

MEMORANDUM

May 8, 2015

TO: Board Members

FROM: Terry B. Grier, Ed.D.
Superintendent of Schools

CONTACT: Carla Stevens, 713-556-6700

SUBJECT: **2013–2014 ASPIRE Award Payout Report**

In January 2007, HISD inaugurated the Teacher Performance Pay Model, 2005–2006, becoming the first school district in the nation to implement a performance pay system of this magnitude based on individual teacher effectiveness. Improvements and enhancements of that model became the “Recognize” component of the district’s comprehensive education-improvement model, “Accelerating Student Progress: Increasing Results and Expectations” (ASPIRE).

The 2013–2014 ASPIRE Award program, designed to award teachers and staff for students’ progress and performance in the 2013–2014 school year, was paid out on February 4, 2015. Awards were calculated and award notices were posted live on the ASPIRE portal on December 3, 2014, at which time the formal inquiry process opened. Attached is the 2013–2014 ASPIRE Award Payout Report.


Some of the highlights are as follows:

- For the 2013–2014 ASPIRE Award year, a total of 18,035 campus-based employees were considered. Of those, 11,378 (63.1 percent) met eligibility requirements. This is as compared to the 2012–2013 ASPIRE Award year, where a total of 17,472 campus-based employees were considered, and 10,330 (59.1 percent) met eligibility requirements.
- For the 2013–2014 ASPIRE Award year, 5,772 (32.0 percent) of the 18,035 considered employees were paid.
- In 2013–2014, among core foundation teachers who received some award, amounts ranged from \$500 to \$13,000, with an average award of \$4,924.
- The total amount awarded for the 2013–2014 ASPIRE Award was \$21,923,198.33, which was an increase of approximately \$3,853,631.83 from the prior year due to a higher number of employees who were considered, eligible, and paid.

Should you have any further questions, please contact my office or Carla Stevens in Research and Accountability at 713-556-6700.

Administrative Response

The report provides insight regarding the distribution of ASPIRE awards for the 2013–2014 program year. It will be used to inform the planning process for future performance-based incentive programs.


_____ TBG

Attachment

cc: Superintendent's Direct Reports
Chief School Officers
School Support Officers
Principals



RESEARCH

Educational Program Report

2013 – 2014 ASPIRE AWARD
PAYOUT REPORT

DEPARTMENT OF RESEARCH AND ACCOUNTABILITY
HOUSTON INDEPENDENT SCHOOL DISTRICT



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2013–2014 ASPIRE Award Payout Report

Executive Summary

Program Description

In January 2007, HISD inaugurated the Teacher Performance Pay Model, 2005–2006, becoming the first school district in the nation to implement a performance pay system of this magnitude based on individual teacher effectiveness. Improvements and enhancements were made to that model to form the district's current comprehensive education-improvement model, "Accelerating Student Progress: Increasing Results and Expectations" (ASPIRE). This report focuses on the 2013–2014 ASPIRE Award, which was paid out on February 4, 2015.

Highlights

- For the 2013–2014 ASPIRE Award year, a total of 18,035 campus-based employees were considered. Of those, 11,378 (63.1 percent) met eligibility requirements. This is as compared to the 2012–2013 ASPIRE Award year, where a total of 17,472 campus-based employees were considered, and 10,330 (59.1 percent) met eligibility requirements.
- For the 2013–2014 ASPIRE Award year, 5,772 (32.0 percent) of the 18,035 considered employees were paid.
- In 2013–2014, among core foundation teachers who received some award, amounts ranged from \$500 to \$13,000, with an average award of \$4,924.
- The total amount awarded for the 2013–2014 ASPIRE Award was \$21,923,198.33, which was an increase of approximately \$3,853,631.83 from the prior year due to a higher number of employees who were considered, eligible, and paid.

