

**MEMORANDUM**

March 28, 2016

TO: Board Members

FROM: Kenneth Huewitt  
Interim Superintendent of Schools

SUBJECT: **2014–2015 ASPIRE Award Payout Report**

CONTACT: Carla Stevens, 713-556-6700

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).

The 2014–2015 ASPIRE Award program, designed to award teachers and staff for students’ progress and performance in the 2014–2015 school year, was paid out on February 3, 2016. Attached is the 2014–2015 ASPIRE Award Payout Report.

Some of the highlights are as follows:

- For the 2014–2015 ASPIRE Award year, a total of 17,974 campus-based employees were considered. Of those, 11,857 (66 percent) met eligibility requirements. This is as compared to the 2013–2014 ASPIRE Award year, where a total of 18,035 campus-based employees were considered, and 11,378 (63 percent) met eligibility requirements.
- For the 2014–2015 ASPIRE Award year, 5,424 (30 percent) of the 17,974 considered employees were paid.
- In 2014–2015, among core foundation teachers who received an award, amounts ranged from \$187.50 to \$9,750, with an average award of \$4,079.02.
- The total amount awarded for the 2014–2015 ASPIRE Award was \$17,108,500.38, which is a decrease of \$4,814,697.95 from the prior year due primarily to changes in the program funding which decreased the maximum potential award amounts.

Should you have any further questions, please contact Carla Stevens in Research and Accountability at 713-556-6700.

  
\_\_\_\_\_ KH

Attachment

cc: Superintendent’s Direct Reports                      School Support Officers  
Chief School Officers    Principals



# RESEARCH

Educational Program Report

2014-2015 ASPIRE  
PAYOUT REPORT

DEPARTMENT OF RESEARCH AND ACCOUNTABILITY  
HOUSTON INDEPENDENT SCHOOL DISTRICT



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# 2014–2015 ASPIRE Award Payout Report

## 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 were made to that model to form the district's current comprehensive education-improvement model, "Accelerating Student Progress: Increasing Results and Expectations" (ASPIRE). This report focuses on the 2014–2015 ASPIRE Award, which was paid out on February 3, 2016.

### Highlights

- For the 2014–2015 ASPIRE Award year, a total of 17,974 campus-based employees were considered. Of those, 11,857 (66 percent) met eligibility requirements. This is as compared to the 2013–2014 ASPIRE Award year, where a total of 18,035 campus-based employees were considered, and 11,378 (63 percent) met eligibility requirements.
- For the 2014–2015 ASPIRE Award year, 5,424 (30 percent) of the 17,974 considered employees were paid.
- In 2014–2015, among core foundation teachers who received an award, amounts ranged from \$187.50 to \$9,750, with an average award of \$4,079.02.
- The total amount awarded for the 2014–2015 ASPIRE Award was \$17,108,500.38, which is a decrease of \$4,814,697.95 from the prior year due primarily to changes in the program funding which decreased the maximum potential award amounts.

### Conclusions

1. An increase in the eligibility rate in 2014–2015 may be due in part to holding two inquiry periods where issues regarding eligibility and award calculations were addressed. The increase may also be due in part to teachers who strived to meet the eligibility requirements, including their attendance rate, in order to receive an award.
2. The number of highly effective core foundation teachers with an EVAAS score of 2.00 or higher increased in 2014–2015, which means that more teachers received the maximum award amount. Because there is no limit in the award model as to how many teachers can score in this EVAAS range and receive the maximum award amount, payout can exceed previously forecasted budget estimates.
3. This report in part informs senior staff and the Award Program Advisory Committee in the development of future ASPIRE Award models.

### Administrative Response

The report provides insight on the distribution of the 2014–2015 ASPIRE awards and a general overview of the incentives earned by campus-based employees over the last five years of program implementation.

## 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 most recent ASPIRE Award, for the 2014–2015 school year, was paid out on February 3, 2016.

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 Group Performance components of the award. Teachers of reading, English language arts, mathematics, science, and social studies (the five core foundation subjects) were additionally eligible for either the Individual Performance award or for the Group Performance: Teachers award.

The 2014–2015 ASPIRE Award was organized into three components (see **Appendix A**, p. 11), and for the purposes of the 2014–2015 ASPIRE Award, employees were considered in one of nine award groups (see **Appendix B**, p. 12).

## Methods

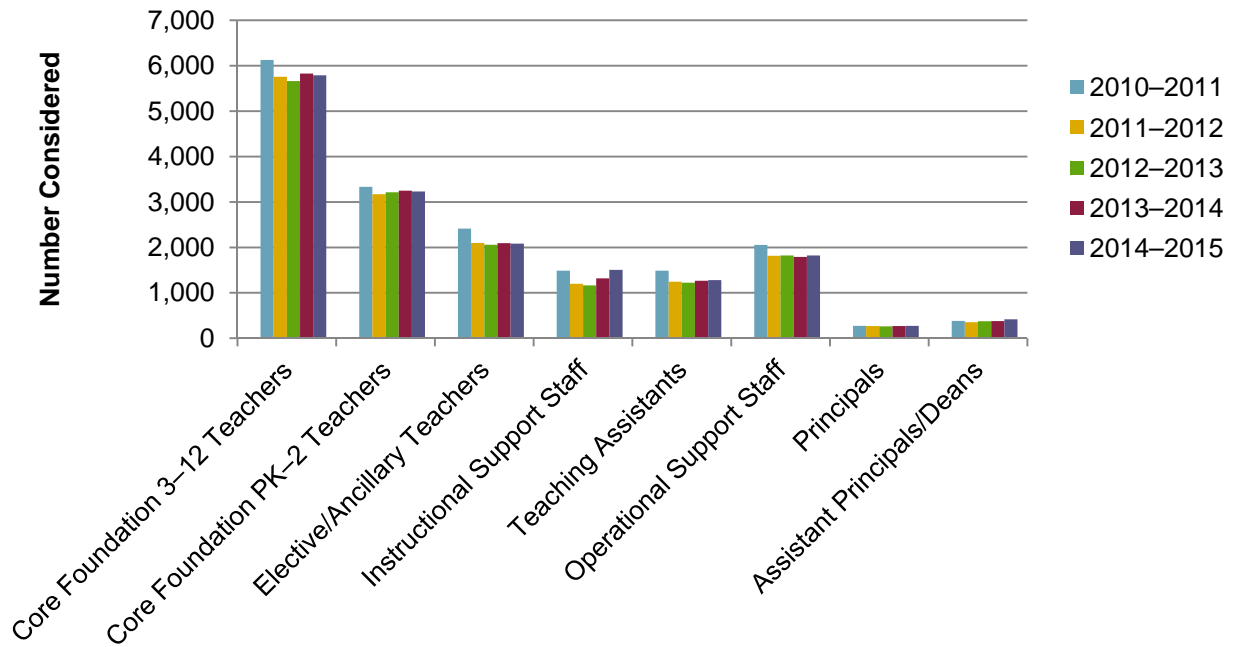
The ASPIRE award calculation process began in the spring with the Linkage and Verification period. During this period, core foundation teachers submitted linkage for the students they taught in the core foundation subject areas. Other employees also had the opportunity to verify that their ASPIRE award categorization and preliminary eligibility status were correct. Teacher-student linkage data and assessment data were then used to calculate EVAAS and Comparative Growth.

