



RESEARCH

Educational Program Report

2012-2013 ASPIRE
AWARD PAYOUT REPORT
UPDATED JULY 2014

DEPARTMENT OF RESEARCH AND ACCOUNTABILITY
HOUSTON INDEPENDENT SCHOOL DISTRICT



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2012–2013 ASPIRE Award Payout Report

Updated July 2014¹

Executive Summary

Program Description

In January 2007, 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. Improvements and enhancements of that model became the “Recognize” component of the district’s comprehensive education-improvement model, “Accelerating Student Progress. Increasing Results and Expectations” (ASPIRE). This report focuses on the 2012-2013 ASPIRE Award, which was paid out on January 22, 2014.

Highlights

- For the 2012-2013 ASPIRE Award year, a total of 17,472 campus-based employees were considered. Of those, 10,330 (59.1%) met eligibility requirements. This is as compared to the 2011-2012 ASPIRE Award year, where a total of 17,522 campus-based employees were considered, and 12,343 (70.4%) met eligibility requirements.
- For the 2012-2013 ASPIRE Award year, 5,132 (29.4%) of the 17,472 considered employees were paid.
- In 2012-2013, among core foundation teachers who received some award, amounts ranged from \$500 to \$13,000, with an average award of \$4,460. Although significantly fewer employees were paid an award, the average award was approximately \$1,460 more in 2012-2013 than in 2011-2012 for core foundation teachers.
- The total amount awarded for the 2012-2013 ASPIRE Award was \$18,069,566.50 – an increase of approximately \$400,300 from the prior year due to changes in the award model criteria.

Conclusions

1. Award model changes to increase the rigor of the payment criteria were successful in decreasing the percentage of staff receiving an award.
2. This report in part informs senior staff and the Award Program Advisory Committee in the development of future ASPIRE Award models.

¹ This report was updated in July 2014 to use the updated payout file. The updated payout file uses updated payouts resolved after the final payout date and after the final payout report. Pending records were not finalized at the time of the initial report. A total of 75 records were changed in eligibility status, and a total of one record was changed in payout status. The total payout amount changed by \$13,000.

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 ASPIRE Award has been paid out each January for the prior school year since January of 2008. The most recent ASPIRE Award, for the 2012-2013 school year, was paid out on January 22, 2014. The 2012-2013 ASPIRE Award was organized into three components (see **Appendix A**).

Teachers were given the opportunity to opt out of the ASPIRE Award program, and every HISD teacher meeting ASPIRE Award eligibility requirements had the opportunity to participate in the second and third components of the performance award. Teachers of reading, English language arts, mathematics, science, and social studies (the five core foundation subjects) were additionally eligible either the Individual Performance award or the Group Performance: Teachers award.

For the purposes of the 2012-2013 ASPIRE Award, employees were considered in one of 9 award groups (see **Appendix B**).

Results

For the 2012-2013 ASPIRE Award year, a total of 17,472 campus-based employees were considered. Of those, 10,330 (59.1%) met eligibility requirements. This is as compared to the 2011-2012 ASPIRE Award year, where a total of 17,522 campus-based employees were considered, and 12,343 (70.4%) met eligibility requirements.

For this award year (2012-2013), the district continued the implementation of several eligibility requirements, which had the effect of lowering the total number of staff eligible to be awarded. The attendance eligibility criteria required that an employee be absent no more than 10 instructional school days during the 2012-2013 school year in order to be considered as eligible for the ASPIRE Award. In addition to requiring that employees be assigned to a campus, employees were required to have a campus ID as their department ID in order to be considered as eligible. Employees who were on a Growth Plan, Prescriptive Plan of Assistance (PPA), or Intervention Plan at any time during the 2012-2013 school year and whose performance goals were not met by the end of the school year were not considered as eligible for the 2012-2013 ASPIRE Award. In addition to these eligibility criteria, teachers, principals, and assistant principals/deans with a summative appraisal rating of 1 (Ineffective) or 2 (Needs Improvement) were considered as "not eligible" for the 2012-2013 ASPIRE award. This new criteria, as well as the continuation of the other eligibility requirements mentioned, account for the marked decrease in both the number of employees considered for awards (see **Figure 1**) and the number of eligible employees as compared to prior award years (see **Figure 2**).