Conclusions

1. This report in part informs senior staff and the Award Program Advisory Committee in the development of future ASPIRE Award models. Reasons for the increase in number of employees considered, eligible, and paid are explored.
2. The only change to the 2013–2014 ASPIRE Award model from the 2012–2013 model was that high school campuses were awarded for ranking in the top quintile for AP/IB Participation and Performance (rather than for reaching a 40 percent threshold) or for ranking in the top quintile for AP/IB Participation and Performance Growth. This change was made to allow a larger number of high schools to be awarded for this criterion.
3. The acquisition of North Forest campuses increased the total number of campuses, thereby increasing the number of awarded campuses.
4. There is no longer a "top 20 percent" or "top half" awarded for individual teacher awards. Theoretically, every core teacher with EVAAS in the district could be awarded the maximum award amount.

Introduction

In January 2007, the Houston Independent School District (HISD) inaugurated the Teacher Performance-pay Model, 2005–2006, becoming the first school district in the nation to implement a performance-pay system of this magnitude based on individual teacher effectiveness. The experience gained in the first year and consultations with national experts and teachers provided the impetus for recommending the improvement and enhancement of the model, which became the “Recognize” component of the district’s comprehensive education-improvement model, “Accelerating Student Progress: Increasing Results and Expectations” (ASPIRE). The ASPIRE Award has been paid out each January for the prior school year since January of 2008. The most recent ASPIRE Award, for the 2013–2014 school year, was paid out on February 4, 2015.

Teachers were given the opportunity to opt out of the ASPIRE Award program, and every HISD teacher meeting ASPIRE Award eligibility requirements had the opportunity to participate in the second and third components of the performance award. Teachers of reading, English language arts, mathematics, science, and social studies (the five core foundation subjects) were additionally eligible for either the Individual Performance award or for the Group Performance: Teachers award.

The 2013–2014 ASPIRE Award was organized into three components (see **Appendix A**), and for the purposes of the 2013–2014 ASPIRE Award, employees were considered in one of nine award groups (see **Appendix B**).

Results

For the 2013–2014 ASPIRE Award year, a total of 18,035 campus-based employees were considered (see **Figure 1**, page 3, and **Tables 1-4**, pages 15-18). Of those, 11,378 (63.1 percent) met eligibility requirements (see **Figure 2**, page 3). This is as compared to the 2012–2013 ASPIRE Award year, where a total of 17,472 campus-based employees were considered, and 10,330 (59.1 percent) met eligibility requirements. A total of 563 more employees were considered for awards, and 1,047 more employees were eligible in 2014 than in 2013. Some potential causes for these increases are:

- The acquisition of the North Forest campuses and the staffing for those campuses.
- The implementation of the “eligibility inquiry period,” where employees were asked to submit inquiries ahead of award calculation to clear eligibility problems such as Family Medical Leave, time reporting, etc.
- A shift in employee perception and attention to the number of hours taken off during the school year to maintain eligibility.
- Numerous eligibility reminders throughout the year from Human Resources.

