

2009–2010 ASPIRE Awards

J. Principals



MAXIMUM ASPIRE AWARD \$15,530

The following awards are available to eligible HISD principals.

STRAND I Campus Progress Award		MAXIMUM AWARD \$3,000	
Eligible principals are awarded where: <ul style="list-style-type: none"> The campus composite Cumulative Gain Index* score across grades and subjects demonstrated positive gain, AND The campus composite Cumulative Gain Index* score ranked in Quartile 1 or 2 of their elementary, middle, or high school comparison group. 	Comparable Campus by School Level	Quartile 1 (100–75%)	Quartile 2 (74–50%)
	Elementary Campuses	\$3,000	\$1,500
	Middle School Campuses	\$3,000	\$1,500
	High School Campuses	\$3,000	\$1,500

STRAND II Campus Progress Award (Subject/Department)		MAXIMUM AWARD \$10,000		
Eligible principals are awarded where: <ul style="list-style-type: none"> Students demonstrated above-average academic growth in core subjects, AND Campus subject-area value-added Cumulative Gain Index* scores ranked in Quartile 1 or 2 of their elementary, middle, or high school comparison group. 	Awarded Subjects	Quartile 1 (100–75%)	Quartile 2 (74–50%)	
	<i>Elementary/Middle School Subjects (compared separately)</i>			
	Reading	\$2,000	\$1,000	
	Math	\$2,000	\$1,000	
	Language Arts	\$2,000	\$1,000	
	Science	\$2,000	\$1,000	
	Social Studies	\$2,000	\$1,000	
	<i>High School Subjects</i>			
	Reading/ELA	\$2,500	\$1,250	
	Math	\$2,500	\$1,250	
	Science	\$2,500	\$1,250	
	Social Studies	\$2,500	\$1,250	

STRAND IIIA Elementary and Middle School Campus Improvement Award		MAXIMUM AWARD \$1,650	
Eligible elementary and middle school principals are awarded where their campus earned a: <ul style="list-style-type: none"> TEA <i>Comparable Improvement</i> ranking in Quartile 1 or 2 of the 40 TEA-designated comparison schools for reading and/or math. 	Awarded Subject	Quartile 1 (100–75%)	Quartile 2 (74–50%)
	Reading	\$825	\$413
	Math	\$825	\$413

OR

STRAND IIIA High School Campus College Credit Participation/Performance Award		MAXIMUM AWARD \$1,650				
Eligible high school principals are awarded where: <ul style="list-style-type: none"> 40% or more of students in grades 10–12 enrolled in at least one AP, IB, or dual credit course, OR Improvement in the percentage of students enrolled in at least one AP, IB, or dual credit course campuswide ranked in Quartile 1 or 2. Only positive change will be rewarded. 	Participation	Met Standard	\$825		\$825	
		Did Not Meet Standard Improvement Group in Q1/Q2	Q1	Q2	Q1	Q2
			\$825	\$412.50	\$825	\$412.50
	Performance	45% or more of all AP/IB exams taken score 3 (AP) or 4 (IB) or higher, OR				
		Improvement in the percentage of AP/IB exams scoring 3 or 4 or higher campuswide ranked in Quartile 1 or 2. Only positive change will be rewarded.				

STRAND IIIB Campus Achievement Award		MAXIMUM AWARD \$480	
Eligible principals are awarded where their campus earned a: <ul style="list-style-type: none"> TEA rating of <i>Exemplary</i> or <i>Recognized</i>. 	Exemplary	Recognized	
	\$480	\$240	

STRAND IIIC Campus Writing Achievement Award		MAXIMUM AWARD \$400	
Eligible principals are awarded where: <ul style="list-style-type: none"> 70% or more of students campuswide met the college readiness standard** on TAKS Writing/ELA, OR Improvement in the percentage of students meeting the college readiness standard** on TAKS Writing campuswide ranked in Quartile 1 or 2. Only positive change will be rewarded. 	70% of Students Met Readiness Standard	Improvement Group in Q1/Q2	
	Met Award Standard	\$400	N/A
	Did Not Meet Award Standard	N/A	\$400

Award Exception	
<ul style="list-style-type: none"> If principals at elementary, middle, or high school campuses have incomplete strand data, their award will be determined through special analysis. 	

* Cumulative Gain Index is a campus' 2009–2010 Mean NCE Gain divided by the standard error associated with that gain.

** College Readiness Standard is TAKS Writing/ELA scale score of 2200 or greater AND writing composition score of 3 or better on either the TAKS Writing grade 4 or 7 or the 11th grade TAKS ELA.

The 2009–2010 ASPIRE Awards are based on value-added results for the 2009–2010 school year.

