

2009–2010 ASPIRE Awards for Teachers

A. Core Foundation Teachers, Grades 3–6, Self-Contained



MAXIMUM ASPIRE AWARD \$10,300

The following awards are available to eligible, self-contained teachers assigned to teach core foundation subjects (reading, math, language arts, science, and social studies) in grades 3–6.

STRAND I Campus Progress Award		MAXIMUM AWARD \$1,500	
Eligible staff are awarded where: <ul style="list-style-type: none"> Students on the campus demonstrated gains and above-average academic progress, AND Students' average academic progress ranked in Quartile 1 or 2 of their HISD comparison group. 	% Assigned to Campus	Quartile 1 (100–75%)	Quartile 2 (74–50%)
	100%	\$1,500	\$750
Campuses are grouped by HISD elementary, middle, or high schools for comparison.			

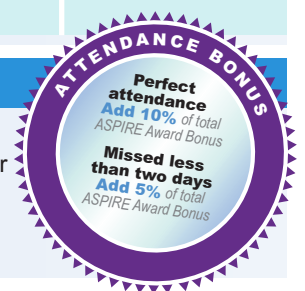
STRAND IIA Teacher Progress Award		MAXIMUM AWARD \$7,000			
Eligible teachers are awarded where their: <ul style="list-style-type: none"> Students demonstrated gains and above-average academic progress in any core subject, AND Students' average academic progress ranked in Quartile 1 or 2 of teachers in their HISD comparison group. Self-contained core foundation teachers in grades 3–6 are grouped by grade and subject for comparison.	Awarded Subjects	Quartile 1		Quartile 2	
		Grade 3	Grades 4-6	Grade 3	Grades 4-6
	Reading	\$2,333	\$1,400	\$1,167	\$700
	Math	\$2,333	\$1,400	\$1,167	\$700
	Language Arts	\$2,333	\$1,400	\$1,167	\$700
	Science		\$1,400		\$700
	Social Studies		\$1,400		\$700

STRAND IIIA Campus Improvement Award		MAXIMUM AWARD \$1,000	
Eligible staff 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 Subjects	Quartile 1 (100–75%)	Quartile 2 (74–50%)
	Math	\$500	\$250
	Reading	\$500	\$250

STRAND IIIB Campus Achievement Award		MAXIMUM AWARD \$400	
Eligible staff 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	
	\$400	\$200	

STRAND IIIC Campus Writing Achievement Award		MAXIMUM AWARD \$400	
Eligible staff 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. 	Met Standard OR Improvement Group in Q1/Q2	4th/7th Writing & High-School ELA	Other Instructional Staff
		\$400	\$200

Award Exceptions	
<ul style="list-style-type: none"> If staff are assigned to a campus where data are not available, their award will be determined through special analysis. If core foundation teachers in grades 3–8 teach too few students with data in a grade or subject to produce a value-added report, special analysis may be used to determine part of their award. In cases of special analysis, staff are eligible to receive up to 50% of the maximum award amount for Strand II. 	



* 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.

2009–2010 ASPIRE Awards for Teachers

B. Core Foundation Teachers, Grades 3–8, Departmentalized



MAXIMUM ASPIRE AWARD \$10,300

The following awards are available to eligible departmentalized core foundation teachers assigned to one or more core foundation subjects—reading, math, language arts, science, or social studies in grades 3–8.

STRAND I Campus Progress Award MAXIMUM AWARD \$1,500

Eligible staff are awarded where:

- Students on the campus demonstrated gains and above-average academic progress, **AND**
- Students' average academic progress ranked in Quartile 1 or 2 of their HISD comparison group.

% Assigned to Campus	Quartile 1 (100–75%)	Quartile 2 (74–50%)
100%	\$1,500	\$750

Campuses are grouped by HISD elementary, middle, or high schools for comparison.

STRAND IIB Teacher Progress Award MAXIMUM AWARD \$7,000

Eligible teachers are awarded where their:

- Students demonstrated gains and above-average academic progress in any core subject, **AND**
- Students' average academic progress ranked in Quartile 1 or 2 of teachers in their HISD comparison group.

