

2010–2011 ASPIRE Awards

J. Principals



MAXIMUM ASPIRE AWARD \$15,530

The following awards are available to eligible HISD principals. Principals, assistant principals, and deans whose campus cumulative gain indices across all subjects 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 \$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:	Participation <ul style="list-style-type: none"> 45% 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		Performance	
		Met Standard	\$825	\$825	
Performance <ul style="list-style-type: none"> 50% 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	Q1	Q2	Q1	Q2
		\$825	\$412.50	\$825	\$412.50

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> without use of Texas Projection Measure (TPM). 	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

- 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' 2010–2011 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 2010–2011 ASPIRE Awards are based on value-added results for the 2010–2011 school year.

2010–2011 ASPIRE Awards

K. Assistant Principals/Deans



MAXIMUM ASPIRE AWARD \$7,765

The following awards are available to eligible HISD principals. Principals, assistant principals, and deans whose campus cumulative gain indices across all subjects 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 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"> 45% 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"> 50% 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> without use of Texas Projection Measure (TPM). 	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

- 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' 2010–2011 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.

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