2009–2010 ASPIRE Awards

K. Assistant Principals/Deans



MAXIMUM ASPIRE AWARD \$7,765

The following awards are available to eligible HISD assistant principals/deans.

STRAND I Campus Progress Award		MAXIMUM AWARD \$1,500	
Eligible assistant principals/deans are awarded where: <ul style="list-style-type: none"> The campus composite Cumulative Gain Index* score across grades and subjects demonstrated positive gain, AND The campus composite Cumulative Gain Index* score ranked in Quartile 1 or 2 of their elementary, middle, or high school comparison group. 	Comparable Campus by School Level	Quartile 1 (100–75%)	Quartile 2 (74–50%)
	Elementary Campuses	\$1,500	\$750
	Middle School Campuses	\$1,500	\$750
	High School Campuses	\$1,500	\$750

STRAND II Campus Progress Award (Subject/Department)		MAXIMUM AWARD \$5,000		
Eligible assistant principals/deans are awarded where: <ul style="list-style-type: none"> Students demonstrated above-average academic growth in core subjects, AND Campus subject-area value-added Cumulative Gain Index* scores ranked in Quartile 1 or 2 of their elementary, middle, or high school comparison group. 	Awarded Subjects	Quartile 1 (100–75%)	Quartile 2 (74–50%)	
	<i>Elementary/Middle School Subjects (compared separately)</i>			
	Reading	\$1,000	\$500	
	Math	\$1,000	\$500	
	Language Arts	\$1,000	\$500	
	Science	\$1,000	\$500	
	Social Studies	\$1,000	\$500	
	<i>High School Subjects</i>			
	Reading/ELA	\$1,250	\$625	
	Math	\$1,250	\$625	
	Science	\$1,250	\$625	
	Social Studies	\$1,250	\$625	

STRAND IIIA Campus Improvement Award		MAXIMUM AWARD \$825	
Eligible elementary and middle school assistant principals/deans are awarded where their campus earned a: <ul style="list-style-type: none"> TEA <i>Comparable-Improvement</i> ranking in Quartile 1 or 2 of the 40 TEA-designated comparison schools for reading and/or math. 	Awarded Subject	Quartile 1 (100–75%)	Quartile 2 (74–50%)
	Reading	\$413	\$206
	Math	\$413	\$206

OR

STRAND IIIA High School Campus College Credit Participation/Performance Award		MAXIMUM AWARD \$825			
Eligible high school assistant principals/deans are awarded where: <p>Participation</p> <ul style="list-style-type: none"> 40% or more of students in grades 10–12 enrolled in at least one AP, IB, or dual credit course, OR Improvement in the percentage of students enrolled in at least one AP, IB, or dual credit course campuswide ranked in Quartile 1 or 2. Only positive change will be rewarded. <p>Performance</p> <ul style="list-style-type: none"> 45% or more of all AP/IB exams taken score 3 (AP) or 4 (IB) or higher, OR Improvement in the percentage of AP/IB exams scoring 3 or 4 or higher campuswide ranked in Quartile 1 or 2. Only positive change will be rewarded. 	Participation		Performance		
	Met Standard	\$412.50		\$412.50	
	Did Not Meet Standard Improvement Group in Q1/Q2	Q1	Q2	Q1	Q2
		\$412.50	\$206.25	\$412.50	\$206.25

STRAND IIIB Campus Achievement Award		MAXIMUM AWARD \$240	
Eligible assistant principals/deans are awarded where their campus earned a: <ul style="list-style-type: none"> TEA rating of <i>Exemplary</i> or <i>Recognized</i>. 	Exemplary		Recognized
	\$240		\$120

STRAND IIIC Campus Writing Achievement Award		MAXIMUM AWARD \$200		
Eligible assistant principals/deans are awarded where: <ul style="list-style-type: none"> 70% or more of students campuswide met the College Readiness Standard** on TAKS Writing/ELA, OR Improvement in the percentage of students meeting the College Readiness Standard** on TAKS Writing campuswide ranked in Quartile 1 or 2. Only positive change will be rewarded. 	70% of Students Met Readiness Standard		Improvement Group in Q1/Q2	
	Met Award Standard	\$200		N/A
	Did Not Meet Award Standard	N/A		\$200

Award Exception	
<ul style="list-style-type: none"> If assistant principals/deans at elementary, middle, or high school campuses have incomplete strand data, their award will be determined through special analysis. 	

* Cumulative Gain Index is a campus' 2009–2010 Mean NCE Gain divided by the standard error associated with that gain.
 ** College Readiness Standard is TAKS Writing/ELA scale score of 2200 or greater AND writing composition score of 3 or better on either the TAKS Writing grade 4 or 7 or the 11th grade TAKS ELA.

The 2009–2010 ASPIRE Awards are based on value-added results for the 2009–2010 school year.