

# 2010–2011 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.

Core foundation teachers in grades 3–8 whose cumulative gain indices are less than or equal to -2.0 across all core foundation subjects they teach will not be considered for any award in Strands I and III.

STRAND I Campus Progress Award		MAXIMUM AWARD \$1,500	
Eligible staff are awarded where: <ul style="list-style-type: none"> <li>Students on the campus demonstrated gains and above-average academic progress, <b>AND</b></li> <li>Students' average academic progress ranked in Quartile 1 or 2 of their HISD comparison group.</li> </ul>	% 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"> <li>Students demonstrated gains and above-average academic progress in any core subject, <b>AND</b></li> <li>Students' average academic progress ranked in Quartile 1 or 2 of teachers in their HISD comparison group.</li> </ul> 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"> <li>TEA <i>Comparable Improvement</i> ranking in Quartile 1 or 2 of the 40 TEA-designated comparison schools for reading and/or math.</li> </ul>	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"> <li>TEA rating of <i>Exemplary</i> or <i>Recognized</i> without use of Texas Projection Measure (TPM).</li> </ul>	Exemplary	Recognized	
	\$400	\$200	

STRAND IIIC Campus Writing Achievement Award		MAXIMUM AWARD \$400	
Eligible staff are awarded where: <ul style="list-style-type: none"> <li>70% or more of students campuswide met the college readiness standard on TAKS Writing/ELA, <b>OR</b></li> <li>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.</li> </ul>	Met Standard <b>OR</b> Improvement Group in Q1/Q2	4th/7th Writing & High-School ELA	Other Instructional Staff
		\$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% 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.

# 2010–2011 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. Core foundation teachers in grades 3–8 whose cumulative gain indices are less than or equal to -2.0 across all core foundation subjects they teach will not be considered for any award in Strands I and III.

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

STRAND IIB Teacher Progress Award		MAXIMUM AWARD \$7,000	
Eligible teachers are awarded where their: <ul style="list-style-type: none"> <li>Students demonstrated gains and above-average academic progress in any core subject, <b>AND</b></li> <li>Students' average academic progress ranked in Quartile 1 or 2 of teachers in their HISD comparison group.</li> </ul>	<b>Number of Core Foundation Subjects Taught</b>	<b>Quartile 1 (100–75%)</b>	<b>Quartile 2 (74–50%)</b>
	One	\$7,000	\$3,500
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.			
	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: <ul style="list-style-type: none"> <li>TEA <i>Comparable Improvement</i> ranking in Quartile 1 or 2 of the 40 TEA-designated comparison schools for reading and/or math.</li> </ul>	<b>Awarded Subjects</b>	<b>Quartile 1 (100–75%)</b>	<b>Quartile 2 (74–50%)</b>
	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"> <li>TEA rating of <i>Exemplary</i> or <i>Recognized</i> without use of Texas Projection Measure (TPM).</li> </ul>	<b>Exemplary</b>	<b>Recognized</b>	
	\$400	\$200	

STRAND IIIC Campus Writing Achievement Award		MAXIMUM AWARD \$400	
Eligible staff are awarded where: <ul style="list-style-type: none"> <li>70% or more of students campuswide met the college readiness standard on TAKS Writing/ELA, <b>OR</b></li> <li>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.</li> </ul>	<b>Met Standard OR Improvement Group in Q1/Q2</b>	<b>4th/7th Writing &amp; High School ELA</b>	<b>Other Instructional Staff</b>
		\$400	\$200

Award Exceptions	
<ul style="list-style-type: none"> <li>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.</li> <li>In cases of special analysis, staff are eligible to receive up to 50 percent of the maximum award amount for Strand II.</li> </ul>	

\* 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.

# 2010–2011 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. Core foundation teachers in grades 9–12 whose departmental by-grade cumulative gain indices are less than or equal to -2.0 across all grades for each core foundation subject they teach will not be considered for any award in Strands I and III

STRAND I Campus Progress Award		MAXIMUM AWARD \$1,500	
Eligible staff are awarded where: <ul style="list-style-type: none"> <li>Students on the campus demonstrated gains and above-average academic progress, <b>AND</b></li> <li>Students' average academic progress ranked in Quartile 1 or 2 of their HISD comparison group.</li> </ul>	% 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"> <li>At the department level, students demonstrated gains and above-average academic progress, <b>AND</b></li> <li>Campus grade-level and subject-area progress ranked in Quartile 1 or 2 of all HISD high schools.</li> </ul>	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. Science and social studies are compared for grades 10 and 11 only.	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: <ul style="list-style-type: none"> <li>45% or more of students in grades 10–12 enrolled in at least one AP, IB, or dual credit course, <b>OR</b></li> <li>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.</li> </ul>	Participation	Participation		Performance	
		Met Standard	\$500	\$500	Q1
50% or more of all AP/IB exams taken score 3 (AP) or 4 (IB) or higher, <b>OR</b> <li>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.</li>	Performance	Did Not Meet Standard			
		Improvement Group in Q1/Q2	\$500	\$250	\$500