In the fall, a three-week long inquiry period was held to allow campus staff to ask questions about their ASPIRE eligibility status, ASPIRE award categorization, and teacher growth analyses (EVAAS and Comparative Growth). After all inquiries were resolved, preliminary ASPIRE awards were calculated and posted in December. Another two-week long inquiry was held to allow campus staff to raise any concerns about their award calculations. After all inquiries were resolved, final ASPIRE awards were posted and paid out in February.

## Results

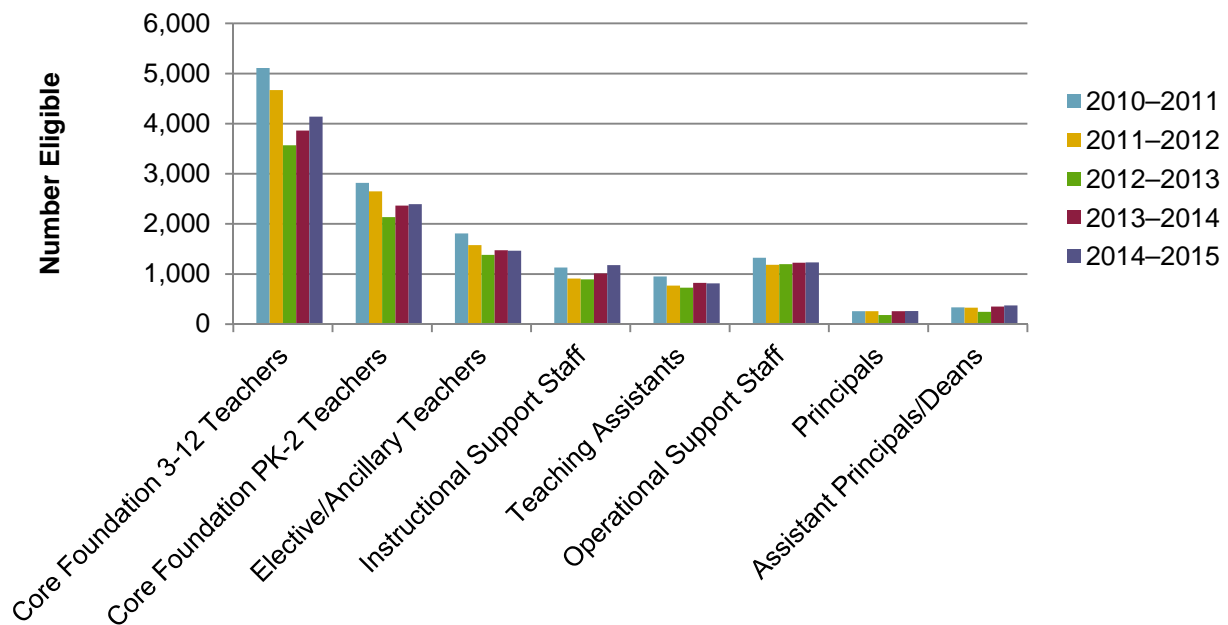
For the 2014–2015 ASPIRE Award year, a total of 17,974 campus-based employees were considered (see **Figure 1**, p. 3, and **Tables 1–5** in **Appendix C**, p. 13–15). Of those, 11,857 (66 percent) met eligibility requirements (see **Figure 2**, p. 3). This is as compared to the 2013–2014 ASPIRE Award year, when a total of 18,035 campus-based employees were considered, and 11,378 (63 percent) met eligibility requirements.

**Figure 1. Number Considered, 2010–2011 to 2014–2015**



Source: Battelle for Kids Final Eligibility File, 2011–2015

**Figure 2. Number Eligible, 2010–2011 to 2014–2015**



Source: Battelle for Kids Final Eligibility File, 2011–2015

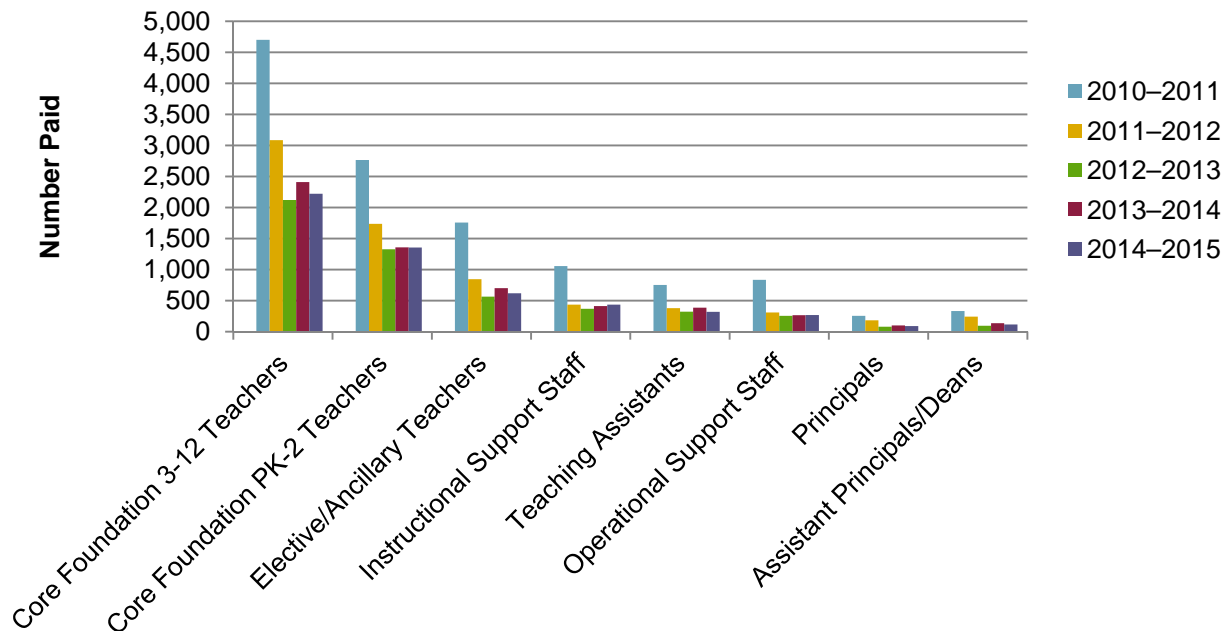
For the 2014–2015 award year, the district continued the implementation of several eligibility requirements such as:

- The attendance eligibility criteria required that an employee be absent no more than 10 instructional school days during the 2014–2015 school year.
- 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 2014–2015 school year and whose performance goals were not met by the end of the school year were not considered as eligible.
- Teachers, principals, and assistant principals/deans with a summative appraisal rating of 1 (Ineffective) or 2 (Needs Improvement) were considered as not eligible.
- Employees in hourly positions were also not considered eligible.

The criterion regarding absences eliminated the largest number of considered employees, followed by the criteria for start date and for being in an hourly position. From 2013–2014 to 2014–2015, core foundation teachers and instructional support staff members had the highest increase in overall eligibility rate.

**Figure 3** displays the number of employees paid by each award categorization across time from the 2010–2011 award year through the 2014–2015 award year. In the 2014–2015 school year, 5,424 employees received an award, which is 30 percent of the 17,974 considered employees. The number of employees paid decreased from 2013–2014 when 5,772 employees (32 percent of the 18,035 considered employees) received an award.

**Figure 3. Number Paid, 2010–2011 to 2014–2015**

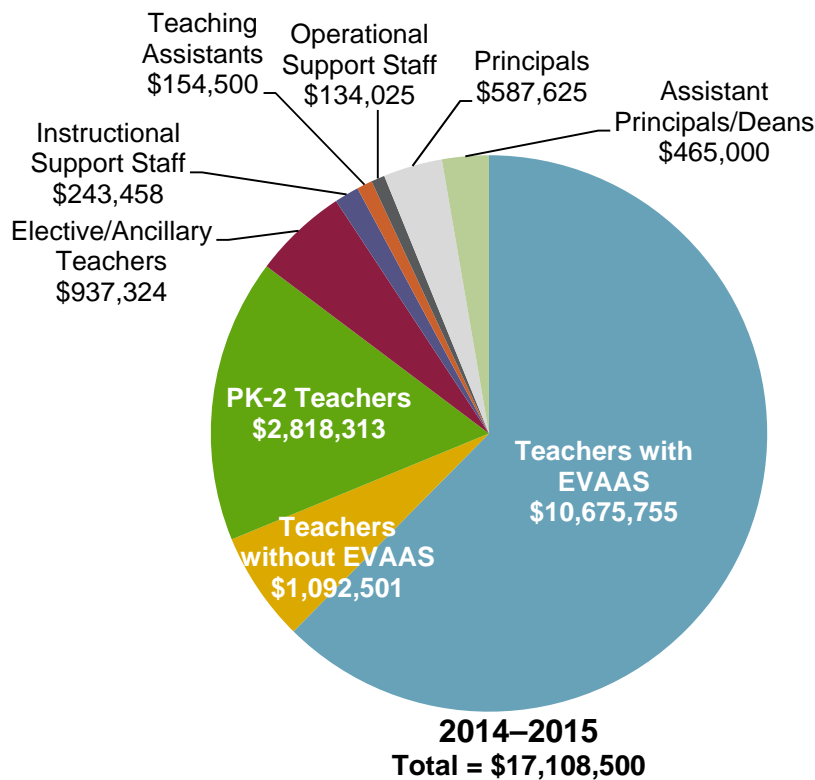


Source: HISD Research and Accountability Final Payout File, 2011–2015

**Figure 4** displays the distribution of payout amounts for all staff by ASPIRE category.

- In 2014–2015, a total of \$17,108,500.38 was paid in ASPIRE Awards.
- There was a decrease in total awards of \$4,814,697.95 from 2013–2014 to 2014–2015 due to changes in program funding, which decreased the maximum award employees could receive.
- In 2014–2015, core foundation teachers were paid a total of \$14,586,568.75. Core foundation teachers include Teachers with EVAAS, Teachers without EVAAS, and PK–2 Teachers.
- The total award amount of \$17,108,500.38 was comprised of Core Foundation Teacher awards (\$10,922,533.75), Campus Progress awards (\$4,183,674.38), and Campus Achievement awards (\$2,002,292.25) as listed in **Tables 6–11** (p.15–18).

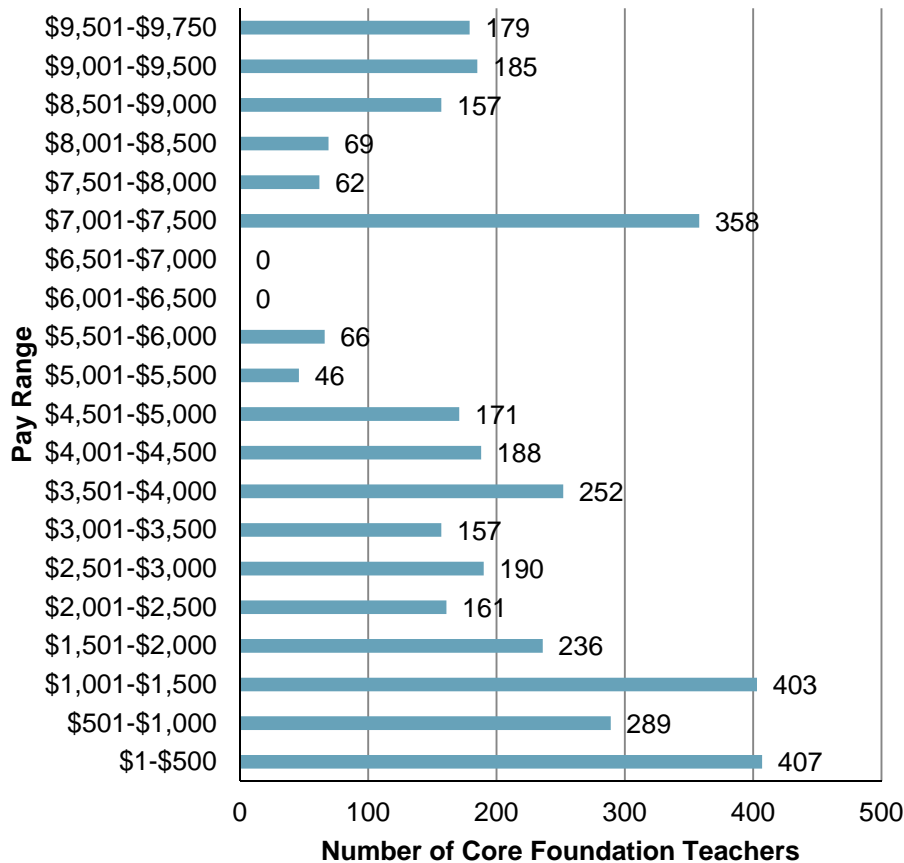
**Figure 4. Total for All Paid Employees by Category, 2014–2015**