Departmentalized core foundation 3–8 teachers are grouped first by elementary or secondary HISD campuses, then by subject for comparison. Middle school teachers of only one grade level are compared to other MS teachers of the same grade level.

Number of Core Foundation Subjects Taught	Quartile 1 (100–75%)	Quartile 2 (74–50%)
One	\$7,000	\$3,500
Two	\$3,500 each subject	\$1,750 each subject
Three	\$2,333 each subject	\$1,167 each subject

STRAND IIIA Campus Improvement Award MAXIMUM AWARD \$1,000

Eligible staff are awarded where their campus earned a:

- TEA *Comparable Improvement* ranking in Quartile 1 or 2 of the 40 TEA-designated comparison schools for reading and/or math.

Awarded Subjects	Quartile 1 (100–75%)	Quartile 2 (74–50%)
Math	\$500	\$250
Reading	\$500	\$250

STRAND IIIB Campus Achievement Award MAXIMUM AWARD \$400

Eligible staff are awarded where their campus earned a:

- TEA rating of *Exemplary* or *Recognized*.

Exemplary	Recognized
\$400	\$200

STRAND IIIC Campus Writing Achievement Award MAXIMUM AWARD \$400

Eligible staff are awarded where:

- 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.

	4th/7th Writing & High School ELA	Other Instructional Staff
Met Standard OR Improvement Group in Q1/Q2	\$400	\$200



Award Exceptions

- If staff are assigned to a campus where data are not available, their award will be determined through special analysis. If core foundation teachers in grades 3–8 teach too few students with data in a grade or subject to produce a value-added report, special analysis may be used to determine part of their award.
- In cases of special analysis, staff are eligible to receive up to 50 percent of the maximum award amount for Strand II.

* 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.

2009–2010 ASPIRE Awards for Teachers

C. Core Foundation Teachers, Grades 9–12



MAXIMUM ASPIRE AWARD \$10,300

The following awards are available to eligible departmentalized teachers assigned to ASPIRE core foundation subjects (reading/ELA, math, science, or social studies) in grades 9–12.

STRAND I Campus Progress Award		MAXIMUM AWARD \$1,500	
Eligible staff are awarded where: <ul style="list-style-type: none"> Students on the campus demonstrated gains and above-average academic progress, AND Students' average academic progress ranked in Quartile 1 or 2 of their HISD comparison group. 	% Assigned to Campus	Quartile 1 (100–75%)	Quartile 2 (74–50%)
	100%	\$1,500	\$750

Campuses are grouped by HISD elementary, middle, or high schools for comparison.

STRAND IIC Teacher Progress Award		MAXIMUM AWARD \$7,000			
Eligible teachers are awarded where: <ul style="list-style-type: none"> At the department level, students demonstrated gains and above-average academic progress, AND Campus grade-level and subject-area progress ranked in Quartile 1 or 2 of all HISD high schools. 	Number of Core Foundation Subjects Taught	Grade 9 Quartile 1 (100–75%)	Grade 10 Quartile 1 (100–75%)	Grade 11 Quartile 1 (100–75%)	Across Grades Award
	One	\$2,333	\$2,333	\$2,333	\$7,000
High school departments are compared to other HISD high schools by grade, then by subject.	Two	\$1,167 each subject	\$1,167 each subject	\$1,167 each subject	\$7,000
		Quartile 2 (74–50%)	Quartile 2 (74–50%)	Quartile 2 (74–50%)	
	One	\$1,167	\$1,167	\$1,167	\$3,500
	Two	\$833 each subject	\$833 each subject	\$833 each subject	\$3,500

STRAND IIIA High School Campus College Credit Participation/Performance Award		MAXIMUM AWARD \$1,000				
Eligible staff are awarded where:	Participation <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. 	Met Standard	Participation		Performance	
			\$500	\$500	Q1	Q2
Performance <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. 	Did Not Meet Standard Improvement Group in Q1/Q2	\$500	\$250	\$500	\$250	

STRAND IIIB Campus Achievement Award		MAXIMUM AWARD \$400	
Eligible staff 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	
	\$400	\$200	

STRAND IIIC Campus Writing Achievement Award		MAXIMUM AWARD \$400	
Eligible staff 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. 	Met Standard OR Improvement Group in Q1/Q2	4th/7th Writing & High School ELA	Other Instructional Staff
		\$400	\$200

Award Exception	
<ul style="list-style-type: none"> If staff are assigned to a campus where data are not available, their award will be determined through special analysis. 	