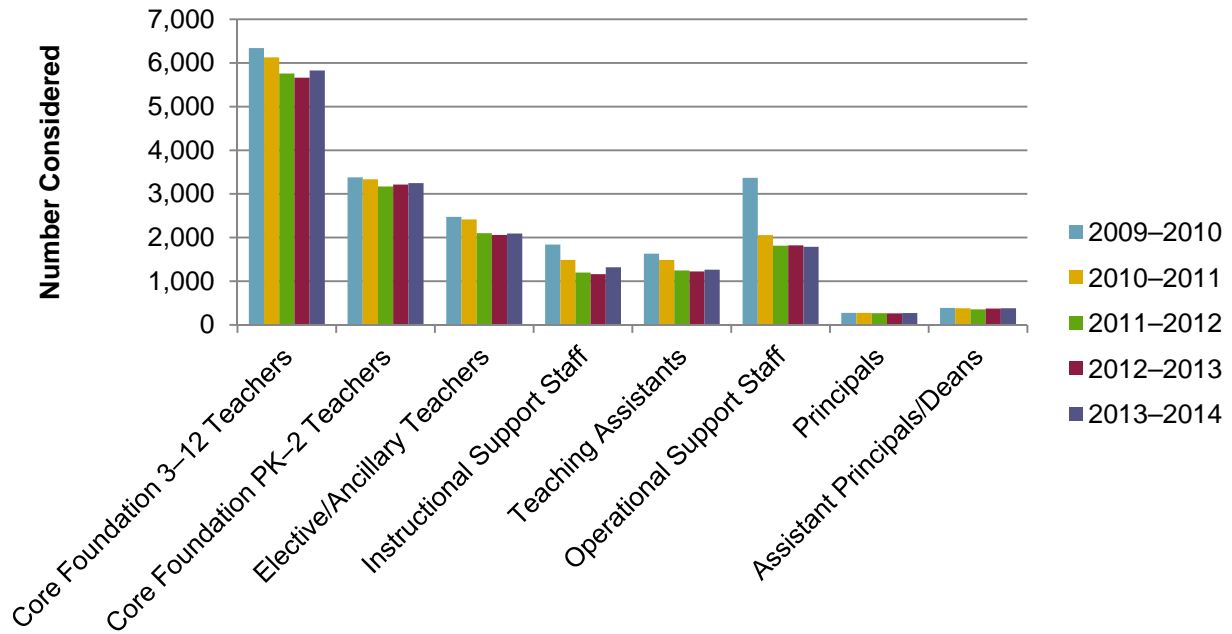


Figure 1. Number Considered, 2009-2010 to 2013-2014

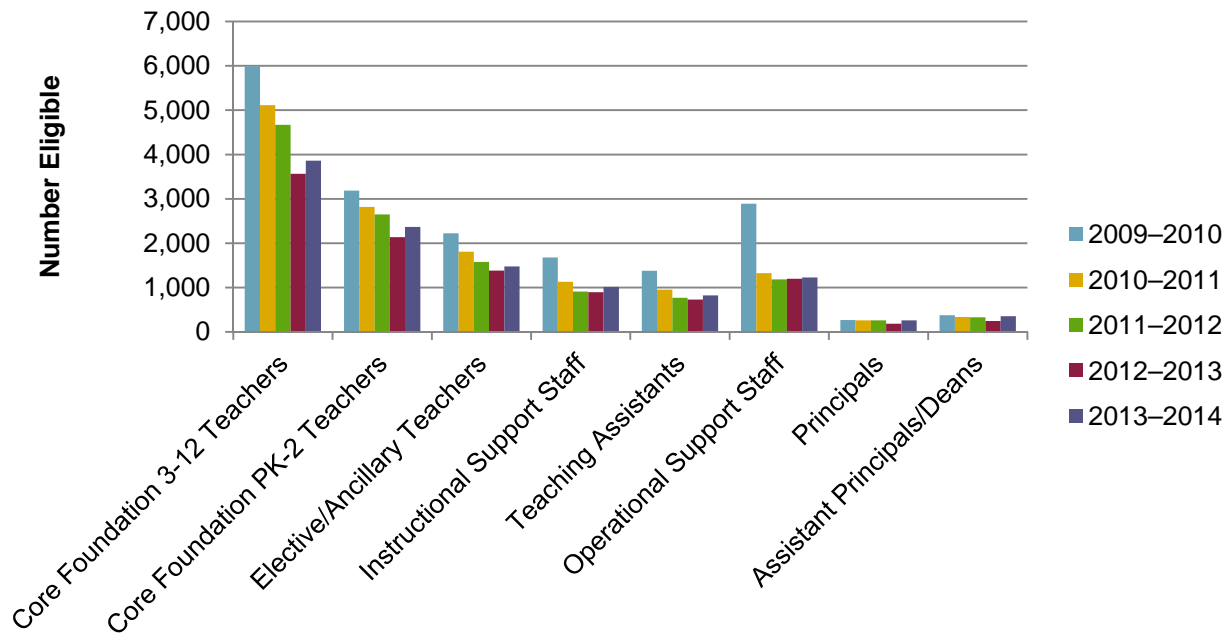


Figure 2. Number Eligible, 2009-2010 to 2013-2014

For the 2013–2014 award year, the district continued the implementation of several eligibility requirements:

- The attendance eligibility criteria required that an employee be absent no more than 10 instructional school days during the 2013–2014 school year.
- In addition to requiring that employees be assigned to a campus, employees were required to have a campus ID as their department ID in order to be considered as eligible.
- Employees who were on a Growth Plan, Prescriptive Plan of Assistance (PPA), or Intervention Plan at any time during the 2013–2014 school year and whose performance goals were not met by the end of the school year were not considered as eligible.
- Teachers, principals, and assistant principals/deans with a summative appraisal rating of 1 (Ineffective) or 2 (Needs Improvement) were considered as "not eligible."

Figure 3 displays the number of employees paid by each award categorization across time from the 2009–2010 award year through the 2013–2014 award year.

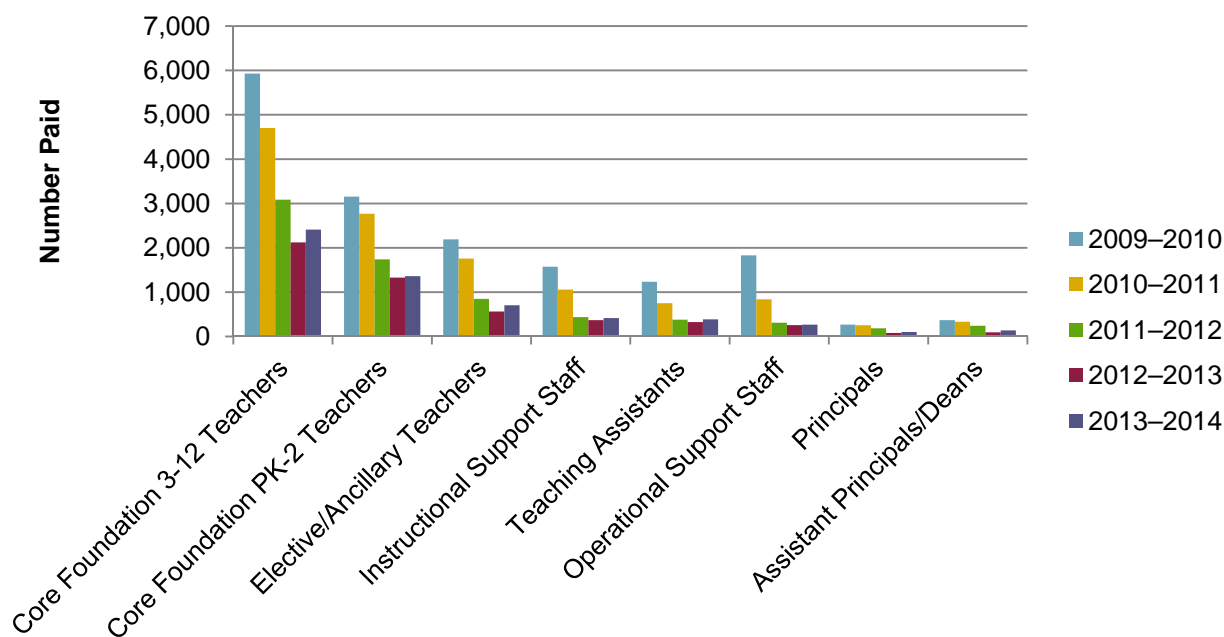


Figure 3. Number Paid, 2009–2010 to 2013–2014

- In comparing employees paid 2013–2014 awards to 2012–2013, 639 more employees were paid.
- For 2013–2014, 5,772 (32.0 percent) of the 18,035 considered employees were paid.
- For 2012–2013, 5,132 (29.4 percent) of the 17,472 considered employees were paid.
- For 2011–2012, 7,217 (41.2 percent) of the 17,522 considered employees were paid.
- For 2010–2011, 12,458 (57.9 percent) of the 21,528 considered employees were paid.
- For 2009–2010, 16,544 (67.5 percent) of the 24,497 considered employees were paid.

