

MEMORANDUM

March 23, 2018

TO: Board Members

FROM: Richard A. Carranza
Superintendent of Schools

SUBJECT: **TIF4 AWARD PAYOUT REPORT, 2016–2017**

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). After going through significant budget cuts, the award program for the 2016–2017 school year was only made available to campus leaders and teachers from the schools receiving the Teacher Incentive Fund Cycle 4 (TIF4) federal grant.

The 2016–2017 TIF4 Award program, designed to award teachers and campus leaders from the TIF4 campuses for students’ progress and performance in the 2016–2017 school year, was paid out on February 7, 2018. This report summarizes the number and percentage of employees who were eligible and awarded by award category and the breakdown of the total amount awarded by the different award components.

Key findings include:

- For the 2016–2017 TIF4 Award, 1,047 campus leaders and teachers were considered for the award program. Of those, 557 (53.2 percent) met the eligibility requirements.
- In 2016–2017, 255 employees were paid a TIF4 award, which is 24.4 percent of all considered employees.
- The total amount awarded for the 2016–2014 TIF4 Award was \$808,895.83 before fringe benefits. Of this amount, 80.7 percent (\$653,145.83) was paid with TIF4 federal grant funds.

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



RAC

Attachment

cc: Superintendent’s Direct Reports
Area Superintendents
Audrey Gomez

School Support Officers
Principals of TIF4 Campuses



RESEARCH

Educational Program Report

**TIF4 AWARD PAYOUT REPORT
2016-2017**



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TIF4 Award Payout Report, 2016–2017

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 comprehensive education-improvement model, "Accelerating Student Progress: Increasing Results and Expectations" (ASPIRE). After going through significant budget cuts, the award program for the 2016–2017 school year was only made available to campus leaders and teachers from the schools receiving the Teacher Incentive Fund Cycle 4 (TIF4) federal grant. This report focuses on the 2016–2017 TIF4 Award, which was paid out on February 7, 2018.

Highlights

- For the 2016–2017 TIF4 Award, a total of 1,047 campus leaders and teachers were considered for the award program. Of those, 557 (53.2 percent) met the eligibility requirements. For the 2015–2016 ASPIRE Award, 61.0 percent of considered employees from the TIF4 campuses met the eligibility requirements.
- In 2016–2017, 255 employees were paid a TIF4 award, which is 24.4 percent of all considered employees. In 2015–2016 ASPIRE Award, 8 percent of considered employees from the TIF4 campuses received an ASPIRE award.
- The total amount paid for the 2016–2014 TIF4 Award was \$808,895.83 before fringe benefits. Of this amount, 80.7 percent (\$653,145.83) was paid with TIF4 federal grant funds. The remainder was paid from grant-required district matching funds.

Administrative Response

The TIF4 award payout in February 2018 was the last payout of Houston ISD's performance pay system based on teacher effectiveness that began with the Teacher Performance Pay Model in SY 2005–2006. Insights and lessons learned from the performance pay system implemented for over a decade has and will continue to provide guidance to the district's incentive programs for teachers and other campus-based employees.

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). After going through significant budget cuts, the award program for the 2016–2017 school year was only made available to campus leaders and teachers from the schools receiving the Teacher Incentive Fund Cycle 4 (TIF4) federal grant. This grant, awarded in 2012, outlined specific requirements for educator compensation tied to student performance at these schools. This report focuses on the 2016–2017 TIF4 Award, which was paid out on February 7, 2018.

Similar to the 2015–2016 ASPIRE Award model, the 2016–2017 TIF4 Award model included three award components: (1) “Individual Performance” or “Group Performance: Teachers,” (2) “Group Performance Campus-Wide: Campus Comparative Growth”, and (3) “Group Performance Campus-Wide: Campus Growth or Achievement.” Employees were awarded according to different components, and maximum award amounts were based on one of six categories. The 2016–2017 TIF4 Award model diagram can be found in **Appendix A** (pp. 8–9).

Teachers, Assistant Principals/Deans, and Principals meeting TIF4 Award eligibility requirements had the opportunity to participate in the “Group Performance Campus-Wide: Campus Comparative Growth” and “Group Performance Campus-Wide: Campus Growth or Achievement components.” Teachers of English language arts (ELA), writing, 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.

Methods

The TIF4 award calculation process began in the spring of 2017 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 TIF4 award categorization and preliminary eligibility status were correct. Teacher-student linkage data and assessment data were then used to calculate Comparative Growth.

In the fall, an inquiry period was held from September 25, 2017 through October 6, 2017 to allow campus staff to ask questions about their preliminary award eligibility status and award categorization and Comparative Growth analyses. After all inquiries were resolved, preliminary TIF4 awards were calculated and posted in November. Another two-week long inquiry period (November 29, 2017 – December 13, 2017) was held to allow campus staff to ask questions about their final award eligibility status and award calculations. After all inquiries were resolved, final TIF4 awards were posted and paid out on February 7, 2018.

Results

Considered, Eligible, and Paid

For the 2016–2017 TIF4 Award year, a total of 1,047 campus-based employees were considered for the award program. Of these, 557 (53.2 percent) met all award program eligibility requirements and 255 (24.4 percent of considered employees) received an award. **Table 1** shows the number of employees from TIF4 campuses who were considered, eligible, and paid in the last five years when the TIF4 grant was active. In 2016–2017, campus support staff (Instructional Support Staff, Teaching Assistants, and Operational Support Staff) were not included in the award program. Dodson Elementary School was a TIF4 campus during the 2012–2013 and 2013–2014 school years but closed prior to the 2014–2015 school year. A list of all TIF4 campuses from the 2016–2017 school year can be found in Appendix A. The totals from all campuses district-wide from 2012–2013 through 2015–2016 can be found in **Appendix B** (pp. 10–12).

