



TEXAS

HOUSTON

Houston Independent School District
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Program Overview

The Houston Independent School District's (HISD) Project SMART (Strategies for Motivating and Rewarding Teachers) focuses on teacher effectiveness and growth in student learning at the campus (school) and individual teacher and principal levels. The project will serve 109 schools (out of 306) with at least 30 percent or more educationally disadvantaged students and 4,187 teachers.

[View the complete TIF profile for the Houston Independent School District's Project SMART Initiative](#)

Program Information

- [Definitions of Eligibility for the Teacher Incentive Models](#)
- [Texas Education Association \(TEA\) Comparable Improvement.](#)
- [HISD Teacher Performance-Pay Model](#)
- [HISD Principal, Executive Principal, and Regional Superintendent Performance-Pay Model](#)

Select News Articles and Reports

- *Houston Chronicle*. (January 29, 2009). [HISD chalks up bonus record: District hands out \\$31.4 million in incentive pay.](#)
- Terry, B. (September 2008). [Paying for Results: Examining Incentive Pay in Texas Schools](#)
- Houston Independent School District. (March 13, 2007). [HISD Principals Earn Bonuses for Strong Academic Growth.](#)
- Houston Independent School District. (January 9, 2007). [HISD Teacher Bonuses May Be Sharply Increased.](#)

Related CECR Resources



- [Teacher Incentive Fund Grantee Summary Tool](#)
- [Houston Independent School District Project SMART Initiative TIF Grantee Profile](#)
- Houston Case Summary: [Pay for Performance in Houston](#)
- Texas Case Summary: [Texas State-Level Pay-for-Performance Programs— Overview and Discussion](#)