* 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.

2009–2010 ASPIRE Awards for Teachers

D. Core Foundation Teachers, Prekindergarten–Grade 2



MAXIMUM ASPIRE AWARD \$6,600

The following awards are available to eligible prekindergarten–grade 2 (PK–2) core foundation teachers.

STRAND I Campus Progress Award	MAXIMUM AWARD \$1,500		
Eligible staff are awarded where: <ul style="list-style-type: none"> Students on the campus demonstrated gains and above-average academic progress, AND Students' average academic progress ranked in Quartile 1 or 2 of their HISD comparison group. 	% Assigned to Campus	Quartile 1 (100–75%)	Quartile 2 (74–50%)
	100%	\$1,500	\$750
Campuses are grouped by HISD elementary, middle, or high schools for comparison.			

STRAND IID Teacher Progress Award	MAXIMUM AWARD \$3,500		
Teachers are eligible if the students in grade 3 on their campus: <ul style="list-style-type: none"> Demonstrated gains and above-average academic progress in reading and/or math, AND Students' average academic progress ranked in Quartile 1 or 2 of HISD elementary schools. 	Awarded Subjects	Quartile 1 (100–75%)	Quartile 2 (74–50%)
	Math	\$1,750	\$875
	Reading	\$1,750	\$875

STRAND IIIA Campus Improvement Award	MAXIMUM AWARD \$1,000		
Eligible staff are awarded where their campus earned a: <ul style="list-style-type: none"> TEA <i>Comparable Improvement</i> ranking in Quartile 1 and 2 of the 40 TEA-designated comparison schools for reading and/or math. 	Awarded Subjects	Quartile 1 (100–75%)	Quartile 2 (74–50%)
	Math	\$500	\$250
	Reading	\$500	\$250

STRAND IIIB Campus Achievement Award	MAXIMUM AWARD \$400	
Eligible staff 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
	\$400	\$200

STRAND IIIC Campus Writing Achievement Award	MAXIMUM AWARD \$200	
Eligible staff 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. 	Met Standard OR Improvement Group in Q1/Q2	PK–Grade 2 Core Foundation Teachers
		\$200

Award Exception
<ul style="list-style-type: none"> Early childhood centers are paired with the ASPIRE feeder pattern elementary school to which the largest percentage of students transfer.



* 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.

2009–2010 ASPIRE Awards for Teachers

E. Special Education Core Foundation Teachers



MAXIMUM ASPIRE AWARD \$6,600

The following awards are available to eligible Special Education core foundation teachers in grades 3–8 for whom no value-added report is produced or grades 9–12 where a teacher has fewer than seven TAKS or TAKS-accommodated students. **All others will be considered under their respective core teaching categories for the maximum amount under that category.**

STRAND I Campus Progress Award		MAXIMUM AWARD \$1,500	
Eligible staff are awarded where: <ul style="list-style-type: none"> Students on the campus demonstrated gains and above-average academic progress, AND Students' average academic progress ranked in Quartile 1 or 2 of their HISD comparison group. 	% Assigned to Campus	Quartile 1 (100–75%)	Quartile 2 (74–50%)
	100%	\$1,500	\$750
Campuses are grouped by HISD elementary, middle, or high schools for comparison.			

STRAND IIE Teacher Progress Award		MAXIMUM AWARD \$3,500	
Teachers are eligible if the students in grades 3–12 on their campus: <ul style="list-style-type: none"> Demonstrated gains and above-average academic progress in any core foundation subject, AND Students' average academic progress ranked in Quartile 1 or 2 of HISD campuses at their academic level. 	Number of Core Foundation Subjects Taught	Quartile 1 (100–75%)	Quartile 2 (74–50%)
	One	\$3,500	\$1,750
	Two	\$1,750 each subject	\$875 each subject
	Three	\$1,167 each subject	\$584 each subject