Source: HISD Research and Accountability Final Payout File, 2015

**Figure 5** (p. 6) displays the distribution of payout amounts for all 3,576 core foundation teachers (groups 1–3) for the 2014–2015 award year. The maximum ASPIRE award payout for teachers with EVAAS (Group 1) was \$9,750, and the maximum payout for core foundation teachers without EVAAS (Groups 2 and 3) was \$4,875. In 2014–2015, among core foundation teachers who received an award, amounts ranged from \$187.50 to \$9,750 with an average of \$4,079.02. Tables 1–5 in Appendix C (p. 13–15) detail the minimum, maximum, and mean amounts by category of the employees who received an award for each of the last five years.



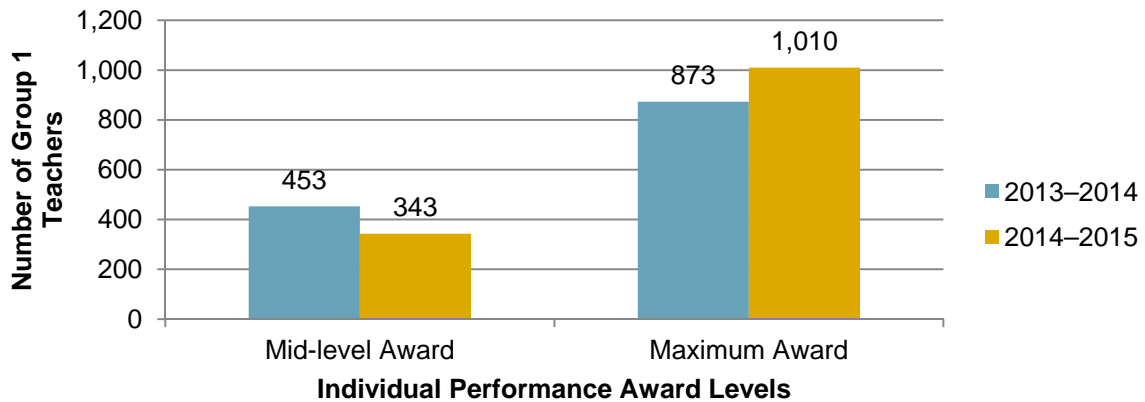
**Figure 5. Number of Core Foundation Teachers Paid by Pay Range, 2014–2015**

Source: HISD Research and Accountability Final Payout File, 2015

The “Individual Performance: Teachers” award component was based on teacher-level composite value-added scores. In 2014–2015, 1,353 teachers were paid this award component while in 2013–2014, 1,326 teachers were paid this award component (**Figure 6**, p. 7).

- This award for Core Foundation Teachers with EVAAS (Group 1 teachers) is not rank-ordered and no set percentage of participants are paid.
- In 2014–2015, 1,010 teachers (32 percent of eligible Group 1 teachers) earned the maximum amount (\$7,500) for having an EVAAS score of 2.00 or higher and 343 teachers (11 percent of eligible Group 1 teachers) were awarded the mid-level amount (\$3,750) for having an EVAAS score of 1.00–1.99.
- In 2013–2014, 873 teachers (31 percent of eligible Group 1 teachers) were awarded the maximum award amount (\$10,000) and 453 teachers (16 percent or eligible Group 1 teachers) were awarded the mid-level amount (\$5,000).

**Figure 6. Individual Performance, Teachers: Number of Group 1 Teachers by Award Level**

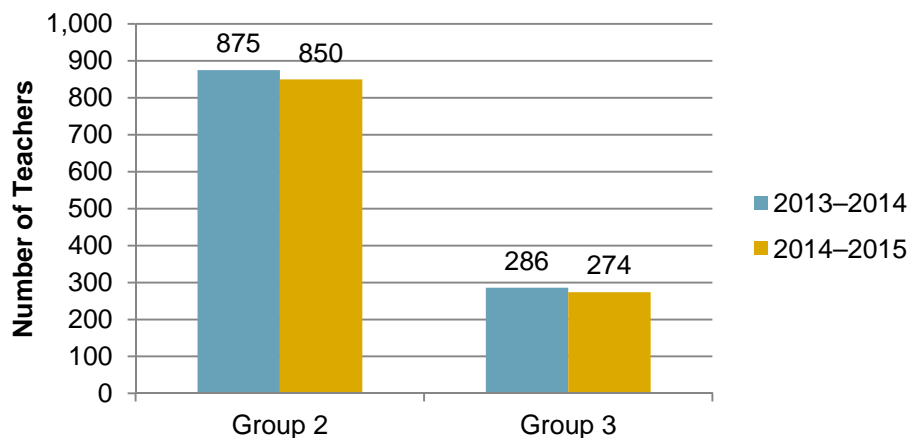


Source: HISD Research and Accountability Final Payout File, 2014 and 2015

The “Group Performance: Teachers” award component was based on campus-level second grade Comparative Growth in reading and math for grades PK–2 core foundation teachers and on campus-level department EVAAS for grades 3–12 core foundation teachers. Only the top quintile of campuses was awarded.