Figure 4 displays the distribution of payout amounts for all core teachers (groups 1-3) for the 2013–2014 award year. The maximum payout for teachers with EVAAS (Group 1) was \$13,000, and the maximum payout for teachers without EVAAS (Groups 2 and 3) was \$6,500.

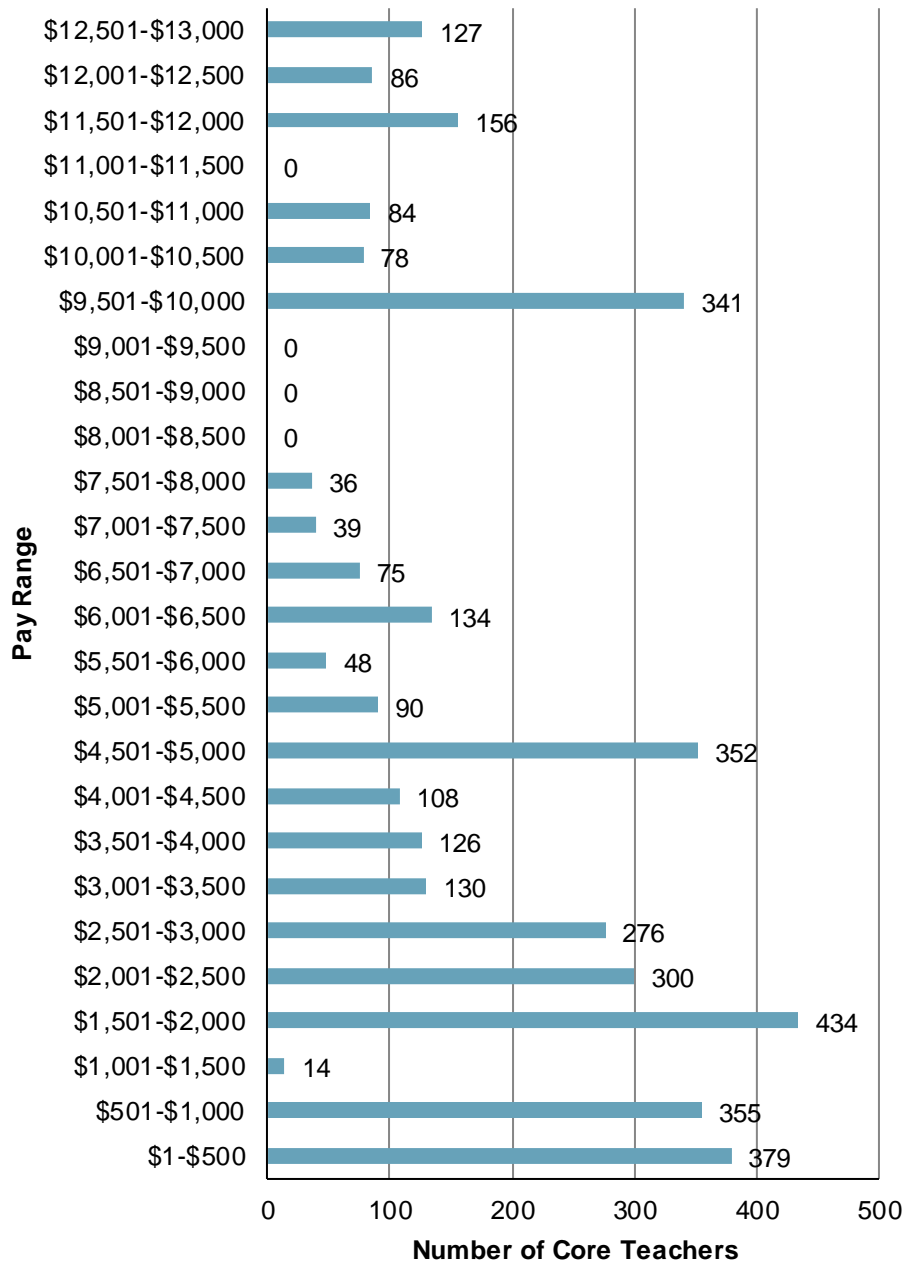


Figure 4. Number of Core Teachers Paid by Pay Range, 2013–2014

Award amounts remained consistent for all award groups for the 2013–2014 award year. Even with this consistency, the average award amount for core foundation teachers increased by approximately \$500,