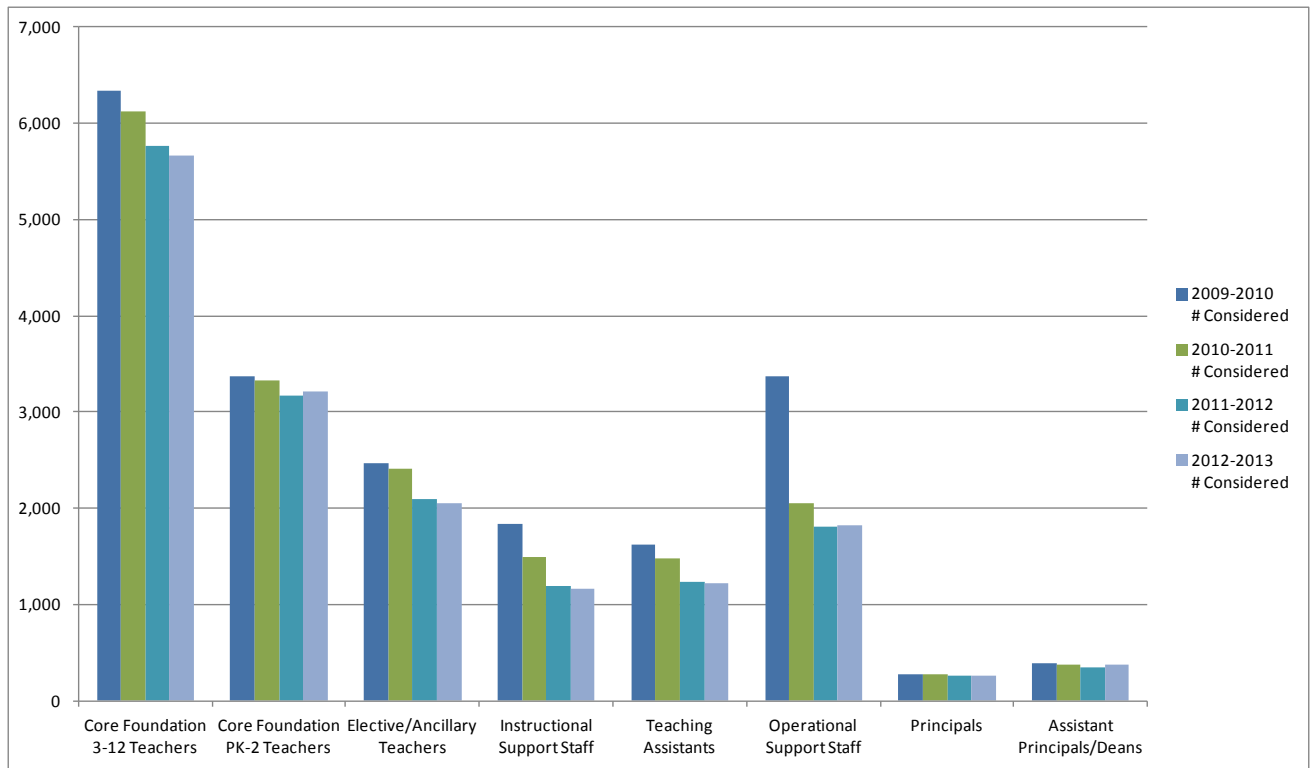


Figure 1. 2009-2010 to 2012-2013 Comparison - Number Considered

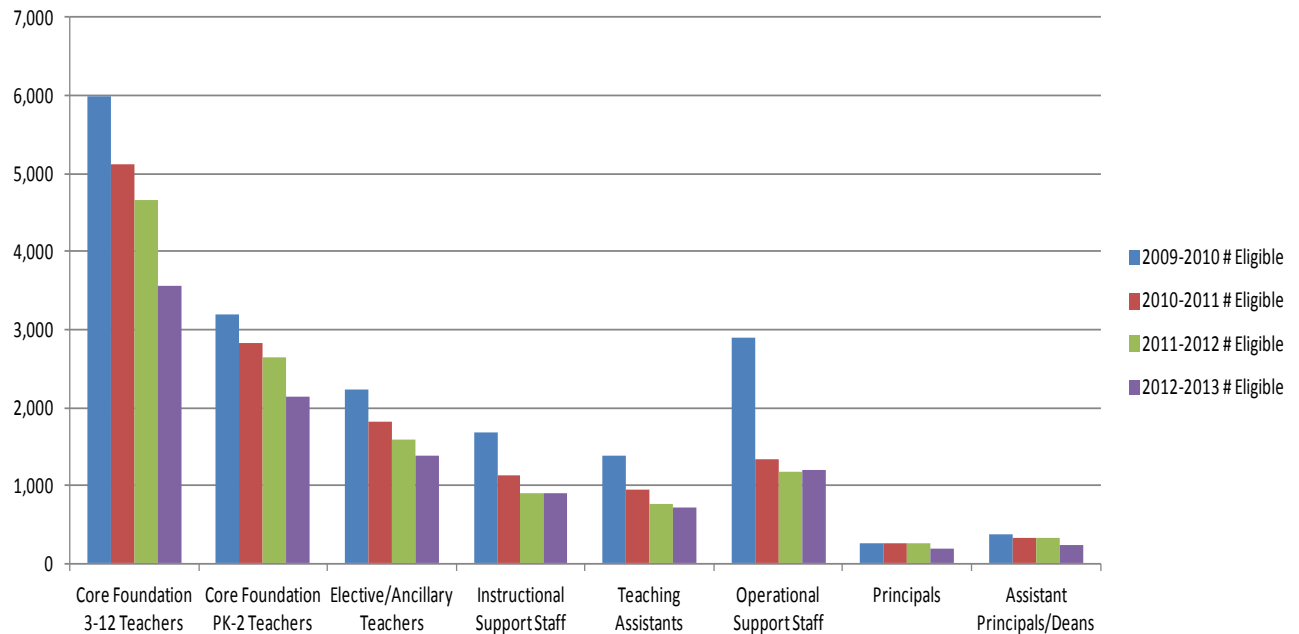


Figure 2. 2009-2010 to 2012-2013 Comparison - Number Eligible

Figure 3 displays the number of employees paid by each award categorization across time from the 2009-2010 award year through the 2012-2013 award year. For 2009-2010, 16,544 (67.5%) of the 24,497 considered employees were paid. For 2010-2011, 12,458 (57.9%) of the 21,528 considered employees were paid. For 2011-2012, 7,217 (41.2%) of the 17,522 considered employees were paid. For 2012-2013, 5,132 (29.4%) of the 17,472 considered employees were paid.