School Year	Category	Number Considered	Number Eligible	Percent Eligible	Number Paid	Percent Paid (of Considered)	Percent Paid (of Eligible)	Total Award Amount
2012–2013	Teachers	786	383	48.7%	216	27.5%	56.4%	\$538,433.34
	Campus Leaders	40	17	42.5%	8	20.0%	47.1%	\$48,750.00
	Support Staff	348	219	62.9%	69	19.8%	31.5%	\$30,350.00
	Ineligible	135	0	0.0%	N/A	N/A	N/A	N/A
	Total	1,309	619	47.3%	293	22.4%	47.3%	\$617,533.34
2013–2014	Teachers	773	457	59.1%	233	30.1%	51.0%	\$947,175.00
	Campus Leaders	40	39	97.5%	7	17.5%	17.9%	\$65,000.00
	Support Staff	340	235	69.1%	61	17.9%	26.0%	\$43,360.00
	Ineligible	145	0	0.0%	N/A	N/A	N/A	N/A
	Total	1,298	731	56.3%	301	23.2%	41.2%	\$1,055,535.00
2014–2015	Teachers	746	478	64.1%	226	30.3%	47.3%	\$700,256.25
	Campus Leaders	40	37	92.5%	8	20.0%	21.6%	\$30,937.50
	Support Staff	352	265	75.3%	74	21.0%	27.9%	\$25,597.50
	Ineligible	164	0	0.0%	N/A	N/A	N/A	N/A
	Total	1,302	780	59.9%	308	23.7%	39.5%	\$756,791.25
2015–2016	Teachers	796	508	63.8%	87	10.9%	17.1%	\$252,375.00
	Campus Leaders	41	37	90.2%	4	9.8%	10.8%	\$13,250.00
	Support Staff	353	240	68.0%	12	3.4%	5.0%	\$3,775.00
	Ineligible	96	0	0.0%	N/A	N/A	N/A	N/A
	Total	1,286	785	61.0%	103	8.0%	13.1%	\$269,400.00
2016–2017	Teachers	776	523	67.4%	240	30.9%	45.8%	\$752,145.83
	Campus Leaders	37	34	91.9%	15	40.5%	44.1%	\$56,750.00
	Ineligible	234	0	0.0%	N/A	N/A	N/A	N/A
	Total	1,047	557	53.2%	255	24.4%	45.8%	\$808,895.83

Sources: Battelle for Kids Eligibility files, 2013–2017; HISD Research and Accountability Final Payout files, 2013–2017

Note: Employees pending HR review are not included.

For the 2016–2017 award year, the district continued the implementation of several eligibility requirements. For example, employees were considered not eligible if:

- They were absent more than 10 instructional school days during the 2016–2017 school year;
- They were on a Prescriptive Plan of Assistance (PPA) at any time during the 2016–2017 school year and their performance goals were not met by the beginning of the next school year;
- They had a summative appraisal rating of 1 (Ineffective) or 2 (Needs Improvement);

- They had an hourly job position; or
- They left an eligible position prior to the last day of the school year.

The full list of eligibility requirements can be found in **Appendix C** (pp. 13–16).

Total Amount Paid

Table 2 displays the distribution of payout amounts for all staff by award category and award component for 2016–2017. The totals for all campuses district-wide from 2012–2013 through 2015–2016 can be found in **Appendix D** (pp. 17–19).

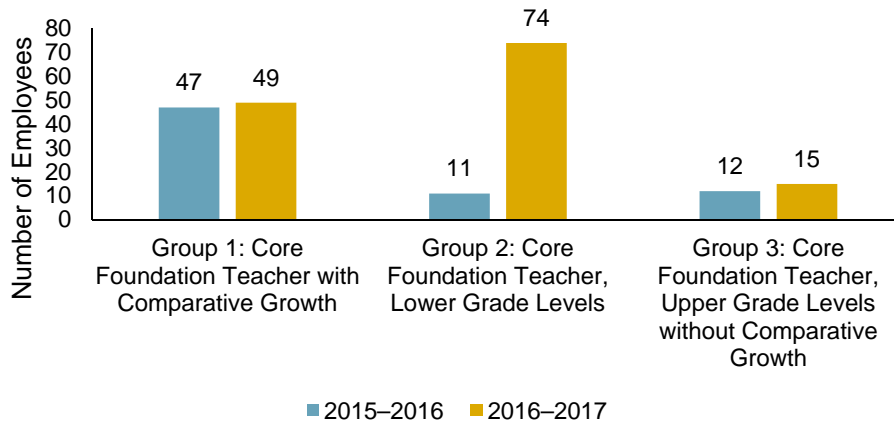
Award Category	Individual Performance or Group Performance: Teacher	Group Performance Campus-Wide: Campus Comparative Growth	Group Performance Campus-Wide: Campus Growth or Achievement	Total
Group 1: Core Foundation Teacher, 4–8 with Comparative Growth	\$207,083.33	\$75,000.00	\$48,000.00	\$330,083.33
Group 2: Core Foundation Teacher, PK–3	\$153,750.00	\$100,500.00	\$59,000.00	\$313,250.00
Group 3: Core Foundation Teacher, 4–8, without Comparative Growth	\$27,812.50	\$19,500.00	\$11,000.00	\$58,312.50
Group 4: Elective/Ancillary Teacher	N/A	\$31,500.00	\$19,000.00	\$50,500.00
Group 1L: Principal	N/A	\$20,000.00	\$12,500.00	\$32,500.00
Group 2L: Assistant Principal/Dean	N/A	\$18,000.00	\$6,250.00	\$24,250.00
Total	\$388,645.83	\$264,500.00	\$155,750.00	\$808,895.83

Source: HISD Research and Accountability Final Payout File, 2017

Core Foundation Teachers

Figure 1 displays the number of core foundation teachers who were awarded the Individual or Group Performance component in the last two years from TIF4 campuses. Third grade teachers were categorized in Group 1 or Group 3 in 2015–2016 and in Group 2 in 2016–2017. Individual Comparative Growth could not be calculated in third grade in 2016–2017 because there was no standardized test in second grade during the 2015–2016 school year.

