365	\$227,625.00	\$734,737.50	\$217,652.85	--	--		\$1,180,015.35
Total	15,710	\$9,292,437.65	\$20,662,487.64	\$10,135,574.25	\$363,461.91	\$110,732.38		\$40,564,693.83
"Core Teachers" (Categories A-E)								
	8,914	\$5,549,047.50	\$18,946,300.14	\$7,328,427.50	\$310,547.51	\$94,961.68		\$32,229,284.33
"Teachers" (Categories A-F)								
	11,125	\$6,949,766.25	\$18,946,300.14	\$9,059,190.75	\$345,210.11	\$110,732.38		\$35,411,199.63

Conclusions

The district has successfully awarded teachers through a performance pay program for the last four consecutive years. Beginning in 2005-2006, the Teacher Performance Pay Model (TPPM) was awarded. The experience gained in the first year and consultations with national experts and teachers provided the impetus for recommending the improvement and enhancement of the model, which became the “Recognize” component of the district’s comprehensive education-improvement model, “Accelerating Student Progress: Increasing Results and Expectations” (ASPIRE). While teacher performance awards have been paid for four consecutive years, the ASPIRE Award has been paid out for the past three years. The original TPPM model and the calculations used to determine awards bear little resemblance to the model and calculations used in the ASPIRE Award; therefore, this award payout report discusses the ASPIRE Award only. For the 2006-2007 award year, a total of \$24,653,724.71 was paid; for the 2007-2008 award year, a total of \$31,581,703.46 was paid; and for the 2008-2009 award year, a total of \$40,564,693.83 was paid.

This report informs a part of several other reports released through the HISD Research and Accountability department regarding the ASPIRE Award and Teacher Performance Pay. The “ASPIRE Award Inquiry Report: 2008-2009” provides a detailed description of the inquiries that were submitted for the 2008-2009 award year. Inquiries received and answered in 2007-2008 are compared to inquiries from 2008-2009 in this report. Improvements made to the originating data and the inquiry process are described. The “2006–2007 ASPIRE Award Program Evaluation” and the “2007–2008 ASPIRE Award Program Evaluation” assess the effectiveness of the 2005–2006, 2006–2007, and 2007-2008 ASPIRE Award program in relation to the stated goals and the impact on the participants after two years and three years, respectively, of implementing a performance-pay program. The “2008–2009 ASPIRE Award

⁵ 2008-2009 data, finalized on 7/14/10, was updated on 7/19/10.

Program Evaluation,” due to be released in September 2010, assesses the effectiveness of the award program through the fourth year of implementing a performance-pay program.

The 2009–2010 ASPIRE Award model retains the categorizations, award amounts, funding sources, and methodology used for the 2008–2009 award year. The processes of identifying appropriate employee categorizations, student linkages, and campus assignment began from the data perspective in February of 2010, and at the campus level in May of 2010. It is scheduled to be paid out in January of 2011.