STRAND IIIA Elementary and Middle School Campus Improvement Award		MAXIMUM AWARD \$1,000	
Eligible elementary and middle school staff 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 Subjects	Quartile 1 (100–75%)	Quartile 2 (74–50%)
	Math	\$500	\$250
	Reading	\$500	\$250

OR

STRAND IIIA High School Campus College Credit Participation/Performance Award		MAXIMUM AWARD \$1,000					
Eligible high school staff 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	Participation		Performance		
		Did Not Meet Standard Improvement Group in Q1/Q2	Q1	Q2	Q1	Q2	
	Performance			\$500	\$250	\$500	\$250
				\$500	\$250	\$500	\$250

STRAND IIIB Campus Achievement Award		MAXIMUM AWARD \$400	
Eligible staff 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	
	\$400	\$200	

STRAND IIIC Campus Writing Achievement Award		MAXIMUM AWARD \$200	
Eligible staff 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. 	Met Standard OR Improvement Group in Q1/Q2	Special Education Core Foundation Teachers	
		\$200	

Award Exception	
<ul style="list-style-type: none"> If staff are assigned to a campus where data are not available, their award will be determined through special analysis. 	



* 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.

2009–2010 ASPIRE Awards for Teachers

F. Elective/Ancillary Teachers



MAXIMUM ASPIRE AWARD \$3,100

The following awards are available to eligible elective/ancillary teachers.

STRAND I Campus Progress Award		MAXIMUM AWARD \$1,500	
Eligible staff are awarded where: <ul style="list-style-type: none"> Students on the campus demonstrated gains and above-average academic progress, AND Students' average academic progress ranked in Quartile 1 or 2 of their HISD comparison group. 	% Assigned to Campus	Quartile 1 (100–75%)	Quartile 2 (74–50%)
	100%	\$1,500	\$750

Campuses are grouped by HISD elementary, middle, or high schools for comparison.

STRAND II Teacher Progress Award

This award is available to core foundation teachers only.

STRAND IIIA Campus Improvement Award		MAXIMUM AWARD \$1,000	
Eligible elementary and middle school staff are awarded where their campus earned a: <ul style="list-style-type: none"> TEA <i>Comparable Improvement</i> ranking in Quartile 1 and 2 of the 40 TEA-designated comparison schools for reading and/or math. 	Awarded Subjects	Quartile 1 (100–75%)	Quartile 2 (74–50%)
	Math	\$500	\$250
	Reading	\$500	\$250

OR

STRAND IIIA High School Campus College Credit Participation/Performance Award		MAXIMUM AWARD \$1,000				
Eligible high school staff 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	\$500		\$500	
		Did Not Meet Standard Improvement Group in Q1/Q2	Q1	Q2	Q1	Q2
Eligible high school staff are awarded where: <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. 	Performance		\$500	\$250	\$500	\$250

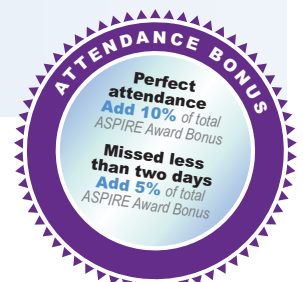
STRAND IIIB Campus Achievement Award		MAXIMUM AWARD \$400	
Eligible staff are awarded where their campus earned a: <ul style="list-style-type: none"> TEA rating of <i>Exemplary</i> or <i>Recognized</i>. 	Exemplary	Recognized	
	\$400	\$200	

STRAND IIIC Campus Writing Achievement Award		MAXIMUM AWARD \$200	
Eligible staff 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. 	Met Standard OR Improvement Group in Q1/Q2	Elective/Ancillary Teachers	
		\$200	

Award Exception

- If staff are assigned to a campus where data are not available, their award will be determined through special analysis.

* 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.



2009–2010 ASPIRE Awards for Teachers

G. Instructional Support Staff



MAXIMUM ASPIRE AWARD \$1,700

The following awards are available to eligible instructional support staff who are assigned to a campus at least 40% of the time and provide direct support to the instruction of students.*

STRAND I Campus Progress Award		MAXIMUM AWARD \$1,000	
Eligible staff are awarded where: <ul style="list-style-type: none"> Students on the campus demonstrated gains and above-average academic progress, AND Students' average academic progress ranked in Quartile 1 or 2 of their HISD comparison group. 	% Assigned to Campus	Quartile 1 (100–75%)	Quartile 2 (74–50%)
	100%	\$1,000	\$500
	Campuses are grouped by HISD elementary, middle, or high schools for comparison.		