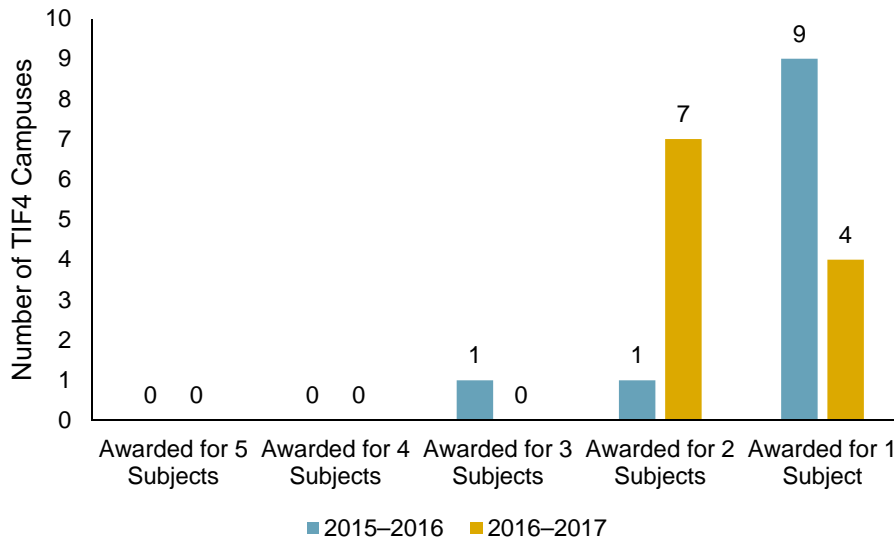
Figure 1. Number of Core Foundation Teachers Paid the Individual or Group Performance Component from TIF4 Campuses, 2015–2016 and 2016–2017



Sources: HISD Research and Accountability Final Payout file, 2016–2017

Core foundation teachers in the upper grade levels without individual Comparative Growth analyses were awarded the “Group Performance: Teachers” award component based on their campus department-level Comparative Growth scores. Awards were given to campuses that ranked in the top quintile by subject. **Figure 2** shows the number of TIF4 campuses that ranked in the top quintile for up to five subjects.

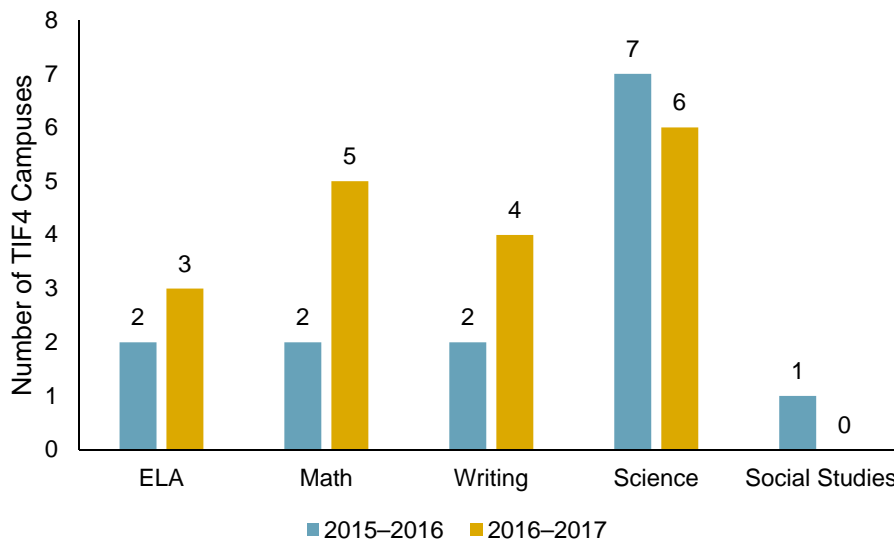
Figure 2. Group Performance, Teachers: Number of Subjects Awarded per TIF4 Campus



Sources: HISD Research and Accountability Final Payout file, 2016–2017

Figure 3 shows the number of TIF4 campuses awarded for each subject. In both the 2015–2016 and 2016–2017 school years, science included the highest number of TIF4 campuses ranked in the top quintile.

Figure 3. Group Performance, Teachers: Subjects Awarded per TIF4 Campus

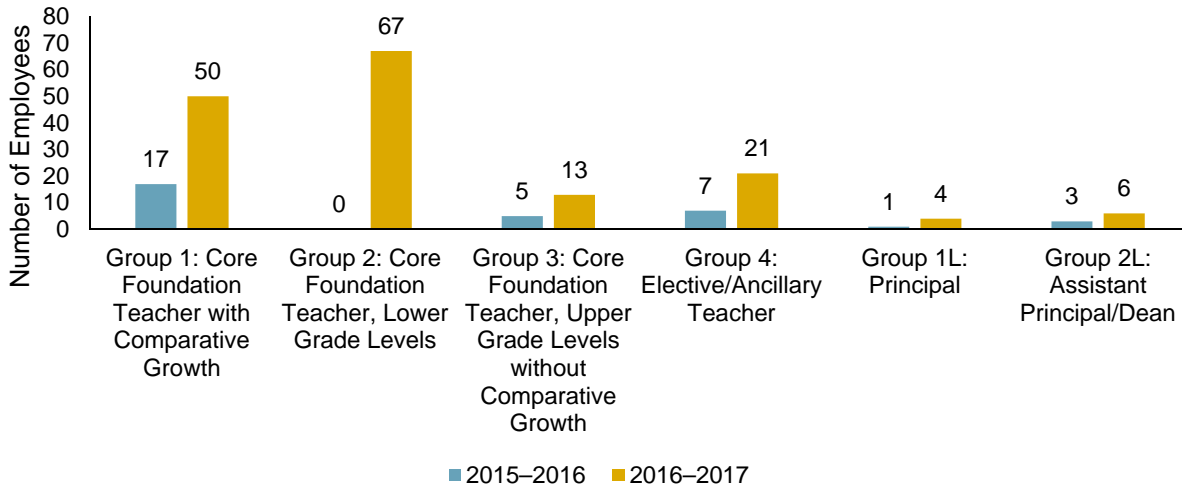


Sources: HISD Research and Accountability Final Payout file, 2016–2017

Group Performance: Campus-Wide

The Campus Progress award of the “Group Performance: Campus-Wide” component was based on campus-level Comparative Growth scores in 2015–2016 and 2016–2017. **Figure 4** shows the number of employees from TIF4 campuses that received this award component.