while the average award amount for principals decreased by approximately \$450 (see **Tables 1-2**, pages 15-16).

Core Foundation Teachers:

- In 2013–2014, among core foundation teachers who received some award, amounts ranged from \$500 to \$13,000 with an average of \$4,924.18.
- In 2012–2013, amounts ranged from \$500 to \$13,000 with an average award of \$4,458.27.
- In 2011–2012, amounts ranged from \$250 to \$9,000 with an average award of \$3,055.48.
- In 2010–2011, amounts ranged from \$100 to \$10,300 with an average award of \$3,753.89.

Principals:

- In 2013–2014, among principals who received some award, amounts ranged from \$2,500 to \$15,000 with an average of \$8,250.00.
- In 2012–2013, amounts ranged from \$2,500 to \$15,000 with an average of \$8,702.53.
- In 2011–2012, amounts ranged from \$825 to \$13,500 with an average of \$4,441.00.

Tables 1, 2, 3, and 4 in Appendix C also detail the minimum, maximum, and mean amounts by category of the employees who received an award for 2013–2014, 2012–2013, 2011–2012, and 2010–2011, respectively.

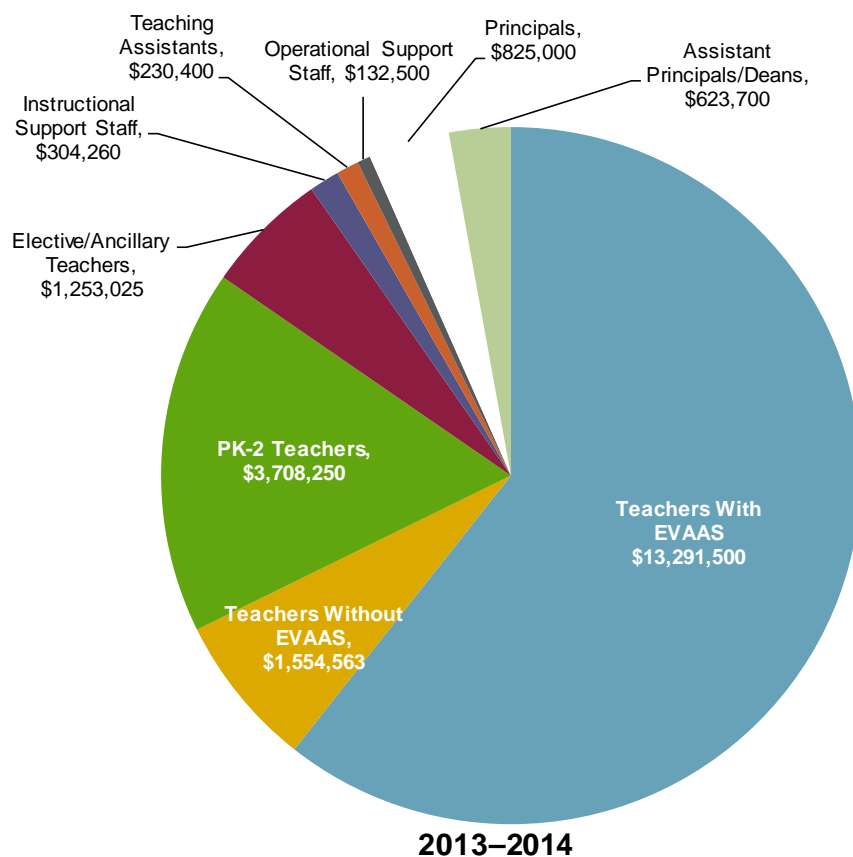


Figure 5. Total for All Paid Employees by Category, 2013–2014

- In 2013–2014, a total of \$21,923,198.33 was paid in ASPIRE Awards.
- There was an increase in total awards of 3,853,631.83 from 2012–2013 to 2013–2014 due to a higher number of employees who were considered, eligible, and paid.