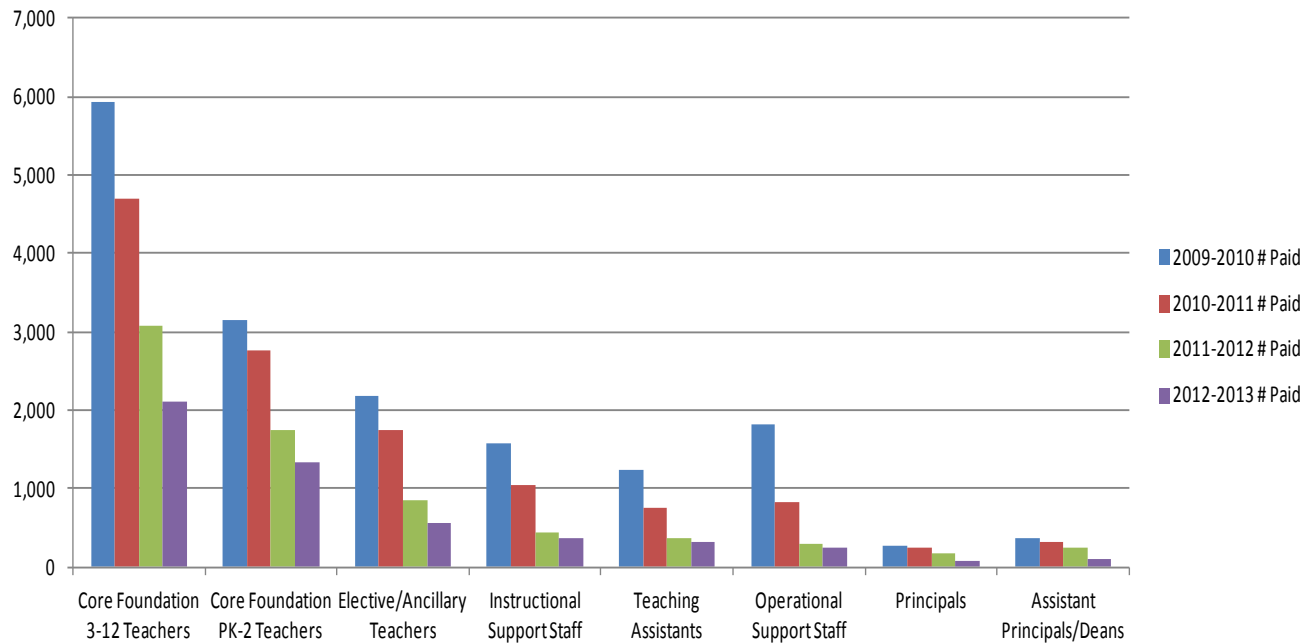


Figure 3. 2009-2010 to 2011-2012 Comparison - Number Paid

Figure 4 displays the total amounts for all core teachers (groups 1-3) for the 2012-2013 award year. As can be seen in this figure, the majority of awarded staff earned up to \$6,500 for the 2012-2013 ASPIRE Award. The maximum payout for teachers with EVAAS (Group 1) was \$13,000, and the maximum payout for teachers without EVAAS (Groups 2 and 3) was \$6,500.

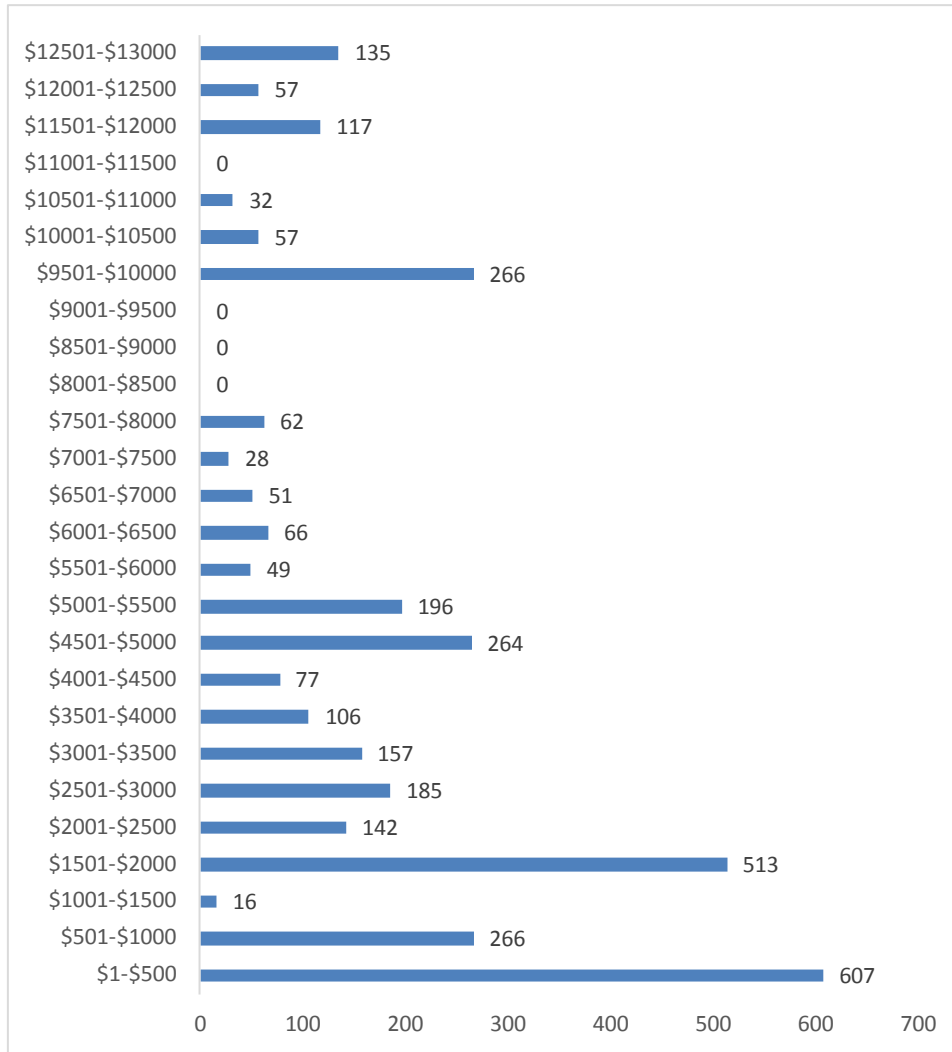


Figure 4. Number Paid, 2012-2013 ASPIRE Award Core Teachers

Maximum award amounts were raised for core foundation teacher, principal, and assistant principal/dean award groups for the 2012-2013 ASPIRE Award year in anticipation of increasing the rigor of the award payment criteria. With this increased maximum award amount, the average award earned increased in 2012-2013 as compared to 2011-2012 in all award categorizations. In 2012-2013, among core foundation teachers who received some award, amounts ranged from \$500 to \$13,000 with an average award of \$4,458.27. In 2011-2012, among core foundation teachers who received some award, amounts ranged from \$250 to \$9,000 with an average award of \$3,055.48. In 2010-2011, among core foundation teachers who received some award, amounts ranged from \$100 to \$10,300 with an average award of \$3,753.89. In 2012-2013, among principals who received some award, amounts ranged from \$2,500 to \$15,000, with an average award of \$8,702.53, as compared to 2011-2012 where amounts ranged from \$825 to \$13,500, with an average award of \$4,441.00. **Tables 1, 2, and 3 in Appendix C** also detail the minimum, maximum, and mean amounts by category of the employees who received an award for 2012-2013, 2011-2012, and 2010-2011.