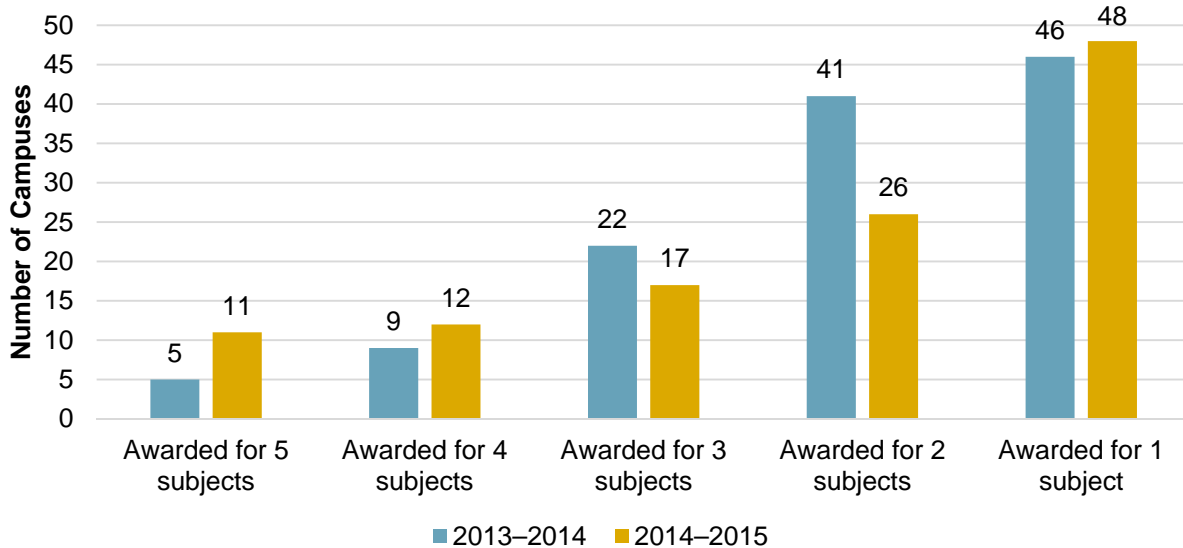
- In 2014–2015, 850 teachers from Group 2 (Core Foundation Teacher, PK–2) were paid the “Group Performance: Teachers” award while in 2013–2014, 875 teachers from Group 2 were paid (**Figure 7**).
- In 2014–2015, 274 teachers from Group 3 (Core Foundation Teacher without EVAAS) were paid the “Group Performance: Teachers” award while in 2013–2014, 286 teachers from Group 3 were paid (Figure 7).
- In 2014–2015, 114 schools were awarded for one or more subjects as compared to 2013–2014 when 123 schools were awarded for one or more subjects (see **Figure 8**, p. 8).

**Figure 7. Group Performance, Teachers: Number of Group 2 and Group 3 Teachers Paid**



Source: HISD Research and Accountability Final Payout File, 2014 and 2015

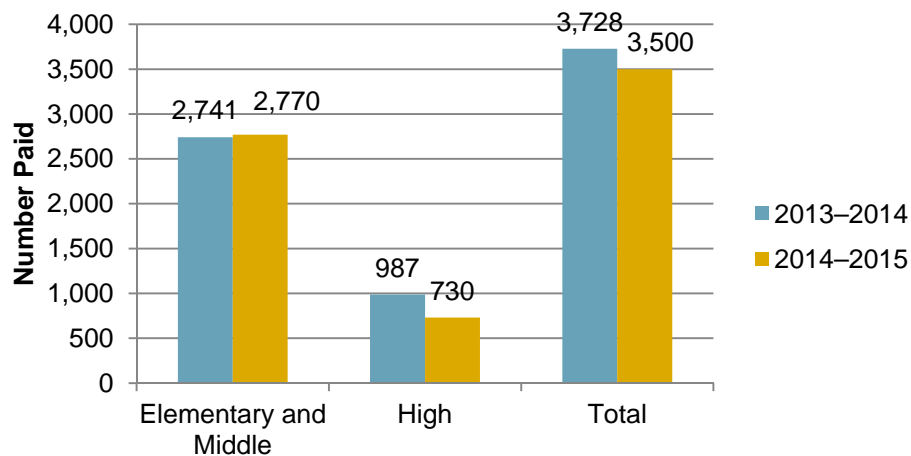
**Figure 8. Group Performance, Teachers: Number of Subjects Awarded per Campus**



Source: HISD Research and Accountability Final Payout File, 2014 and 2015

The “Group Performance: Campus-Wide Campus Growth or Achievement” award component was based on Norm-Referenced Test (NRT) performance and growth at the elementary and middle schools and on AP/IB participation and performance at the high schools. From 2013–2014 to 2014–2015, 228 fewer campus-based staff were paid (Figure 9).

**Figure 9. Group Performance, Campus-Wide, Campus Growth or Achievement: Number Paid**

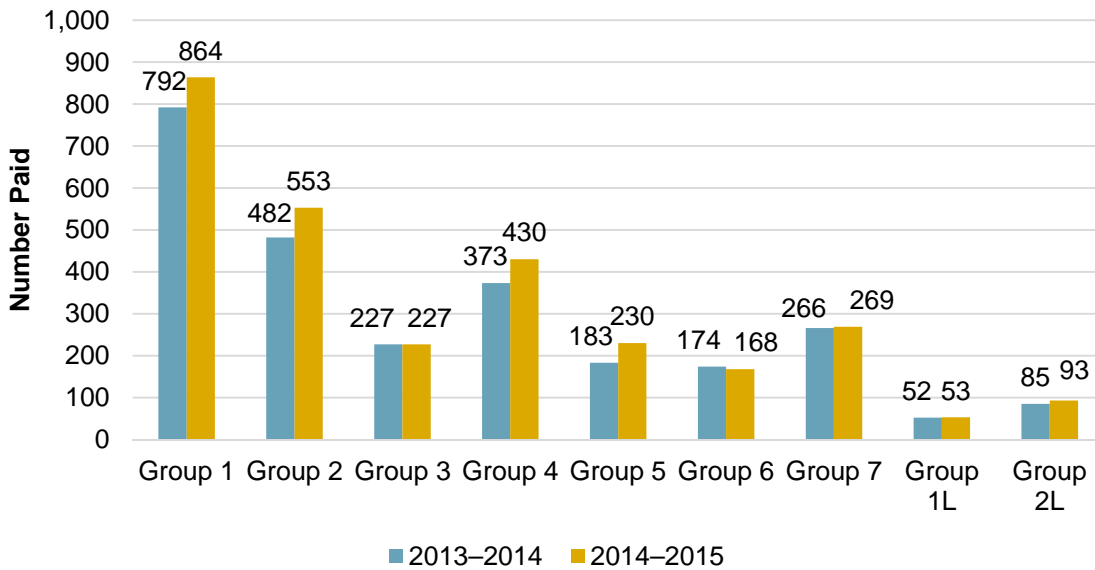


Source: HISD Research and Accountability Final Payout File, 2014 and 2015

The “Group Performance: Campus-Wide Campus Value-Added” award component was based on campus-level composite EVAAS scores. Only campuses in the top quintile were awarded. Figures 10 and 11 (p. 9) show the number paid and the amount paid for this component.

