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

<table>
<thead>
<tr>
<th>% Assigned to Campus</th>
<th>Quartile 1 (100–75%)</th>
<th>Quartile 2 (74–50%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>100%</td>
<td>$1,000</td>
<td>$500</td>
</tr>
</tbody>
</table>

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.

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

<table>
<thead>
<tr>
<th>Awarded Subjects</th>
<th>Quartile 1 (100–75%)</th>
<th>Quartile 2 (74–50%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Math</td>
<td>$250</td>
<td>$125</td>
</tr>
<tr>
<td>Reading</td>
<td>$250</td>
<td>$125</td>
</tr>
</tbody>
</table>

Eligible elementary and middle school 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.

### OR

### STRAND IIIA High School Campus College Credit Participation/Performance Award

<table>
<thead>
<tr>
<th>Met Standard</th>
<th>Participation</th>
<th>Performance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Q1/Q2</td>
<td>$250</td>
<td>$250</td>
</tr>
</tbody>
</table>

Eligible high school staff are awarded where:
- Participation
  - 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.

- Performance
  - 45% or more of all AP/IB exams taken scored 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

<table>
<thead>
<tr>
<th>Exemplary</th>
<th>Recognized</th>
</tr>
</thead>
<tbody>
<tr>
<td>$200</td>
<td>$100</td>
</tr>
</tbody>
</table>

Eligible staff are awarded where their campus earned a:
- TEA rating of Exemplary or Recognized.

### 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.