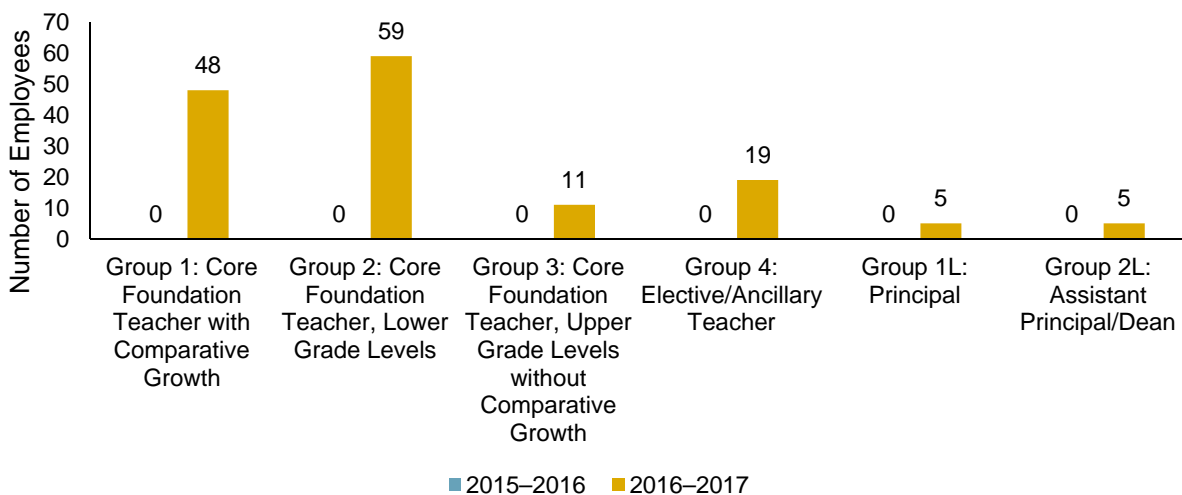
Figure 4. Group Performance Campus-Wide, Campus Comparative Growth: Number Paid from TIF4 Campuses



Sources: HISD Research and Accountability Final Payout file, 2016–2017

The Campus Growth or Achievement award of the “Group Performance: Campus-Wide” component was based on the Index 3 distinction designation from the state accountability system. Six TIF4 campuses earned this distinction. **Figure 5** shows the number of employees from TIF4 campuses that received this award component.

Figure 5. Group Performance Campus-Wide, Campus Growth or Achievement: Number Paid from TIF4 Campuses



Sources: HISD Research and Accountability Final Payout file, 2016–2017

Conclusion

The district has awarded teachers through a performance pay program for the last twelve consecutive years. Beginning in 2005–2006, the Teacher Performance Pay Model (TPPM) was used, and the experience gained that year along with 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). After going through significant budget cuts, the award program for the 2016–2017 school year was only made available to campus leaders and teachers from the schools receiving the Teacher Incentive Fund Cycle 4 (TIF4) federal grant. In 2016–2017, a total of \$808,895.83 was paid. After this payout, there is no incentive award program for the 2017–2018 school year.

Appendix A

2016–2017 TIF4 AWARD MODEL DIAGRAM

		Indicator	Metric	GROUP 1 Core Teacher, Grades 4–8, with Comparative Growth	GROUP 2 Core Teacher, PK-3	GROUP 3 Core Teacher, Grades 4–8, without Comparative Growth	GROUP 4 Elective/ Ancillary Teacher	GROUP 1L Principals	GROUP 2L Assistant Principals & Deans
Individual Performance		Educator-level Composite Growth By/Across Subjects (Multiple Subjects)	Top Quintile	\$5,000					
		Indicator	Metric						
Group Performance: Teachers	Department Comparative Growth	Department-level Composite Growth By/Across Subjects (Multiple Subjects)	Top Quintile			\$3,750			
		Department-level Composite Growth (4th Grade Math)	Top Quintile		\$1,875				
		Department-level Composite Growth (4th Grade Reading)	Top Quintile		\$1,875				
		Indicator	Metric						
Group Performance: Campus-Wide	Campus Composite Growth	School-level Composite Growth Across Subjects (Multiple Subjects)	Top Quintile	\$1,500	\$1,500	\$1,500	\$1,500	\$5,000	\$3,000
	Other Campus Growth or Achievement	ES/MS: Index 3 Distinction	Index 3 Distinction	\$1,000	\$1,000	\$1,000	\$1,000	\$2,500	\$1,250
Maximum Award Amount				\$7,500	\$6,250	\$6,250	\$2,500	\$7,500	\$4,250

Appendix A

TIF4 Campuses

These campuses' awards are funded in part by the TIF4 Grant and have grant-required minimum amounts in certain award categories.

Blackshear Elementary School
 Braeburn Elementary School
 Burrus Elementary School
 Codwell Elementary School
 Durkee Elementary School
 Eliot Elementary School
 Fleming Elementary School
 Fondren Middle School
 Foster Elementary School
 Garden Oaks Montessori School
 Grissom Elementary School
 Herrera Elementary School

Law Elementary School
 Looscan Elementary School
 Mading Elementary School
 McGowen Elementary School
 Milne Elementary School
 Montgomery Elementary School
 Pugh Elementary School
 Ross Elementary School
 Southmayd Elementary School
 Sugar Grove Academy Middle School
 Wilson Montessori School

