

# **Houston Independent School District:**

## **ASPIRE Award Program**



**TIF 3 Grantee Meeting**  
**April 15, 2010**

# Performance Pay in Houston ISD:

- 202,000 students with 24,497 employees potentially eligible for awards (17,992 met eligibility)
- In June 2005, Board of Education approved performance-pay based on student growth
- First payout in January 2007 for 2005-2006 performance: \$17 mill, maximum teacher award was \$7,000, mean award was \$1,805
- Fifth payout in January 2011 for 2009-2010 performance: \$42.4 mill, maximum teacher award was \$11,330, mean award was \$3,614

# Houston ISD ASPIRE Award: Distinguishing Features

- Comprehensive: Every campus included and all campus-based employees
- Student-Assessment Driven
- Value-Added Focus: Two of three strands
- External Partners; Foundation Support
- Part of Larger School Improvement Effort
- District Commitment: Multi-Year \$\$, multiple funding sources

# ASPIRE Award Model – Student Achievement Driven:

- **Strand 1** – Campus Value-Added (EVAAS) for all campus-based staff
- **Strand 2** – Teacher Value-Added (EVAAS) for all core teachers
- **Strand 3** – Campus Improvement and Performance for all campus-based instructional staff

# Year One Lessons Learned:

- Underestimated amount of communication needed
- Underestimated the “sea change” required to move a system from focusing on attainment to focusing on growth of every student
- Underestimated the data systems and internal communications/networks needed to implement this type of payout
- Underestimated the ability of the local paper to post employee award payments prior to the district notifying employees of their award payments

# Key Components Year Two:

- Integrated performance pay into district's ASPIRE School Improvement Model
- Developed and implemented as a collaborative:
  - Award Advisory Committee
  - EVAAS (Dr. William Sanders)
  - Battelle for Kids
  - Cross-functional Executive Committee
- Aggressive communication strategy
  - ASPIRE portal
  - Parent/community communications

# Communication Strategies:

- Value-added training, on-line and face-to-face
- EVAAS web-based delivery system
- ASPIRE portal: award notices, award documents, inquiry process
- ASPIRE email
- ASPIRE enews
- Linkage and verification process training
- Principal reconfirmation process training