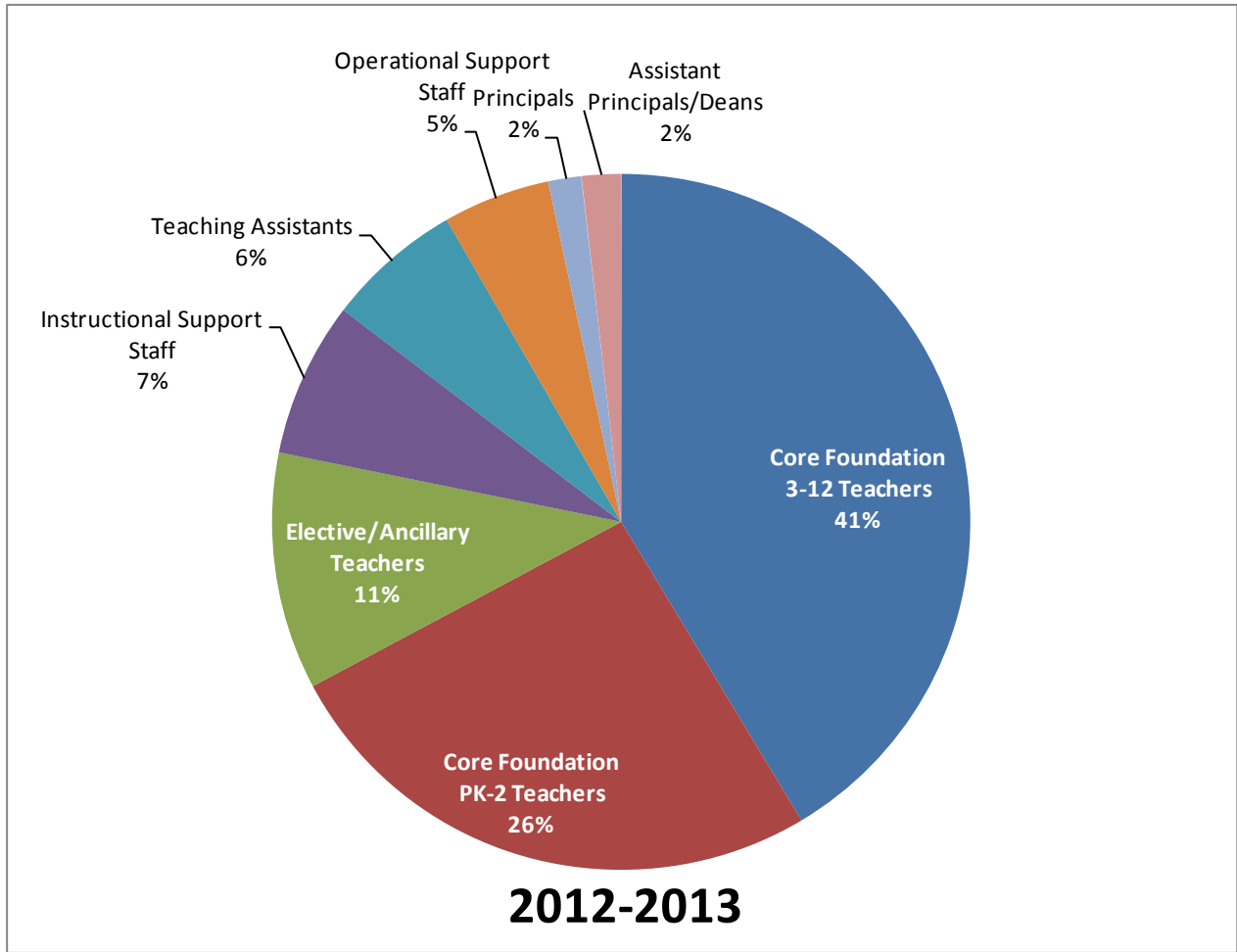


Figure 5. 2012-2013 Total for All Paid Employees by Category

In 2012-2013, a total of \$18,069,566.50 (**Figure 5**) was paid in ASPIRE Awards, as compared to a total of \$17,669,259.42 (**Figure 6**) in 2011-2012 and \$35,362,083.25 (**Figure 7**) in 2010-2011. There was an increase in total awards of approximately \$400,000 from 2011-2012 to 2012-2013. The award amount given to core teachers comprised 67% of the total payout in 2012-2013 and 2011-2012 as compared to 60% for 2010-2011.