STRAND IIIB Campus Achievement Award		MAXIMUM AWARD \$400	
Eligible staff are awarded where their campus earned a: <ul style="list-style-type: none"> <li>TEA rating of <i>Exemplary</i> or <i>Recognized</i> without use of Texas Projection Measure (TPM).</li> </ul>	Exemplary		Recognized
	\$400		\$200

STRAND IIIC Campus Writing Achievement Award		MAXIMUM AWARD \$400	
Eligible staff are awarded where: <ul style="list-style-type: none"> <li>70% or more of students campuswide met the college readiness standard on TAKS Writing/ELA, <b>OR</b></li> <li>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.</li> </ul>	Met Standard <b>OR</b> Improvement Group in Q1/Q2	4th/7th Writing & High School ELA	Other Instructional Staff
		\$400	\$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.

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 Eligibility is based on 2010–2011 Program & Eligibility Requirements. The 2010–2011 ASPIRE Awards are based on value-added results for the 2010–2011 school year.  
 For more information on award calculations, please refer to the full Award Model Diagram (Amended March 11, 2011).

# 2010–2011 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. Core foundation teachers in Pre-Kindergarten to second grade whose campus' third-grade cumulative gain indices in Reading and Math are less than or equal to -2.0 will not be considered for any award in Strands I and III.

STRAND I Campus Progress Award		MAXIMUM AWARD \$1,500	
Eligible staff are awarded where: <ul style="list-style-type: none"> <li>Students on the campus demonstrated gains and above-average academic progress, <b>AND</b></li> <li>Students' average academic progress ranked in Quartile 1 or 2 of their HISD comparison group.</li> </ul>	% 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"> <li>Demonstrated gains and above-average academic progress in reading and/or math, <b>AND</b></li> <li>Students' average academic progress ranked in Quartile 1 or 2 of HISD elementary schools.</li> </ul>	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"> <li>TEA <i>Comparable Improvement</i> ranking in Quartile 1 and 2 of the 40 TEA-designated comparison schools for reading and/or math.</li> </ul>	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"> <li>TEA rating of <i>Exemplary</i> or <i>Recognized</i> without use of Texas Projection Measure (TPM).</li> </ul>	Exemplary	Recognized	
	\$400	\$200	

STRAND IIIC Campus Writing Achievement Award		MAXIMUM AWARD \$200	
Eligible staff are awarded where: <ul style="list-style-type: none"> <li>70% or more of students campuswide met the college readiness standard on TAKS Writing/ELA, <b>OR</b></li> <li>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.</li> </ul>	Met Standard <b>OR</b> Improvement Group in Q1/Q2	PK–Grade 2 Core Foundation Teachers	
		\$200	

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

\* 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.

# 2010–2011 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.** Special education core foundation teachers whose campus cumulative gain indices are less than or equal to -2.0 across all core foundation subjects they teach will not be considered for any award in Strands I and III.

STRAND I Campus Progress Award		MAXIMUM AWARD \$1,500		
Eligible staff are awarded where: <ul style="list-style-type: none"> <li>Students on the campus demonstrated gains and above-average academic progress, <b>AND</b></li> <li>Students' average academic progress ranked in Quartile 1 or 2 of their HISD comparison group.</li> </ul>	% 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"> <li>Demonstrated gains and above-average academic progress in any core foundation subject, <b>AND</b></li> <li>Students' average academic progress ranked in Quartile 1 or 2 of HISD campuses at their academic level.</li> </ul>	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"> <li>TEA <i>Comparable Improvement</i> ranking in Quartile 1 or 2 of the 40 TEA-designated comparison schools for reading and/or math.</li> </ul>	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"> <li>45% or more of students in grades 10–12 enrolled in at least one AP, IB, or dual credit Course, <b>OR</b></li> <li>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.</li> </ul>	Participation <table border="1"> <thead> <tr> <th rowspan="2">Met Standard</th> <th colspan="2">Participation</th> <th colspan="2">Performance</th> </tr> <tr> <th>Q1</th> <th>Q2</th> <th>Q1</th> <th>Q2</th> </tr> </thead> <tbody> <tr> <td>Did Not Meet Standard Improvement Group in Q1/Q2</td> <td>\$500</td> <td>\$250</td> <td>\$500</td> <td>\$250</td> </tr> </tbody> </table>	Met Standard	Participation		Performance		Q1	Q2	Q1	Q2	Did Not Meet Standard Improvement Group in Q1/Q2	\$500	\$250	\$500	\$250				
			Met Standard	Participation		Performance													
Q1	Q2	Q1		Q2															
Did Not Meet Standard Improvement Group in Q1/Q2	\$500	\$250	\$500	\$250															
Performance <ul style="list-style-type: none"> <li>50% or more of all AP/IB exams taken score 3 (AP) or 4 (IB) or higher, <b>OR</b></li> <li>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.</li> </ul>																			

STRAND IIIB Campus Achievement Award		MAXIMUM AWARD \$400	
Eligible staff are awarded where their campus earned a: <ul style="list-style-type: none"> <li>TEA rating of <i>Exemplary</i> or <i>Recognized</i> without use of Texas Projection Measure (TPM).</li> </ul>	Exemplary	Recognized	
	\$400	\$200	

STRAND IIIC Campus Writing Achievement Award		MAXIMUM AWARD \$200	
Eligible staff are awarded where: <ul style="list-style-type: none"> <li>70% or more of students campuswide met the college readiness standard on TAKS Writing/ELA, <b>OR</b></li> <li>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.</li> </ul>	Met Standard <b>OR</b> Improvement Group in Q1/Q2	Special Education Core Foundation Teachers	
		\$200	

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

\* 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.