STRAND II Teacher Progress Award

This award is available to core foundation teachers only.

STRAND IIIA Campus Improvement Award		MAXIMUM AWARD \$500	
Eligible elementary and middle school staff 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 Subjects	Quartile 1 (100–75%)	Quartile 2 (74–50%)
	Math	\$250	\$125
	Reading	\$250	\$125

OR

STRAND IIIA High School Campus College Credit Participation/Performance Award		MAXIMUM AWARD \$500				
Eligible high school staff are awarded where:	Participation <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. 	Met Standard Did Not Meet Standard Improvement Group in Q1/Q2	Participation		Performance	
			\$250	\$250		
			Q1	Q2	Q1	Q2
Performance <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. 	Improvement Group in Q1/Q2	\$250	\$125	\$250	\$125	

STRAND IIIB Campus Achievement Award		MAXIMUM AWARD \$200	
Eligible staff 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	
	\$200	\$100	

STRAND IIIC Campus Writing Achievement Award

This award is available to core foundation and elective/ancillary teachers only.

*Award Exception

- Awards will be calculated based on the percentage of time an instructional support staff member was assigned to a campus. This percentage of time must be between 40 and 100 for a staff member to be eligible for awards from that campus.
- If staff are assigned to a campus where data are not available, their award will be determined through special analysis.



2009–2010 ASPIRE Awards for Teachers

H. Teaching Assistants



MAXIMUM ASPIRE AWARD \$1,100

The following awards are available to eligible teaching assistants.

STRAND I Campus Progress Award	MAXIMUM AWARD \$1,000		
Eligible staff are awarded where: <ul style="list-style-type: none"> Students on the campus demonstrated gains and above-average academic progress, AND Students' average academic progress ranked in Quartile 1 or 2 of their HISD comparison group. 	% Assigned to Campus	Quartile 1 (100–75%)	Quartile 2 (74–50%)
	100%	\$1,000	\$500
Campuses are grouped by HISD elementary, middle, or high schools for comparison.			

STRAND II Teacher Progress Award

This award is available to core foundation teachers only.

STRAND IIIA Campus Improvement Award

This award is available to core foundation teachers, elective/ancillary teachers, and instructional support staff only.

STRAND IIIB Campus Achievement Award	MAXIMUM AWARD \$100	
Eligible staff 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
	\$100	\$50

STRAND IIIC Campus Writing Achievement Award

This award is available to core foundation and elective/ancillary teachers only.

Award Exception

- If staff are assigned to a campus where data are not available, their award will be determined through special analysis.



2009–2010 ASPIRE Awards for Teachers

I. Operational Support Staff



MAXIMUM AWARD \$750

The following awards are available to eligible operational support staff who are assigned to a campus and are not eligible for another award program or paid on an hourly basis.

STRAND I Campus Progress Award		MAXIMUM AWARD \$750	
Eligible staff are awarded where: <ul style="list-style-type: none">• Students on the campus demonstrated gains and above-average academic progress, AND• Students' average academic progress ranked in Quartile 1 or 2 of their HISD comparison group.	% Assigned to Campus	Quartile 1 (100–75%)	Quartile 2 (74–50%)
	100%	\$750	\$375
Campuses are grouped by HISD elementary, middle, or high schools for comparison.			
STRAND II Teacher Progress Award			
This award is available to core foundation teachers only.			
STRAND IIIA Campus Improvement Award			
This award is available to core foundation teachers, elective/ancillary teachers, and instructional support staff only.			
STRAND IIIB Campus Achievement Award			
This award is available to core foundation teachers, elective/ancillary teachers, instructional support staff, and teaching assistants only.			
STRAND IIIC Campus Writing Achievement Award			
This award is available to core foundation and elective/ancillary teachers only.			
Award Exception			
<ul style="list-style-type: none">• If staff are assigned to a campus where value-added data are not available, their award will be determined through special analysis.			