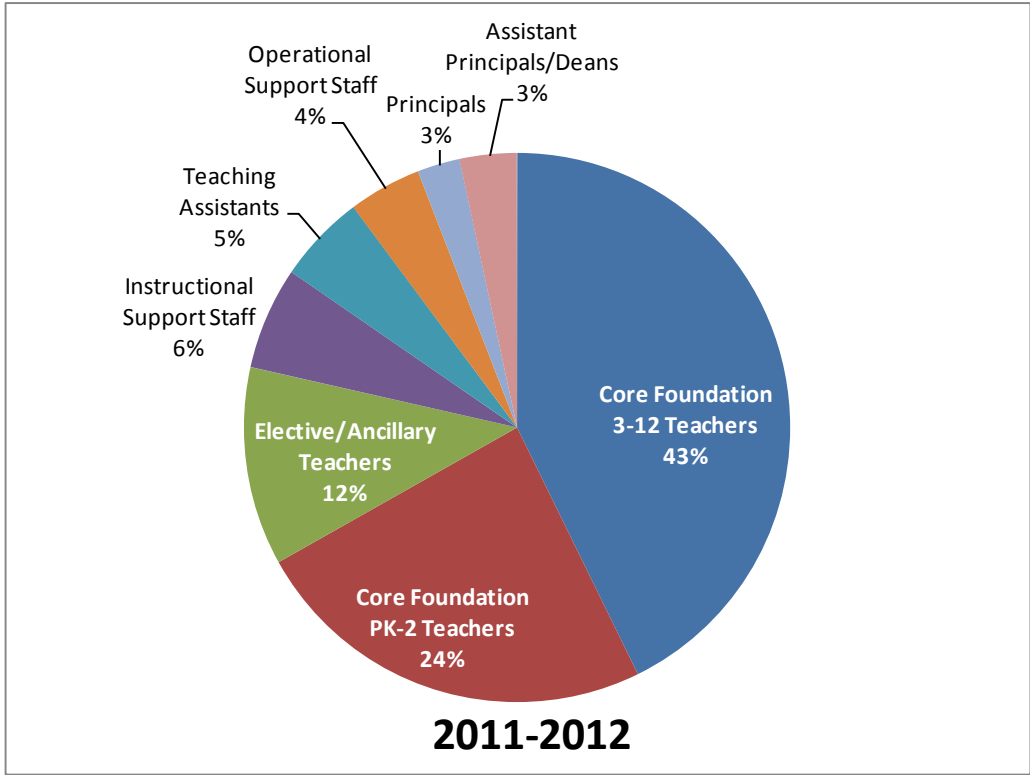


Figure 6. 2011-2012 Total for All Paid Employees by Category

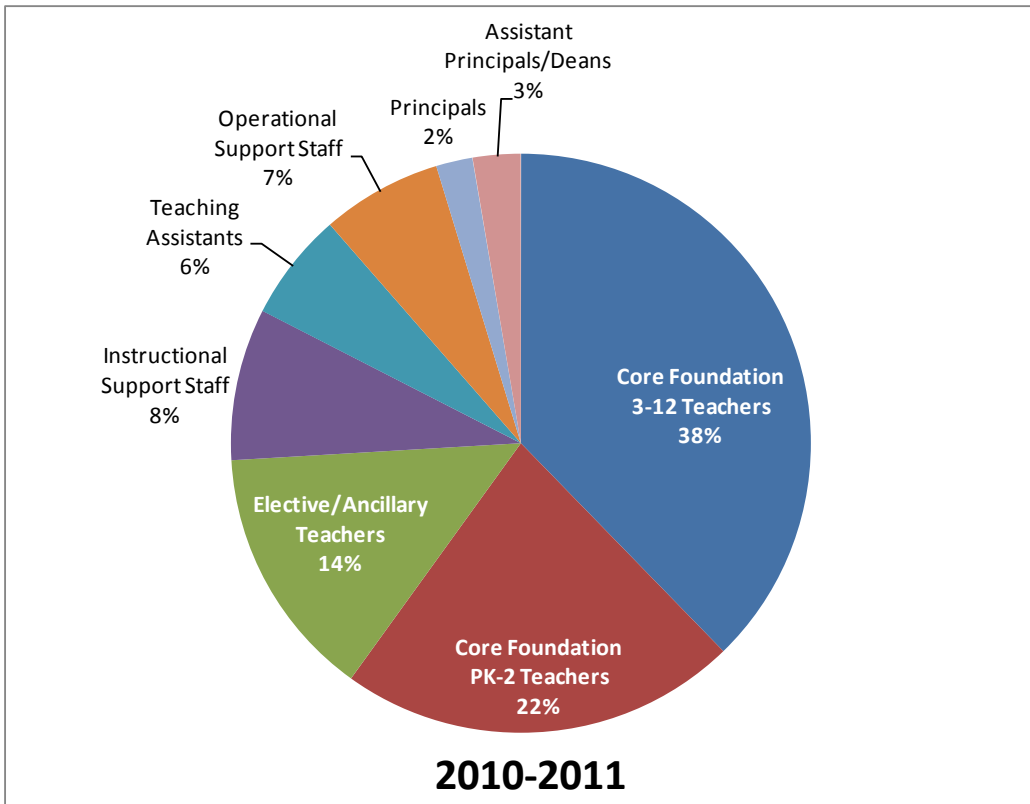


Figure 6. 2010-2011 Total for All Paid Employees by Category

As in prior years, of the various award components, the Individual Teacher and Group Teacher awards reflected the highest amount paid to employees (\$11,243,275.00). The Campus Progress - Value-Added award component showed a marked increase in amount awarded, while the Teacher awards and the Campus Achievement award showed a slight decrease in amount awarded from the prior year. Amounts by award component are displayed in **Table 4 (Appendix C)** for the 2011-2012 and 2012-2013 ASPIRE Awards, along with the difference in total award amounts per component.

Core teachers were paid a total of \$15,376,575.00 in awards in 2012-2013, comprised of Core Foundation Teacher awards (\$11,243,275.00), Campus Progress awards (\$2,752,800.00), and Campus Achievement awards (\$1,380,500.00), as listed in **Table 5 (Appendix C)**. As a comparison, in 2011-2012, core teachers were paid a total of \$14,736,566.67, comprised of Core Foundation Teacher awards (Strand II - \$11,135,716.67), Campus Progress awards (Strand I - \$1,910,100.00), and Campus Achievement awards (Strand III - \$1,690,750.00), as described in **Table 6 (Appendix C)**. **Table 7 (Appendix C)** shows the strand totals for employees for the 2010-2011 award year, where core teachers were paid a total of \$28,034,028.63, comprised of Core Foundation Teacher awards (Strand II - \$16,720,021.11), Campus Progress awards (Strand I - \$5,281,410.00), and Campus Achievement awards (Strand III - \$6,032,597.52).

Conclusions

The district has awarded teachers through a performance pay program for the last seven 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 eight consecutive years, the ASPIRE Award has been paid out for the past seven 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; for the 2008-2009 award year, a total of \$40,564,693.83 was paid; for the 2009-2010 award year, a total of \$42,467,370.00 was paid; for the 2010-2011 award year, a total of \$35,362,083.25 was paid; for the 2011-2012 award year, a total of \$17,669,259.42 was paid; and for the 2012-2013 award year, a total of \$18,069,566.50 was paid².

This report informs a part of several other reports released through the HISD Research and Accountability department and the Compensation department regarding the ASPIRE Award and Teacher Performance Pay. The "ASPIRE Award Inquiry Report: 2012-2013" provides a detailed description of the inquiries that were submitted for the 2012-2013 award year. Inquiries received and answered in 2012-2013 are compared to inquiries from 2011-2012 in this report. Improvements made to the originating data and the inquiry process are described. The "2006-2007 ASPIRE Award Program Evaluation," the "2007-2008 ASPIRE Award Program Evaluation," the "2008-2009 ASPIRE Award Program Evaluation," the "2009-2010 ASPIRE Award Program Evaluation," and the "2010-2011 ASPIRE Award Program Evaluation" assess the effectiveness of the 2005-2006, 2006-2007, 2007-2008, 2008-2009, 2009-2010,

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and 2010-2011 ASPIRE Award programs in relation to the stated goals and the impact on the participants after several years of implementing a performance-pay program. The “2011-2012 ASPIRE Award Program Evaluation,” due to be released in the summer of 2014, assesses the effectiveness of the ASPIRE award program through the sixth year of implementing the performance-pay program.

The 2012-2013 ASPIRE Award model altered the award groupings for core foundation teachers. Award amounts increased, and some methodological changes occurred. For all levels of campuses, Campus Progress awards were paid to staff at campuses in the top 20%, as was done in 2011-2012. Campus Achievement awards underwent changes, where the high school four-year longitudinal dropout rate was no longer used to calculate Campus Achievement awards for high schools.