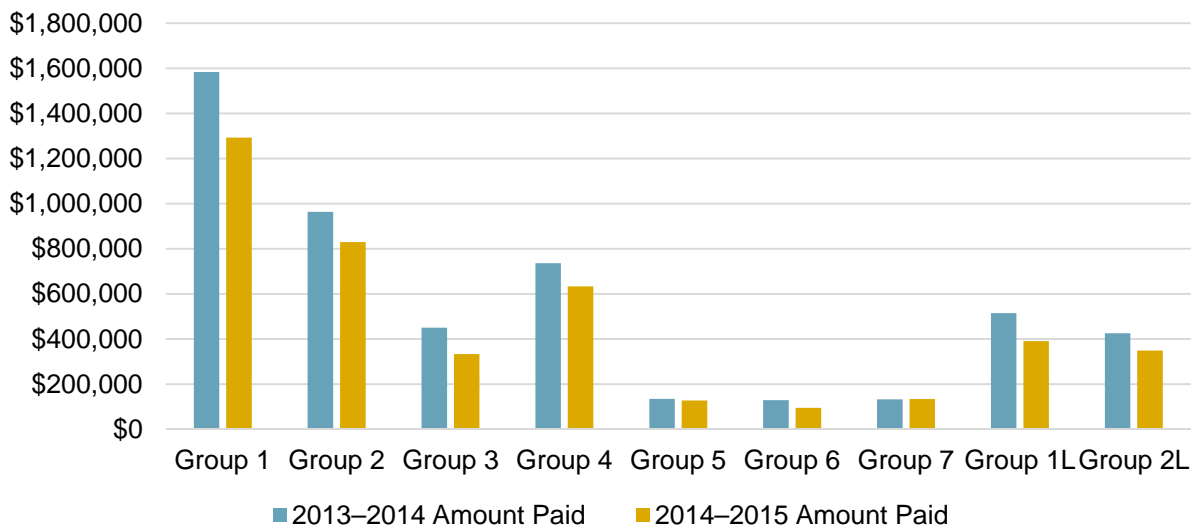
- In 2014–2015, 17,974 employees were considered, 11,857 were eligible, and 2,887 (16 percent of considered, 24 percent of eligible) were paid.
- In 2013–2014, 18,035 employees were considered, 11,377 were eligible, 2,634 (15 percent of considered, 23 percent of eligible) were paid.

**Figure 10: Group Performance, Campus-Wide, Campus Value-Added: Number Paid**



Source: HISD Research and Accountability Final Payout File, 2014 and 2015

**Figure 11: Group Performance, Campus-Wide, Campus Value-Added: Amount Paid**



Source: HISD Research and Accountability Final Payout File, 2014 and 2015

## Conclusion

The district has awarded teachers through a performance pay program for the last ten 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 ten consecutive years, the ASPIRE Award has been paid out for the past nine 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; for the 2012–2013 award year, a total of \$18,069,566.50 was paid; for the 2013–2014 award year, a total of \$21,923,198.33 was paid; and for the 2014–2015 award year, a total of \$17,108,500.38 was paid.

The 2014–2015 ASPIRE Award model was identical to the 2013–2014 model except for the maximum award amounts. Due to changes in program funding, the maximum award amounts for all categories except Group 7 (Operational Support Staff) were decreased by 25 percent.

The number and percentage of considered employees who met eligibility requirements increased to 11,857 (66 percent) in 2014–2015 from 11,378 (63 percent) in 2013–2014. One possible cause for this increase was the implementation of two inquiry periods. The first focused on eligibility, categorization, and questions about EVAAS and Comparative Growth analyses. The second focused on award calculations, but if inquiries were received about any other topic, including eligibility, they were also addressed and resolved. Another possible cause of the eligibility rate increase is that teachers are striving to meet the eligibility requirements in order to receive an ASPIRE award.

In 2014–2015, the number of highly effective core foundation teachers with an EVAAS score of 2.00 or higher increased, which means that more teachers were paid the maximum award amount for this award criterion. Because there is no limit on the number of teachers who can score in this EVAAS range and receive the maximum award amount, payout for the award model can exceed previously forecasted budget estimates.

The 2015–2016 ASPIRE Award model was approved by the Board in October 2015 and replaces two previous metrics that used data from the Norm-Referenced Test. For core foundation teachers in grades PK–2, their “Group Performance: Teachers” award component will be based on their campus’ 3<sup>rd</sup> grade Value-Added data in reading and math rather than on their campus’ 2<sup>nd</sup> grade Comparative Growth data in reading and math. The “Group Performance: Campus-Wide Campus Growth or Achievement” award component for elementary and middle schools will be based on Index 3 campus distinctions from the state accountability system rather than on campus-level Norm-Referenced Test data. Maximum award amounts were also lowered to accommodate budget changes. Because some campuses’ ASPIRE awards are funded by the TIF4 federal grant, which has a minimum required award amount, those campuses have a higher maximum award amount in some categories than the campuses not funded by TIF4. The processes of identifying appropriate employee award groupings, student linkages, and campus assignments began in February of 2016 and are scheduled to begin at the campus level in April of 2016. Awards for the 2015–2016 school year are scheduled to be paid out in February of 2017.

## APPENDIX A

### ASPIRE Award Components

The 2014–2015 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 3–11. Teachers with an EVAAS Teacher Composite Cumulative Gain Index of 1.00 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 quintile 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. Prekindergarten through grade 2 core foundation teachers at schools that ranked in the top quintile were awarded.

- 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 quintile. 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 teachers, instructional support staff, and school leaders at campuses where at least 85 percent of students were at or above the 50<sup>th</sup> National Percentile Rank for Iowa or Logramos 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 quintile of campuses showing progress toward this standard.

- OR -

- High School Campus College Credit Participation and Performance Award: rewarded all teachers, instructional support staff, and school leaders from the top quintile of campuses with the highest percentage of enrolled students who 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 quintile. This award was calculated using an unduplicated count from PEIMS of students in grades 10–12 or grades 11–12 for campuses with an International Baccalaureate program.