Appendix B

Total ASPIRE Award by Category

Table C-1. Eligibility and Awards by Category, 2016–2017 TIF4 Award, TIF4 Campuses								
	Number Considered	Number Eligible	Percent Eligible	Eligible Employees		Of Paid Employees		
				Number Paid	Percent Paid	Minimum	Maximum	Mean
Group 1	235	166	71%	86	52%	\$1,000.00	\$7,500.00	\$3,838.18
Group 2	388	268	69%	107	40%	\$1,500.00	\$4,750.00	\$2,927.57
Group 3	68	32	48%	21	64%	\$750.00	\$5,250.00	\$2,776.79
Group 4	85	57	67%	26	46%	\$1,000.00	\$2,500.00	\$1,942.31
Group 1L	22	20	91%	7	35%	\$2,500.00	\$7,500.00	\$4,642.86
Group 2L	15	14	93%	8	57%	\$1,250.00	\$4,250.00	\$3,031.25
Ineligible Category	234	0	0%	0	N/A	N/A	N/A	N/A
Total	1,047	557	53%	255	46%			
Core Foundation Teachers (Groups 1–3)								
	691	466	67%	214	46%	\$750.00	\$7,500.00	\$3,278.72
All Teachers (Groups 1–4)								
	776	523	67%	240	46%	\$750.00	\$7,500.00	\$3,133.94

Source: HISD Research and Accountability Final Payout File, 2017

Table C-2. Eligibility and Awards by Category, 2015–2016 ASPIRE Award, All Campuses								
Award Category	Number Considered	Number Eligible	Percent Eligible	Eligible Employees		Of Paid Employees		
				Number Paid	Percent Paid	Minimum	Maximum	Mean
Group 1	4,020	3,014	75%	1,572	52%	\$400.00	\$6,000.00	\$2,823.71
Group 2	3,303	2,449	74%	1,226	50%	\$400.00	\$2,725.00	\$1,370.01
Group 3	2,083	1,309	63%	618	47%	\$300.00	\$3,500.00	\$1,363.84
Group 4	2,138	1,509	71%	670	44%	\$160.00	\$1,225.00	\$845.64
Group 5	1,463	1,127	77%	393	35%	\$100.00	\$575.00	\$411.84
Group 6	1,286	787	61%	273	35%	\$175.00	\$500.00	\$346.06
Group 7	1,905	1,292	68%	290	22%	\$240.00	\$300.00	\$299.59
Group 1L	274	263	96%	93	35%	\$2,000.00	\$6,250.00	\$4,212.37
Group 2L	444	396	89%	152	38%	\$1,000.00	\$3,125.00	\$2,129.11
Ineligible Category	1,347	0	0%	N/A	N/A	N/A	N/A	N/A
Total	18,263	12,146	67%	5,287	44%			
Core Foundation Teachers (Groups 1–3)								
	9,406	6,772	72%	3,416	50%	\$300.00	\$6,000.00	\$2,037.87
All Teachers (Groups 1–4)								
	11,544	8,281	72%	4,086	49%	\$160.00	\$6,000.00	\$1,842.37

Source: HISD Research and Accountability Final Payout File, 2016

Appendix B

Table C-3. Eligibility and Awards by Category, 2014–2015 ASPIRE Award, All Campuses								
Award Category	Number Considered	Number Eligible	Percent Eligible	Eligible Employees		Of Paid Employees		
				Number Paid	Percent Paid	Minimum	Maximum	Mean
Group 1	4,351	3,120	72%	1,801	58%	\$375.00	\$9,750.00	\$5,927.68
Group 2	3,233	2,395	74%	1,355	57%	\$375.00	\$4,875.00	\$2,079.94
Group 3	1,437	1,019	71%	420	41%	\$187.50	\$4,875.00	\$2,601.19
Group 4	2,082	1,464	70%	619	42%	\$187.50	\$2,250.00	\$1,514.25
Group 5	1,504	1,179	78%	435	37%	\$110.25	\$1,012.50	\$559.67
Group 6	1,280	813	64%	319	39%	\$150.00	\$862.50	\$484.33
Group 7	1,824	1,233	68%	269	22%	\$250.00	\$500.00	\$498.23
Group 1L	273	262	96%	90	34%	\$1,875.00	\$11,250.00	\$6,529.17
Group 2L	417	372	89%	116	31%	\$937.50	\$5,625.00	\$4,008.62
Ineligible Category	1,573	0	0%	N/A	N/A	N/A	N/A	N/A
Total	17,974	11,857	66%	5,424	46%			
Core Foundation Teachers (Groups 1–3)								
	9,021	6,534	72%	3,576	55%	\$187.50	\$9,750.00	\$4,079.02
All Teachers (Groups 1–4)								
	11,103	7,998	72%	4,195	52%	\$187.50	\$9,750.00	\$3,700.57

Source: HISD Research and Accountability Final Payout File, 2015

Table C-4. Eligibility and Awards by Category, 2013–2014 ASPIRE Award, All Campuses								
Award Category	Number Considered	Number Eligible	Percent Eligible	Eligible Employees		Of Paid Employees		
				Number Paid	Percent Paid	Minimum	Maximum	Mean
Group 1	4,308	2,812	65%	1,870	67%	\$500.00	\$13,000.00	\$7,107.75
Group 2	3,248	2,366	73%	1,359	57%	\$500.00	\$6,500.00	\$2,728.66
Group 3	1,520	1,050	69%	539	51%	\$500.00	\$6,500.00	\$2,884.16
Group 4	2,094	1,476	70%	702	48%	\$250.00	\$3,000.00	\$1,784.94
Group 5	1,318	1,013	77%	413	41%	\$180.00	\$1,350.00	\$736.71
Group 6	1,265	824	65%	386	47%	\$200.00	\$1,150.00	\$596.89
Group 7	1,789	1,227	69%	266	22%	\$250.00	\$500.00	\$498.12
Group 1L	269	258	96%	100	39%	\$2,500.00	\$15,000.00	\$8,250.00
Group 2L	379	352	93%	137	39%	\$1,225.00	\$7,500.00	\$4,552.55
Ineligible Category	1,845	0	0%	N/A	N/A	N/A	N/A	N/A
Total	18,035	11,378	63%	5,772	51%			
Core Foundation Teachers (Groups 1–3)								
	9,076	6,228	69%	3,768	61%	\$500.00	\$13,000.00	\$4,924.18
All Teachers (Groups 1–4)								
	11,170	7,704	69%	4,470	58%	\$250.00	\$13,000.00	\$4,431.17