Individual Performance awards for core foundation teachers underwent significant changes for the 2012-2013 award year. Teachers of grades 3-10 with value-added analyses were awarded for composite gain scores of 1.0 or higher. Rather than being awarded for each subject taught, a single composite gain score was used to determine their award. Teachers of grades 3-12 without their own value-added analysis were awarded if they were at campuses ranked in the top 20% among all campuses of the same level, rather than those at campuses ranked in the top 25-30% as was done in 2011-2012. Early childhood teachers of grades PK-2 were awarded using the same methodology as in 2011-2012, using campus-level second grade comparative growth analyses with teachers at campuses ranked in the top 20% receiving an award. Special education teachers no longer had a separate award categorization; these teachers were awarded as teachers of grades 3-12 without their own value-added analysis.

As in the 2011-2012 award year, for the 2012-2013 award year, core foundation teachers of grades 3-10 eligible for Individual Performance awards and administrators eligible for Campus Progress awards were not awarded in any component if the value-added (EVAAS) scores used to calculate their Individual Performance or Campus Progress awards were ≤ -2.0 or less. This ensured that teachers and administrators who were not positively impacting student growth in core foundation subjects were also not awarded in the campus-level strands. Eligibility changes implemented in the 2010-2011 award year were continued into the 2011-2012 and 2012-2013 award years, and included the attendance requirement (a maximum of 10 days of absence in order to be eligible), the department code requirement (only staff whose department ID was a campus ID were eligible), and the PPA/Growth Plan requirement (employees who were on a PPA/Growth Plan, or Intervention Plan were not eligible for the award). An additional eligibility criteria was implemented in the 2012-2013 award year. Teachers and Campus Leaders with a summative appraisal rating of 1 (Ineffective) or 2 (Needs Improvement) were not considered as eligible for the ASPIRE Award. This had the effect of reducing the percentage of staff considered as eligible for the 2012-2013 award year.

Although the overall percentage of participants paid in 2012-2013 is significantly reduced from prior years, the total amount paid has increased slightly from the prior year, and the average amount paid to core foundation teachers has increased from all prior award years. The award model has increased in rigor, ensuring only staff at campuses showing the highest growth, and teachers showing the highest growth with their students are awarded.

The 2013-2014 ASPIRE Award model maintains the changes made in 2012-2013. Both the eligibility criteria and the award model remain the same for the next award year. The processes of identifying appropriate employee award groupings, student linkages, and campus assignment began from the data perspective in February of 2014, and is scheduled to begin at the campus level in April of 2014. It is scheduled to be paid out in January of 2015.

APPENDIX A ASPIRE AWARD STRANDS

The 2012-2013 ASPIRE Award was organized into three components.

Individual Performance (for core foundation teachers with EVAAS scores): rewarded individual teachers who taught core subjects (reading, math, science, social studies, and language arts) on the basis of student progress. EVAAS calculates value-added scores for teachers in grades 3-10. Teachers with an EVAAS Teacher Composite Cumulative Gain Index of 1.0 or higher were awarded.

- OR -

Group Performance (for core foundation teachers without EVAAS scores): Teachers Department Value-Added: rewarded individual teachers who taught core foundation subjects (reading, math, science, social studies, and language arts) on the basis of student progress. EVAAS calculates value-added scores for campuses by subject. Department-level value-added subject scores were ranked to compare subjects. Teachers in departments ranked in the top 20% were awarded.

- OR -

Group Performance (for core foundation teachers of students in Prekindergarten through Grade 2): Teachers Grade-Subject Student Growth: rewarded individual core foundation teachers of grades PK-2, where campus-level second grade reading and math comparative growth scores were ranked in quintiles comparing elementary campuses.

- AND -

Group Performance: Campus-Wide Campus Value-Added: paid to all eligible campus-based staff at campuses with EVAAS value-added campus composite scores (cumulative gain index) ranked in the top 20%. Campuses were compared to other campuses of the same level (i.e., elementary campuses were compared to other elementary campuses).

- AND -

Group Performance: Campus -Wide Campus Growth or Achievement:

- Elementary and Middle School Award: rewarded all instructional and instructional support staff and school leaders at campuses where at least 85 percent of students were at or above the 50th National Percentile Rank for Stanford or Aprenda Reading and Math. Staff at campuses that did not meet this award standard could still qualify for this award if their campus ranked in the top 20% of campuses showing progress toward this standard.

- OR -

- High School Campus College Credit Participation and Performance Award: rewarded all instructional and instructional support staff and school leaders at campuses where 40% or more of enrolled students scored a 3 (Advanced Placement exams) or 4 (International Baccalaureate exams) or higher, or where improvement in the percentage of students meeting this standard was ranked in the top 20%. This award was calculated using an unduplicated count from PEIMS of students in grades 10-12.



2012–2013 ASPIRE Award Model Diagram

Teachers & Campus-Based Staff

		Indicator	Metric	Group 1 Core Teacher, Grades 3-10 w/ EVAAS™	Group 2 Core Teacher, PK-2	Group 3 Core Teacher, Grades 3-12 w/o EVAAS™	Group 4 Elective/Ancillary Teacher	Group 5 Instructional Support Staff	Group 6 Teaching Assistant	Group 7 Operational Support Staff
Individual Performance		EVAAS™ Teacher Composite Cumulative Gain Index (Teachers whose Composite CGI is less than or equal to -2.00 will not be considered for any group performance award)	CGI ≥ 2	\$10,000	N/A	N/A	N/A	N/A	N/A	N/A
			2 > CGI ≥ 1	\$5,000						
		Indicator	Metric							
Group Performance: Teachers	Department Value-Added	EVAAS™ Department Cumulative Gain Index (STAAR/STAAR-EOC/TAKS within a subject)	Top Quintile	N/A	N/A	\$3,500	N/A	N/A	N/A	N/A
	Grade/ Subject Student Growth	Comparative Growth Math (Based on campus 2nd grade Stanford/Aprenda)	Top Quintile	N/A	\$1,750	N/A	N/A	N/A	N/A	N/A
		Comparative Growth Reading (Based on campus 2nd grade Stanford/Aprenda)		N/A	\$1,750	N/A	N/A	N/A	N/A	
		Indicator	Metric							
Group Performance: Campus-Wide	Campus Value-Added	EVAAS™ Campus Composite Cumulative Gain Index	Top Quintile	\$2,000	\$2,000	\$2,000	\$2,000	\$750	\$750	\$500
	Campus Growth or Achievement	ES/MS Campus Staff: Stanford/Aprenda Math (Percent of all students at/above 50th percentile rank across all grades)	Meets Threshold of 85% or Top Quintile Growth	\$500	\$500	\$500	\$500	\$300	\$200	N/A
		ES/MS Campus Staff: Stanford/Aprenda Reading (Percent of all students at/above 50th percentile rank across all grades)		\$500	\$500	\$500	\$500	\$300	\$200	N/A
		HS Campus Staff: AP/IB Participation & Performance (Students scoring 3+/4+ divided by grades 10-12 PEIMS enrollment - unduplicated count)	Meets Threshold of 40% or Top Quintile Growth	\$1,000	N/A	\$1,000	\$1,000	\$600	\$400	N/A
Maximum Award Amount				\$13,000	\$6,500	\$6,500	\$3,000	\$1,350	\$1,150	\$500