## APPENDIX B

### ASPIRE Award Groupings

For the purposes of the 2014–2015 ASPIRE Award, employees were considered in one of nine award groups:

- Group 1: Core Foundation Teachers with EVAAS
- Group 2: Core Foundation Teachers, grades PK–2
- Group 3: Core Foundation Teachers without EVAAS, grades 3–12
- 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, 2014–2015 ASPIRE Award								
				Eligible Employees		Of Paid Employees		
	Considered	Eligible	Not Eligible	# Paid	# Not Paid	Minimum	Maximum	Mean
Group 1	4,351	3,120	1,231	1,801	1,319	\$375.00	\$9,750.00	\$5,927.68
Group 2	3,233	2,395	838	1,355	1,040	\$375.00	\$4,875.00	\$2,079.94
Group 3	1,437	1,019	418	420	599	\$187.50	\$4,875.00	\$2,601.19
Group 4	2,082	1,464	618	619	845	\$187.50	\$2,250.00	\$1,514.25
Group 5	1,504	1,179	325	435	744	\$110.25	\$1,012.50	\$559.67
Group 6	1,280	813	467	319	494	\$150.00	\$862.50	\$484.33
Group 7	1,824	1,233	591	269	964	\$250.00	\$500.00	\$498.23
Group 1L	273	262	11	90	172	\$1,875.00	\$11,250.00	\$6,529.17
Group 2L	417	372	45	116	256	\$937.50	\$5,625.00	\$4,008.62
Ineligible Category	1,573	0	1,573	N/A	N/A	N/A	N/A	N/A
<b>Total</b>	<b>17,974</b>	<b>11,857</b>	<b>6,117</b>	<b>5,424</b>	<b>6,433</b>			
<b>Core Foundation Teachers (Groups 1–3)</b>								
	9,021	6,534	2,487	3,576	2,958	\$187.50	\$9,750.00	\$4,079.02
<b>All Teachers (Groups 1–4)</b>								
	11,103	7,998	3,105	4,195	3,803	\$187.50	\$9,750.00	\$3,700.57

Source: HISD Research and Accountability Final Payout File, 2015

Table 2. Eligibility by Categorization, 2013–2014 ASPIRE Award								
				Eligible Employees		Of Paid Employees		
	Considered	Eligible	Not Eligible	# Paid	# Not Paid	Minimum	Maximum	Mean
Group 1	4,308	2,812	1,496	1,870	942	\$500.00	\$13,000.00	\$7,107.75
Group 2	3,248	2,366	882	1,359	1,007	\$500.00	\$6,500.00	\$2,728.66
Group 3	1,520	1,050	470	539	511	\$500.00	\$6,500.00	\$2,884.16
Group 4	2,094	1,476	618	702	774	\$250.00	\$3,000.00	\$1,784.94
Group 5	1,318	1,013	305	413	600	\$180.00	\$1,350.00	\$736.71
Group 6	1,265	824	441	386	438	\$200.00	\$1,150.00	\$596.89
Group 7	1,789	1,227	562	266	961	\$250.00	\$500.00	\$498.12
Group 1L	269	258	11	100	158	\$2,500.00	\$15,000.00	\$8,250.00
Group 2L	379	352	27	137	215	\$1,225.00	\$7,500.00	\$4,552.55
Ineligible Category	1,845	0	1,845	N/A	N/A	N/A	N/A	N/A
<b>Total</b>	<b>18,035</b>	<b>11,378</b>	<b>6,657</b>	<b>5,772</b>	<b>5,606</b>			
<b>Core Foundation Teachers (Groups 1–3)</b>								
	9,076	6,228	2,848	3,768	2,460	\$500.00	\$13,000.00	\$4,924.18
<b>All Teachers (Groups 1–4)</b>								
	11,170	7,704	3,466	4,470	3,234	\$250.00	\$13,000.00	\$4,431.17

Source: HISD Research and Accountability Final Payout File, 2014



Table 3. 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
<b>Total</b>	<b>17,472</b>	<b>10,330</b>	<b>7,142</b>	<b>5,132</b>	<b>5,198</b>			
<b>Core Foundation Teachers (Groups 1–3)</b>								
	8,877	5,702	3,175	3,449	2,253	\$500.00	\$13,000.00	\$4,458.27
<b>All Teachers (Groups 1–4)</b>								
	10,935	7,083	3,852	4,013	3,070	\$245.00	\$13,000.00	\$4,072.09

Source: HISD Research and Accountability Final Payout File, 2013

Table 4. 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	N/A	N/A	N/A	N/A
<b>Total</b>	<b>17,522</b>	<b>12,343</b>	<b>5,179</b>	<b>7,217</b>	<b>5,126</b>			
<b>Core Foundation Teachers (Categories A–E)</b>								
	8,931	7,317	1,614	4,823	2,494	\$250.00	\$9,000.00	\$3,055.48
<b>All Teachers (Categories A–F)</b>								
	11,029	8,894	2,135	5,669	3,225	\$200.00	\$9,000.00	\$2,755.27

Source: HISD Research and Accountability Final Payout File, 2012

Table 5. Eligibility by Categorization, 2010–2011 ASPIRE Award								
	Considered	Eligible	Not Eligible	Eligible Employees		Of Paid Employees		
				# 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
<b>Total</b>	<b>21,528</b>	<b>13,737</b>	<b>7,791</b>	<b>12,458</b>	<b>1,279</b>			
<b>Core Foundation Teachers (Categories A–E)</b>								
	9,462	7,930	1,532	7,468	462	\$100.00	\$10,300.00	\$3,753.89
<b>All Teachers (Categories A–F)</b>								
	11,877	9,739	2,138	9,227	512	\$100.00	\$10,300.00	\$3,331.22

Source: HISD Research and Accountability Final Payout File, 2011

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

Table 6. Totals for all Paid Employees			
	2013–2014 Total	2014–2015 Total	13–14 to 14–15 Difference
Individual Teacher and Group Teacher Awards	\$13,788,623.33	\$10,922,533.75	-\$2,866,089.58
Campus Progress: Value-Added	\$5,070,085.00	\$4,183,674.38	-\$886,410.62
Campus Achievement	\$3,064,490.00	\$2,002,292.25	-\$1,062,197.75
<b>Total Award</b>	<b>\$21,923,198.33</b>	<b>\$17,108,500.38</b>	<b>-\$4,814,697.95</b>