Source: HISD Research and Accountability Final Payout File, 2014

Appendix B

Table C-5. Eligibility and Awards by Category, 2012–2013 ASPIRE Award, All Campuses								
Award Category	Number Considered	Number Eligible	Percent Eligible	Eligible Employees		Of Paid Employees		
				Number Paid	Percent Paid	Minimum	Maximum	Mean
Group 1	4,384	2,692	61%	1,670	62%	\$500.00	\$13,000.00	\$6,527.60
Group 2	3,213	2,135	66%	1,327	62%	\$500.00	\$6,500.00	\$2,402.22
Group 3	1,280	875	68%	452	52%	\$500.00	\$6,500.00	\$2,848.95
Group 4	2,058	1,381	67%	564	41%	\$245.00	\$3,000.00	\$1,710.53
Group 5	1,162	895	77%	368	41%	\$147.00	\$1,350.00	\$717.60
Group 6	1,224	729	60%	323	44%	\$200.00	\$1,150.00	\$595.28
Group 7	1,822	1,197	66%	255	21%	\$250.00	\$500.00	\$497.65
Group 1L	263	182	69%	79	43%	\$2,500.00	\$15,000.00	\$8,702.53
Group 2L	374	244	65%	94	39%	\$1,250.00	\$7,500.00	\$4,867.02
Ineligible Category	1,692	0	0%	N/A	N/A	N/A	N/A	N/A
Total	17,472	10,330	59%	5,132	50%			
Core Foundation Teachers (Groups 1–3)								
	8,877	5,702	64%	3,449	60%	\$500.00	\$13,000.00	\$4,458.27
All Teachers (Groups 1–4)								
	10,935	7,083	65%	4,013	57%	\$245.00	\$13,000.00	\$4,072.09

Source: HISD Research and Accountability Final Payout File, 2013

Appendix C

2016–2017 TIF4 Awards

Program and Eligibility Requirements

General Eligibility Requirements

To be eligible to participate in the 2016–2017 TIF4 Award Program, HISD employees must meet all of the following general eligibility requirements.

1. Employees must be supervised and appraised by the principal or other designated appraiser of the campus where they are serving students. Employees not supervised or appraised by the principal or campus appraiser are not eligible, even if 100 percent of their time is spent on a campus (e.g., food service employees, plant operators, custodians).
2. Employees must have a job/record position assigned to a campus identified as a TIF4 campus, and must have a TIF4 campus ID as their department ID by September 6, 2016. Employees whose job record/position is assigned to non-TIF4 campus departments for time reporting are not eligible for the 2016–2017 TIF4 award.
3. Employees must be continuously employed in an eligible position in a TIF4 campus through the last day of school.
4. Employees must work at least 40 percent of the school time (equivalent to two days per week) at the same TIF4 campus to be eligible. If an employee is assigned to multiple campuses, they must be assigned to a TIF4 campus for majority of the time to be eligible.
5. Employees must complete the instructional-linkage and assignment-verification process, or have this completed by their principal, through the ASPIRE portal by the submission deadline as published annually. It is recommended that employees review instructional-linkage and assignment-verification information on the portal for accuracy.
6. Employees may “opt out” of the TIF4 Award Program during the linkage and verification process. If an employee does not make a selection, the employee will be included for consideration for a TIF4 award.
7. Hourly employees in any capacity, including substitute/associate teachers, are not eligible to participate in the TIF4 awards. Employees holding an hourly or substitute position must be converted to a non-hourly position by September 6, 2016.
8. Employees who take leave of absence during the eligibility period (e.g., temporary disability, developmental leave, but not family medical leave) are not eligible.
9. Employees cannot be absent for more than 10 instructional days during the “instructional school year” (77.50 hours for staff on a 7.75-hour day¹; 80 hours for staff on an eight-hour day). This means first-year employees must commence employment no later than September 6, 2016, as any instructional days missed from the start of their campus’ instructional school year to the date employed will be counted as absent. Early release days are treated as other instructional days—the entire day (7.75 hours, or eight hours) is considered instructional. The following types of leave will be held harmless and not count as days absent:

- | | |
|------------------------------------------------------------------------------------------------|-----------------------------|
| •Funeral leave (coded as funeral leave, not as “additional funder leave,” as per Board policy) | •Religious holidays |
| •Assault leave | •Floating holiday |
| •Military leave | •Vacation pay |
| •Family medical leave | •Compensatory time |
| •Jury duty | •Authorized off-campus duty |
| | •Holidays |

Family medical leave, military leave and assault leave must be authorized through Human Resources (HR) at the time of the leave.

¹Some teachers work at campuses where extended time is worked. This extended time is paid at the time it was worked. When absences are incurred, teachers’ leave banks are charged for the regular length of the day (7.75 hours), and not for any additional time. Therefore, for all teachers, one day’s absence is 7.75 hours, and 10 days of absences remains at 77.50 hours, regardless of the extended hours at the campus.

Appendix C

2016–2017 TIF4 Awards

Program and Eligibility Requirements

10. Employees who receive a final summative rating of “Ineffective” or “Needs Improvement” for the 2016–2017 school year, according to the Teacher Appraisal and Development System or the School Leader Appraisal System, are not eligible. For award purposes only, this final summative rating includes a Student Performance measure for applicable employees.
11. Employees who were on a Prescriptive Plan of Assistance (PPA) based on the 2016–2017 information as determined by multiple measures including observations, walkthroughs, student performance, etc. and whose performance goals were not met prior to the first instructional day of the following school year are not eligible.
12. Employees who retire in lieu of termination or resign in lieu of termination are not eligible.

Position Eligibility Requirements and Award Groups

Different positions within HISD qualify for various aspects of the TIF4 Award Program. Following are definitions for position groups and eligibility requirements that will be used to group employees for award purposes. **Note that only teaching and campus leader positions as listed below are eligible for the TIF4 Award Program.**

Instructional Position Groups

Employees must be certified teaching staff and will fall into either core foundation or elective/ancillary instructional positions as defined below.