# 2010–2011 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"> <li>Students on the campus demonstrated gains and above-average academic progress, <b>AND</b></li> <li>Students' average academic progress ranked in Quartile 1 or 2 of their HISD comparison group.</li> </ul>	<b>% Assigned to Campus</b>	<b>Quartile 1 (100–75%)</b>	<b>Quartile 2 (74–50%)</b>
	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"> <li>TEA <i>Comparable Improvement</i> ranking in Quartile 1 and 2 of the 40 TEA-designated comparison schools for reading and/or math.</li> </ul>	<b>Awarded Subjects</b>	<b>Quartile 1 (100–75%)</b>	<b>Quartile 2 (74–50%)</b>
	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:	<b>Participation</b> <ul style="list-style-type: none"> <li>45% or more of students in grades 10–12 enrolled in at least one AP, IB, or dual credit course, <b>OR</b></li> <li>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.</li> </ul>	<b>Met Standard</b>	<b>Participation</b>		<b>Performance</b>	
			\$500	\$500		
<b>Performance</b> <ul style="list-style-type: none"> <li>50% or more of all AP/IB exams taken score 3 (AP) or 4 (IB) or higher, <b>OR</b></li> <li>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.</li> </ul>	Did Not Meet Standard Improvement Group in Q1/Q2	Q1	Q2	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"> <li>TEA rating of <i>Exemplary</i> or <i>Recognized</i> without use of Texas Projection Measure (TPM).</li> </ul>	<b>Exemplary</b>	<b>Recognized</b>	
	\$400	\$200	

STRAND IIIC Campus Writing Achievement Award		MAXIMUM AWARD \$200	
Eligible staff are awarded where: <ul style="list-style-type: none"> <li>70% or more of students campuswide met the college readiness standard on TAKS Writing/ELA, <b>OR</b></li> <li>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.</li> </ul>	Met Standard <b>OR</b> Improvement Group in Q1/Q2	<b>Elective/Ancillary Teachers</b>	
		\$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.

# 2010–2011 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"> <li>Students on the campus demonstrated gains and above-average academic progress, <b>AND</b></li> <li>Students' average academic progress ranked in Quartile 1 or 2 of their HISD comparison group.</li> </ul>	% 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"> <li>TEA <i>Comparable Improvement</i> ranking in Quartile 1 or 2 of the 40 TEA-designated comparison schools for reading and/or math.</li> </ul>	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: <p><b>Participation</b></p> <ul style="list-style-type: none"> <li>45% or more of students in grades 10–12 enrolled in at least one AP, IB, or dual credit course, <b>OR</b></li> <li>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.</li> </ul> <p><b>Performance</b></p> <ul style="list-style-type: none"> <li>50% or more of all AP/IB exams taken score 3 (AP) or 4 (IB) or higher, <b>OR</b></li> <li>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.</li> </ul>	Met Standard	Participation		Performance	
		\$250		\$250	
		Q1	Q2	Q1	Q2
		\$250	\$125	\$250	\$125
		Did Not Meet Standard Improvement Group in Q1/Q2			

STRAND IIIB Campus Achievement Award	MAXIMUM AWARD \$200	
Eligible staff are awarded where their campus earned a: <ul style="list-style-type: none"> <li>TEA rating of <i>Exemplary</i> or <i>Recognized</i> without use of Texas Projection Measure (TPM).</li> </ul>	Exemplary	Recognized
	\$200	\$100

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"> <li>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.</li> <li>If staff are assigned to a campus where data are not available, their award will be determined through special analysis.</li> </ul>

# 2010–2011 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"> <li>Students on the campus demonstrated gains and above-average academic progress, <b>AND</b></li> <li>Students' average academic progress ranked in Quartile 1 or 2 of their HISD comparison group.</li> </ul>	% 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"> <li>TEA rating of <i>Exemplary</i> or <i>Recognized</i> without use of Texas Projection Measure (TPM).</li> </ul>	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.



# 2010–2011 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"><li>• Students on the campus demonstrated gains and above-average academic progress, <b>AND</b></li><li>• Students' average academic progress ranked in Quartile 1 or 2 of their HISD comparison group.</li></ul>	<b>% Assigned to Campus</b>	<b>Quartile 1 (100–75%)</b>	<b>Quartile 2 (74–50%)</b>
	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

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