2012–2013 ASPIRE Award Model Diagram

School Leaders

		Indicator	Metric	Group 1L Principals	Group 2L Assistant Principals & Deans
Group Performance	Campus Value-Added	EVAAS™ Campus Composite Cumulative Gain Index (School leaders whose Campus Composite CGI is less than or equal to -2.00 will not be considered for any performance pay award)	Top Quintile	\$10,000	\$5,000
Group Performance	Campus Academic Growth or Achievement	ES/MS Campus Leaders: Stanford/Aprenda Math (Percent of all students at/above 50th percentile rank across all grades)	Meets Threshold of 85% or Top Quintile Growth	\$2,500	\$1,250
		ES/MS Campus Leaders: Stanford/Aprenda Reading Reading (Percent of all students at/above 50th percentile rank across all grades)		\$2,500	\$1,250
				OR	OR
		HS Leaders: AP/IB Participation & Performance (Students scoring 3+/4+ divided by grades 10-12 PEIMS enrollment - unduplicated count)	Meets Threshold of 40% or Top Quintile Growth	\$5,000	\$2,500
Maximum Award Amount				\$15,000	\$7,500

APPENDIX B

ASPIRE AWARD GROUPINGS

For the purposes of the 2012-2013 ASPIRE Award, employees were considered in one of 9 award groups:

- Group 1: Core Foundation Teachers with EVAAS.
- Group 2: Core Foundation Teachers, grades PK-2.
- Group 3: Core Foundation Teachers without EVAAS.
- Group 4: Elective/Ancillary Teachers.
- Group 5: Instructional Support Staff.
- Group 6: Teaching Assistants.
- Group 7: Operational Support Staff.
- Group 1L: Principals.
- Group 2L: Assistant Principals/Deans.

APPENDIX C
ASPIRE AWARD TABLES

Table 1. Eligibility by Categorization, 2012-2013 ASPIRE Award								
	Considered	Eligible	Not Eligible	Eligible Employees		Of Paid Employees		
				# Paid	# Not Paid	Minimum	Maximum	Mean
Group 1	4,384	2,692	1,692	1,670	1,022	\$500.00	\$13,000.00	\$6,527.60
Group 2	3,213	2,135	1,078	1,327	808	\$500.00	\$6,500.00	\$2,402.22
Group 3	1,280	875	405	452	423	\$500.00	\$6,500.00	\$2,848.95
Group 4	2,058	1,381	677	564	817	\$245.00	\$3,000.00	\$1,710.53
Group 5	1,162	895	267	368	527	\$147.00	\$1,350.00	\$717.60
Group 6	1,224	729	495	323	406	\$200.00	\$1,150.00	\$595.28
Group 7	1,822	1,197	625	255	942	\$250.00	\$500.00	\$497.65
Group 1L	263	182	81	79	103	\$2,500.00	\$15,000.00	\$8,702.53
Group 2L	374	244	130	94	150	\$1,250.00	\$7,500.00	\$4,867.02
Ineligible Category	1,692	0	1,692	N/A	N/A	N/A	N/A	N/A
Total	17,472	10,330	7,142	5,132	5,198			
Core Teachers" (Group 1-3)								
	8,877	5,702	3,175	3,449	2,253	\$500.00	\$13,000.00	\$4,458.27
"Teachers" (Group 1-4)								
	10,935	7,083	3,852	4,013	3,070	\$245.00	\$13,000.00	\$4,072.09

Table 2. Eligibility by Categorization, 2011-2012 ASPIRE Award

	Considered	Eligible	Not Eligible	Eligible Employees		Of Paid Employees		
				# Paid	# Not Paid	Minimum	Maximum	Mean
Category A/B	3,670	3,033	637	2,036	997	\$250.00	\$9,000.00	\$3,629.22
Category C	1,358	1,082	276	710	372	\$500.00	\$9,000.00	\$3,719.51
Category D	3,172	2,648	524	1,738	910	\$500.00	\$5,500.00	\$2,210.01
Category E	731	554	177	339	215	\$500.00	\$5,500.00	\$2,553.47
Category F	2,098	1,577	521	846	731	\$200.00	\$2,000.00	\$1,043.82
Category G	1,198	910	288	435	475	\$147.00	\$1,350.00	\$690.65
Category H	1,244	769	475	378	391	\$100.00	\$1,150.00	\$607.47
Category I	1,814	1,183	631	310	873	\$200.00	\$490.79	\$500.00
Category J	267	259	8	182	77	\$825.00	\$13,500.00	\$4,441.00
Category K	355	328	27	243	85	\$412.50	\$6,750.00	\$2,301.06
Ineligible Category	1,615	0	1,615	N/A	0	N/A	N/A	N/A
Total	17,522	12,343	5,179	7,217	5,126			
Core Teachers" (Categories A-E)								
	8,931	7,317	1,614	4,823	2,494	\$250.00	\$9,000.00	\$3,055.48
"Teachers" (Categories A-F)								
	11,029	8,894	2,135	5,669	3,225	\$200.00	\$9,000.00	\$2,755.27