Core Foundation Teaching Positions

Employees must be assigned to a campus, plan lessons, provide direct instruction to students, and be responsible for providing content grades—not conduct or participation grades—for TIF4 core foundation courses for the majority of the day/school year.

Core Foundation Courses

Core Foundation Courses include those courses identified by the Texas Education Agency under the Core Foundation areas of English Language Arts/Reading, Mathematics, Science and Social Studies at the elementary and middle school level and/or those courses that contribute directly to data collected and interpreted as part of the growth measure. Fifty percent of the teaching assignment must be in Core Foundation courses to be considered as core foundation instructional staff for the purposes of the award.

Group 1. Core Foundation Teachers, Grades 4-8 with Comparative Growth Report

To be considered in this group, employees must teach at least one and as many as five core foundation subjects for which a comparative growth report is generated. Student linkages are required to be provided during the spring linkage process in order for a teacher to be considered in this category. A teacher-level comparative growth report must be produced in order to be considered in this group.

Group 2. Core Foundation Teachers, Pre-Kindergarten through Grade 3

To be considered in this group, employees must qualify as core foundation instructional staff and teach core foundation subjects to students in pre-kindergarten through grade 3 for the majority of the school day.

Group 3. Core Foundation Teachers, Grades 4-8, without Comparative Growth Report

To be considered in this group, employees must qualify as core foundation teachers. Core foundation courses must be taught the majority of the school day. For a complete list of these courses, please review the Master Course List of core foundation subjects. This group may include special education teachers who teach core foundation courses where a comparative growth report cannot be generated, high school teachers of students in grades and subjects for which comparative growth reports cannot be generated, or teachers of low class sizes.

Houston Independent School District [HISD](#)
 The 2016–2017 TIF4 awards are based on results for the 2016–2017 school year.
 © 2017. For more information on award calculations, please refer to the full award model diagram.

Appendix C

2016–2017 TIF4 Awards

Program and Eligibility Requirements

Elective/Ancillary Instructional Positions

Group 4. Elective/Ancillary Teachers

To be considered an elective/ancillary teacher, teachers must teach elective/ancillary classes (e.g., art, music, physical education, etc.) for the majority of the school day/year.

Campus Leadership Groups

TIF4 awards recognize campus leadership for their contribution to student progress and achievement based on campus performance. Certification for these positions is required in order to be considered for these categories. The following describe the award group eligibility criteria for leadership positions:

Group 1L. Principals

To be considered in this group, employees must meet all general eligibility requirements and be the “principal of record” according to HR and OneSource.

Group 2L. Assistant Principals/Deans of Instruction/Deans of Students

To be considered in this category, employees must meet all eligibility requirements and be coded as an assistant principal, dean of instruction, or dean of students according to HR and OneSource.

Additional Position Eligibility Requirements

1. For an employee who transfers or is reassigned from one TIF4 award-eligible position to another TIF4 award-eligible position during the eligibility period, the award will be determined on the basis of the TIF4 award-eligible position the employee held the greatest percentage of the school year (based on the 175-day academic calendar). *For example: On September 6, an employee teaches grade 3 math. On February 6, the employee transfers to content specialist on the same campus. Both assignments are TIF4 award-eligible. However, the award model and eligibility requirements differ. In this case, the greatest percentage of the “school year” was spent as a third grade, core foundation teacher. Therefore, the award amount would be determined on the basis of the job, a third grade, core foundation teacher.*
2. For an employee who transfers from a TIF4 award-eligible position to a non-eligible position during the eligibility period, he/she will not be eligible for an award (see General Eligibility Requirements 1, 2 and 3).
3. The TIF4 award for employees who function in multiple award groups (above) will be determined based on the job in which they function for the majority of their work day.
4. Employees must have credentials for the position in which they function to be eligible under that category. *For example: A teacher teaching eighth-grade math must be certified or on permit to teach eighth-grade math in order to be eligible as a core foundation teacher.*
5. For employees who meet the criteria of a Group 1 teacher but teach additional grade levels that are not included in the teacher’s comparative growth report, awards will be based on the comparative growth report only. *For example: If a teacher teaches third- and fourth-grade reading, and a comparative growth report is obtained for fourth grade based on the direct measure of student growth, the teacher would be considered for Group 1 awards, and would not be considered for Group 2 awards.*
6. The production of a comparative growth report does not necessarily place an employee in Group 1 for awards. *For example: If a comparative growth report is produced to measure the growth of students by a literacy coach for diagnostic and instructional improvement, the literacy coach is not considered as a core foundation teacher.*

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The 2016–2017 TIF4 awards are based on results for the 2016–2017 school year.

© 2017. For more information on award calculations, please refer to the full award model diagram.

Appendix C

2016–2017 TIF4 Awards

Program and Eligibility Requirements

TIF4 Award Calculation and Payout Rules

TIF4 awards will be calculated on the basis of the HISD board-approved model. Certain situations require the adoption of the following award calculation rules in order to apply the award model appropriately.

