2012–2013 ASPIRE Award Program Highlights

HISD distributed $18 million in ASPIRE awards across 5,132 campus-based staff members whose work led to increased student academic achievement and progress levels during the 2012–2013 school year. Following are some highlights of the award program:

Click here to access award program chart, model, eligibility, and supporting documents.

Distributed the following ASPIRE Award payouts: For 2012–2013 school-year data*

Core Foundation Teachers (8,877 considered, 5,702 eligible)
- 3,449 paid (39% of considered, 60% of eligible)
- Range of pay: $500 to $13,000
- Average payment:
  - Mean: $4,458
  - Median: $3,000

Non-Core Foundation Teachers (2,058 considered, 1,381 eligible)
- 564 paid (27% of considered, 41% of eligible)
- Range of pay: $245 to $3,000
- Average payment:
  - Mean: $1,710
  - Median: $2,000

Instructional Support Staff (1,162 considered, 895 eligible)
- 368 paid (32% of considered, 41% of those eligible)
- Range of pay: $147 to $1,350
- Average payment:
  - Mean: $718
  - Median: $750

Teaching Assistants (1,244 considered, 729 eligible)
- 323 paid (26% of considered, 44% of eligible)
- Range of pay: $200 to $1,150
- Average payment:
  - Mean: $595
  - Median: $750

Operational Support Staff (1,822 considered, 1,197 eligible)
- 255 paid (14% of considered, 21% of eligible)
- Range of pay: $250 to $500
- Average payment:
  - Mean: $498
  - Median: $500
Principals (263 considered, 182 eligible)
- 79 paid (30% of considered, 43% of eligible)
- Range of pay: $2,500 to $15,000
- Average payment:
  - Mean: $8,703
  - Median: $10,000

Assistant Principals and Deans of Instruction (374 considered, 244 eligible)
- 94 paid (25% of considered, 39% of eligible)
- Range of pay: $1,250 to $7,500
- Average payment:
  - Mean: $4,867
  - Median: $5,000

Uncategorized Staff (1,692 considered, 0 eligible)

Total Payout: $18,069,566.50 disbursed among 5,132 (29% of considered, 50% of eligible) employees (17,472 considered, 10,330 eligible).

*As of July 21, 2014

**Fostered collaboration to improve the ASPIRE Award Program:**
- The ASPIRE Executive Committee monitored the success of ASPIRE implementation and ensured alignment toward the district's vision and goals.
- Value-added report estimates were completed via SAS® EVAAS®. SAS® EVAAS® builds on the Tennessee Value-Added Assessment System (TVAAS) methodology developed by Dr. William L. Sanders and his colleagues at the University of Tennessee at Knoxville.
- The HISD Research and Accountability Department analyzed data and generated campus-level Comparative Growth data (used for some awards) and teacher-level Comparative Growth reports (provided for teachers in grades 2–8; not used for awards).
- Battelle for Kids provided strategic counsel, communications, and technology solutions.

**Implemented a comprehensive communication strategy:**
- Continually updated the ASPIRE portal to inform all HISD stakeholders about ASPIRE, 2013 value-added reports, and the ASPIRE Award Program.
- Provided information about the program to HISD staff through training opportunities and district-wide communications.
- Distributed three editions of ASPIRE E-news, a newsletter e-mailed to all HISD employees.
- Provided all campus-based employees and principals reminder notices prior to and during the award inquiry period, utilizing academic services online memos, direct e-mails, an article in the district e-newsletter, and telephone School Messenger messaging.
- Conducted an online survey and received responses from 3,460* campus-based HISD employees (out of 18,394**) to gauge and improve upon the effectiveness of communications and obtain feedback related to the 2012–2013 ASPIRE Award Program.
  *As of January 14, 2014, **includes returned e-mails.
Enhanced professional development, technology systems, and support structures to ensure the most accurate award-calculation process:

- Conducted training for principals to help them guide staff in completing the ASPIRE verification and linkage process to ensure that the most accurate data was used to determine the awards.
- Visited campuses across the district (upon request) for one-on-one targeted assistance with the linkage process, as well as multiple open lab sessions at a variety of locations across the district during the linkage period.
- Held training sessions for principals to inform them about changes to this year's award program. Additionally, through the ASPIRE portal, HISD provided all employees access to online resources, including FAQ documents, materials explaining value-added analysis, value-added reports, Comparative Growth reports, the award model, award categories, and eligibility requirements.
- Maintained a support system to answer questions through the ASPIRE Award e-mail address.
- Set-up a three-week long ASPIRE Award inquiry period for staff to review their award estimates and submit formal inquiries if they still had questions about their award estimates. There were 521 formal inquiries received during the inquiry period. Of these, 111 (21%) were resolved with changes.

Secured funding and support for the ASPIRE Award Program from:

- U.S. Department of Education Teacher Incentive Fund 2012 (TIF Cycle 4) Grant
- U.S. Department of Education Teacher Incentive Fund 2010 (TIF Cycle 3) Grant
- Texas District Awards for Teacher Excellence (D.A.T.E.) Grant
- Local general funds