Table 3. Eligibility by Categorization, 2010-2011 ASPIRE Award

				Eligible Employees		Of Paid Employees		
	Considered	Eligible	Not Eligible	# Paid	# Not Paid	Minimum	Maximum	Mean
Category A/B	3,825	3,292	533	3,019	273	\$100.00	\$10,300.00	\$4,402.93
Category C	1,574	1,247	327	1,123	124	\$200.00	\$10,100.00	\$4,557.09
Category D	3,335	2,818	517	2,767	51	\$100.00	\$6,600.00	\$2,846.13
Category E	728	573	155	559	14	\$100.00	\$6,600.00	\$2,733.06
Category F	2,415	1,809	606	1,759	50	\$100.00	\$3,100.00	\$1,536.75
Category G	1,489	1,129	360	1,056	73	\$25.00*	\$1,700.00	\$822.43
Category H	1,486	951	535	752	199	\$50.00	\$1,100.00	\$581.38
Category I	2,055	1,325	730	836	489	\$183.75	\$750.00	\$556.31
Category J	274	258	16	254	4	\$240.00	\$15,530.00	\$6,555.09
Category K	381	335	46	333	2	\$100.00	\$7,765.00	\$3,571.04
Ineligible Category	3,966	0	3,966	N/A	N/A	N/A	N/A	N/A
Total	21,528	13,737	7,791	12,458	1,279			
Core Teachers" (Categories A-E)								
	9,462	7,930	1,532	7,468	462	\$100.00	\$10,300.00	\$3,753.89
"Teachers" (Categories A-F)								
	11,877	9,739	2,138	9,227	512	\$100.00	\$10,300.00	\$3,331.22

*Only one employee was paid a total award of \$25. This employee was a 0.50 FTE librarian who was awarded Strand III B funds only. Strand III B for this campus was \$50 for Instructional Support Staff, as this campus was rated "AEA: Academically Acceptable."

Table 4. Totals for all Paid Employees

	2011-2012 Total	2012-2013 Total	11-12 to 12-13 Difference
Individual Teacher and Group Teacher Awards	\$12,165,894.17	\$11,243,275.00	-\$922,619.17
Campus Progress: Value-Added	\$3,027,709.75	\$4,592,727.50	\$1,565,017.75
Campus Achievement	\$2,475,655.50	\$2,233,564.00	-\$242,091.50
Total Award	\$17,669,259.42	\$18,069,566.50	\$400,307.08

Table 5. Totals for All Paid Employees by Category, 2012-2013

Paid Categories	Number	Core Foundation Teacher Component	Campus Progress Component	Campus Achievement Component	Total
Group 1	1670	\$8,714,000.00	\$1,511,600.00	\$675,500.00	\$10,901,100.00
Group 2	1327	\$1,842,750.00	\$842,000.00	\$503,000.00	\$3,187,750.00
Group 3	452	\$686,525.00	\$399,200.00	\$202,000.00	\$1,287,725.00
Group 4	564	N/A	\$633,260.00	\$331,480.00	\$964,740.00
Group 5	368	N/A	\$147,892.50	\$116,184.00	\$264,076.50
Group 6	323	N/A	\$121,875.00	\$70,400.00	\$192,275.00
Group 7	255	N/A	\$126,900.00	N/A	\$126,900.00
Group 1L	79	N/A	\$480,000.00	\$207,500.00	\$687,500.00
Group 2L	94	N/A	\$330,000.00	\$127,500.00	\$457,500.00
Total	5132	\$11,243,275.00	\$4,592,727.50	\$2,233,564.00	\$18,069,566.50
"Core Teachers" (Groups 1-3)					
	3449	\$11,243,275.00	\$2,752,800.00	\$1,380,500.00	\$15,376,575.00
"Teachers" (Groups 1-4)					
	4013	\$11,243,275.00	\$3,386,060.00	\$1,711,980.00	\$16,341,315.00

Table 6. Totals for All Paid Employees by Category, 2011-2012

Paid Categories	Number	Core Foundation Teacher Component	Campus Progress Component	Campus Achievement Component	Total
Category A/B	2036	\$5,958,341.67	\$788,500.00	\$642,250.00	\$7,389,091.67
Category C	710	\$2,014,250.00	\$314,600.00	\$312,000.00	\$2,640,850.00
Category D	1738	\$2,583,000.00	\$648,000.00	\$610,000.00	\$3,841,000.00
Category E	339	\$580,125.00	\$159,000.00	\$126,500.00	\$865,625.00
Category F	846	\$0.00	\$463,880.00	\$419,190.00	\$883,070.00
Category G	435	\$0.00	\$167,925.00	\$132,507.00	\$300,432.00
Category H	378	\$0.00	\$155,625.00	\$74,000.00	\$229,625.00
Category I	310	\$0.00	\$152,145.00	\$0.00	\$152,145.00
Category J	182	\$603,500.00	\$104,525.00	\$100,237.50	\$808,262.50
Category K	243	\$426,677.50	\$73,509.75	\$58,971.00	\$559,158.25
Total	7217	\$12,165,894.17	\$3,027,709.75	\$2,475,655.50	\$17,669,259.42
"Core Teachers" (Categories A-E)					
	4823	\$11,135,716.67	\$1,910,100.00	\$1,690,750.00	\$14,736,566.67
"Teachers" (Categories A-F)					
	5669	\$11,135,716.67	\$2,373,980.00	\$2,109,940.00	\$15,619,636.67

Table 7. Totals for All Paid Employees by Category, 2010-2011

Paid Categories	Number	Core Foundation Teacher Component	Campus Progress Component	Campus Achievement Component	Total
Category A/B	3019	\$8,694,233.33	\$2,251,275.00	\$2,567,892.02	\$13,513,400.35
Category C	1123	\$3,391,873.34	\$920,085.00	\$805,656.50	\$5,117,614.84
Category D	2767	\$3,874,132.50	\$1,744,425.00	\$2,256,674.00	\$7,875,231.50
Category E	559	\$759,781.94	\$365,625.00	\$402,375.00	\$1,527,781.94
Category F	1759	\$0.00	\$1,333,503.75	\$1,369,640.37	\$2,703,144.12
Category G	1056	\$0.00	\$509,562.50	\$358,926.05	\$868,488.55
Category H	752	\$0.00	\$399,250.00	\$37,950.00	\$437,200.00
Category I	836	\$0.00	\$465,071.25	\$0.00	\$465,071.25
Category J	254	\$1,022,125.00	\$318,000.00	\$324,868.06	\$1,664,993.05
Category K	333	\$743,375.00	\$254,970.00	\$190,812.65	\$1,189,157.65
Total	12458	\$18,485,521.11	\$8,561,767.50	\$8,314,794.65	\$35,362,083.25
"Core Teachers" (Categories A-E)					
	7468	\$16,720,021.11	\$5,281,410.00	\$6,032,597.52	\$28,034,028.63
"Teachers" (Categories A-F)					
	9227	\$16,720,021.11	\$6,614,913.75	\$7,402,237.89	\$30,737,172.75