1. Employees who work less than full time must work at least 40 percent of the school time (equivalent to two days per week) at the same TIF4 campus to be eligible to receive a prorated TIF4 award. The prorated TIF4 award will be based on the full-time equivalent (FTE) of their eligible position, the portion of time spent in the eligible position, and the TIF4 award level. *For example: A half-time employee (or 0.5 FTE) who spends all of his or her time at a single TIF4 campus would be eligible to receive 50 percent of the award. This same employee who works 50 percent of his/her time at two TIF4 campuses (0.25 FTE at each campus) would not be eligible.*
2. Awards for employees whose job record/position is assigned to a TIF4 campus department for time reporting who are assigned to and work on multiple campuses a minimum of 40 percent of the time and report directly to the principal (principal is responsible for supervising and evaluating the individual employee) will be calculated and prorated on the basis of the percentage of campus assignments. *For example: A TIF4 campus-assigned, campus-based employee works 50 percent of his or her time at campus A, 25 percent at campus B, and 25 percent at campus C. If the employee is eligible for a TIF4 award based on campus data, then the employee would receive 50 percent of the eligible payout at campus A, and would not receive an award for campus B or C*
3. Good Standing: Employees must be in good standing at the time of payout. Therefore, an employee under investigation or reassigned pending investigation is not eligible for a TIF4 award until he or she is cleared of any allegation. If the investigation is concluded with a confirmation of inappropriate employee behavior, the employee is not eligible to receive a TIF4 award.
4. If an employee meets all of the eligibility requirements for an award and then resigns or retires from the district prior to the payout of the awards, the employee is still eligible for the award. It is incumbent upon the employee to provide the district with correct forwarding information so that the award payout can be processed.
5. *For Principals Only:*
The campus must also be in good standing. If the campus had an approved waiver to the district-testing procedures and if any testing improprieties are reported and confirmed or otherwise substantiated at the campus, the principal will be ineligible to receive a TIF4 award. If any testing improprieties are reported and confirmed or otherwise substantiated at the campus, the principal may be ineligible to receive a TIF4 award.

Appendix D

Total ASPIRE Award by Category and Award Component

Table D-1. Awards by Category and Award Component, 2016–2017, TIF4 Campuses					
Award Category	Number Paid	Individual Performance or Group Performance: Teacher	Group Performance Campus-Wide: Campus Comparative Growth	Group Performance Campus-Wide: Campus Growth or Achievement	Total
Group 1	86	\$207,083.33	\$75,000.00	\$48,000.00	\$330,083.33
Group 2	107	\$153,750.00	\$100,500.00	\$59,000.00	\$313,250.00
Group 3	21	\$27,812.50	\$19,500.00	\$11,000.00	\$58,312.50
Group 4	26	N/A	\$31,500.00	\$19,000.00	\$50,500.00
Group 1L	7	N/A	\$20,000.00	\$12,500.00	\$32,500.00
Group 2L	8	N/A	\$18,000.00	\$6,250.00	\$24,250.00
Total	255	\$388,645.83	\$264,500.00	\$155,750.00	\$808,895.83
Core Foundation Teachers (Groups 1–3)					
	214	\$388,645.83	\$195,000.00	\$118,000.00	\$701,645.83
All Teachers (Groups 1–4)					
	240	\$388,645.83	\$226,500.00	\$137,000.00	\$752,145.83

Source: HISD Research and Accountability Final Payout File, 2017

Table D-2. Awards by Category and Award Component, 2015–2016, All Campuses					
Award Category	Number Paid	Individual Performance or Group Performance: Teacher	Group Performance Campus-Wide: Campus Comparative Growth	Group Performance Campus-Wide: Campus Growth or Achievement	Total
Group 1	1,572	\$3,351,216.67	\$649,692.50	\$437,960.00	\$4,438,869.17
Group 2	1,226	\$837,482.50	\$520,830.75	\$321,324.00	\$1,679,637.25
Group 3	618	\$413,818.33	\$244,241.75	\$184,796.00	\$842,856.08
Group 4	670	N/A	\$319,295.50	\$247,280.00	\$566,575.50
Group 5	393	N/A	\$77,216.75	\$84,635.00	\$161,851.75
Group 6	273	N/A	\$54,925.00	\$39,550.00	\$94,475.00
Group 7	290	N/A	\$86,880.00	N/A	\$86,880.00
Group 1L	93	N/A	\$240,550.00	\$151,200.00	\$391,750.00
Group 2L	152	N/A	\$189,625.00	\$134,000.00	\$323,625.00
Total	5,287	\$4,602,517.50	\$2,383,257.25	\$1,600,745.00	\$8,586,519.75
Core Foundation Teachers (Groups 1–3)					
	3,416	\$4,602,517.50	\$1,414,765.00	\$944,080.00	\$6,961,362.50
All Teachers (Groups 1–4)					
	4,086	\$4,602,517.50	\$1,734,060.50	\$1,191,360.00	\$7,527,938.00

Source: HISD Research and Accountability Final Payout File, 2016

Appendix D

Table D-3. Awards by Category and Award Component, 2014–2015, All Campuses					
Award Category	Number Paid	Individual Performance or Group Performance: Teacher	Group Performance Campus-Wide: Campus EVAAS®	Group Performance Campus-Wide: Campus Growth or Achievement	Total
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
Total	5,424	\$10,922,533.75	\$4,183,674.38	\$2,002,292.25	\$17,108,500.38
Core Foundation Teachers (Groups 1–3)					
	3,576	\$10,922,533.75	\$2,455,200.00	\$1,208,835.00	\$14,586,568.75
All Teachers (Groups 1–4)					
	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

Table D-4. Awards by Category and Award Component, 2013–2014, All Campuses					
Award Category	Number Paid	Individual Performance or Group Performance: Teacher	Group Performance Campus-Wide: Campus EVAAS®	Group Performance Campus-Wide: Campus Growth or Achievement	Total
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
Total	5,772	\$13,788,623.33	\$5,070,085.00	\$3,064,490.00	\$21,923,198.33
Core Foundation Teachers (Groups 1–3)					
	3,768	\$13,788,623.33	\$2,997,800.00	\$1,767,890.00	\$18,554,313.33
All Teachers (Groups 1–4)					
	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

Appendix D

Table D-5. Awards by Category and Award Component, 2012–2013, All Campuses					
Award Category	Number Paid	Individual Performance or Group Performance: Teacher	Group Performance Campus-Wide: Campus EVAAS®	Group Performance Campus-Wide: Campus Growth or Achievement	Total
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
Total	5,132	\$11,243,275.00	\$4,592,727.50	\$2,233,564.00	\$18,069,566.50
Core Foundation Teachers (Groups 1–3)					
	3,449	\$11,243,275.00	\$2,752,800.00	\$1,380,500.00	\$15,376,575.00
All Teachers (Groups 1–4)					
	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