Source: HISD Research and Accountability Final Payout File, 2014 and 2015

<b>Table 7. Totals for All Paid Employees by Category, 2014–2015</b>					
<b>Paid Categories</b>	<b>Number</b>	<b>Core Foundation Teacher Component</b>	<b>Campus Progress Component</b>	<b>Campus Achievement Component</b>	<b>Total</b>
Group 1	1,801	\$8,859,450.00	\$1,292,880.00	\$523,425.00	\$10,675,755.00
Group 2	1,355	\$1,505,437.50	\$829,500.00	\$483,375.00	\$2,818,312.50
Group 3	420	\$557,646.25	\$332,820.00	\$202,035.00	\$1,092,501.25
Group 4	619	N/A	\$633,240.00	\$304,083.75	\$937,323.75
Group 5	435	N/A	\$127,209.38	\$116,248.50	\$243,457.88
Group 6	319	N/A	\$94,500.00	\$60,000.00	\$154,500.00
Group 7	269	N/A	\$134,025.00	N/A	\$134,025.00
Group 1L	90	N/A	\$390,750.00	\$196,875.00	\$587,625.00
Group 2L	116	N/A	\$348,750.00	\$116,250.00	\$465,000.00
<b>Total</b>	<b>5,424</b>	<b>\$10,922,533.75</b>	<b>\$4,183,674.38</b>	<b>\$2,002,292.25</b>	<b>\$17,108,500.38</b>
<b>Core Foundation Teachers (Groups 1–3)</b>					
	3,576	\$10,922,533.75	\$2,455,200.00	\$1,208,835.00	\$14,586,568.75
<b>All Teachers (Groups 1–4)</b>					
	4,195	\$10,922,533.75	\$3,088,440.00	\$1,512,918.75	\$15,523,892.50

Source: HISD Research and Accountability Final Payout File, 2015

<b>Table 8. Totals for All Paid Employees by Category, 2013–2014</b>					
<b>Paid Categories</b>	<b>Number</b>	<b>Core Foundation Teacher Component</b>	<b>Campus Progress Component</b>	<b>Campus Achievement Component</b>	<b>Total</b>
Group 1	1,870	\$10,990,000.00	\$1,584,000.00	\$717,500.00	\$13,291,500.00
Group 2	1,359	\$2,066,750.00	\$964,000.00	\$677,500.00	\$3,708,250.00
Group 3	539	\$731,873.33	\$449,800.00	\$372,890.00	\$1,554,563.33
Group 4	702	N/A	\$735,740.00	\$517,285.00	\$1,253,025.00
Group 5	413	N/A	\$135,045.00	\$169,215.00	\$304,260.00
Group 6	386	N/A	\$129,000.00	\$101,400.00	\$230,400.00
Group 7	266	N/A	\$132,500.00	N/A	\$132,500.00
Group 1L	100	N/A	\$515,000.00	\$310,000.00	\$825,000.00
Group 2L	137	N/A	\$425,000.00	\$198,700.00	\$623,700.00
<b>Total</b>	<b>5,772</b>	<b>\$13,788,623.33</b>	<b>\$5,070,085.00</b>	<b>\$3,064,490.00</b>	<b>\$21,923,198.33</b>
<b>Core Foundation Teachers (Groups 1–3)</b>					
	3,768	\$13,788,623.33	\$2,997,800.00	\$1,767,890.00	\$18,554,313.33
<b>All Teachers (Groups 1–4)</b>					
	4,470	\$13,788,623.33	\$3,733,540.00	\$2,285,175.00	\$19,807,338.33

Source: HISD Research and Accountability Final Payout File, 2014

<b>Table 9. Totals for All Paid Employees by Category, 2012–2013</b>					
<b>Paid Categories</b>	<b>Number</b>	<b>Core Foundation Teacher Component</b>	<b>Campus Progress Component</b>	<b>Campus Achievement Component</b>	<b>Total</b>
Group 1	1,670	\$8,714,000.00	\$1,511,600.00	\$675,500.00	\$10,901,100.00
Group 2	1,327	\$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
<b>Total</b>	<b>5,132</b>	<b>\$11,243,275.00</b>	<b>\$4,592,727.50</b>	<b>\$2,233,564.00</b>	<b>\$18,069,566.50</b>
<b>Core Foundation Teachers (Groups 1–3)</b>					
	3,449	\$11,243,275.00	\$2,752,800.00	\$1,380,500.00	\$15,376,575.00
<b>All Teachers (Groups 1–4)</b>					
	4,013	\$11,243,275.00	\$3,386,060.00	\$1,711,980.00	\$16,341,315.00

Source: HISD Research and Accountability Final Payout File, 2013

<b>Table 10. Totals for All Paid Employees by Category, 2011–2012</b>					
<b>Paid Categories</b>	<b>Number</b>	<b>Core Foundation Teacher Component</b>	<b>Campus Progress Component</b>	<b>Campus Achievement Component</b>	<b>Total</b>
Category A/B	2,036	\$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	1,738	\$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
<b>Total</b>	<b>7,217</b>	<b>\$12,165,894.17</b>	<b>\$3,027,709.75</b>	<b>\$2,475,655.50</b>	<b>\$17,669,259.42</b>
<b>Core Foundation Teachers (Categories A–E)</b>					
	4,823	\$11,135,716.67	\$1,910,100.00	\$1,690,750.00	\$14,736,566.67
<b>All Teachers (Categories A–F)</b>					
	5,669	\$11,135,716.67	\$2,373,980.00	\$2,109,940.00	\$15,619,636.67

Source: HISD Research and Accountability Final Payout File, 2012

<b>Table 11. Totals for All Paid Employees by Category, 2010–2011</b>					
<b>Paid Categories</b>	<b>Number</b>	<b>Core Foundation Teacher Component</b>	<b>Campus Progress Component</b>	<b>Campus Achievement Component</b>	<b>Total</b>
Category A/B	3,019	\$8,694,233.33	\$2,251,275.00	\$2,567,892.02	\$13,513,400.35
Category C	1,123	\$3,391,873.34	\$920,085.00	\$805,656.50	\$5,117,614.84
Category D	2,767	\$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	1,759	\$0.00	\$1,333,503.75	\$1,369,640.37	\$2,703,144.12
Category G	1,056	\$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
<b>Total</b>	<b>12,458</b>	<b>\$18,485,521.11</b>	<b>\$8,561,767.50</b>	<b>\$8,314,794.65</b>	<b>\$35,362,083.25</b>
<b>Core Foundation Teachers (Categories A–E)</b>					
	7,468	\$16,720,021.11	\$5,281,410.00	\$6,032,597.52	\$28,034,028.63
<b>All Teachers (Categories A–F)</b>					
	9,227	\$16,720,021.11	\$6,614,913.75	\$7,402,237.89	\$30,737,172.75

Source: HISD Research and Accountability Final Payout File, 2011