- In 2013–2014, core teachers were paid a total of \$18,554,313.33 (**Figure 5**). Core teachers include Teachers With EVAAS, Teachers Without EVAAS, and PK-2 Teachers.
- This total amount was comprised of Core Foundation Teacher awards (\$13,788,623.33), Campus Progress awards (\$2,997,800.00, and Campus Achievement awards (\$1,767,890.00) as listed in **Table 6 (Appendix C, page 19)**.

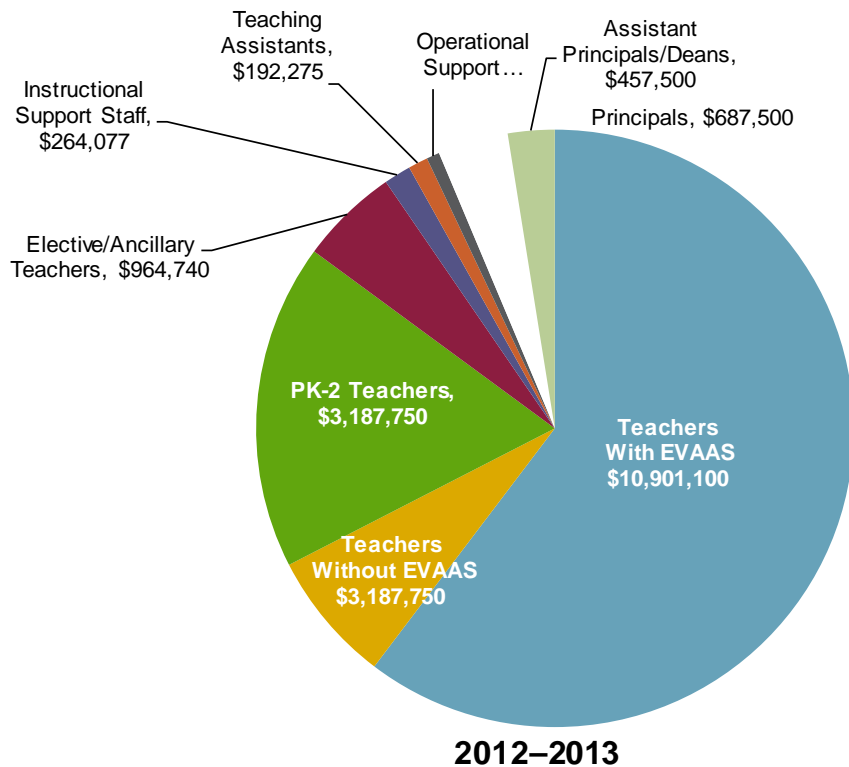


Figure 6. Total for All Paid Employees by Category, 2012–2013

- In 2012–2013, a total of \$18,069,566.50 (**Figure 6**) was paid in ASPIRE Awards
- In 2012–2013, core teachers were paid a total of \$15,376,575.00. Core teachers include Teachers With EVAAS, Teachers Without EVAAS, and PK-2 Teachers.
- This total amount was comprised of Core Foundation Teacher awards (\$11,243,275.00), Campus Progress awards (\$2,752,800.00), and Campus Achievement awards (\$1,380,500.00) as shown in **Table 7 (Appendix C, page 19)**.

Across both years described above, of the different types of employees awarded, core teachers of students in grades 3–12 receive the highest percentage of the total amount awarded. In addition, of the various award components, the Individual Teacher and Group Teacher awards reflected the highest amount paid to employees (see **Tables 6-8**, pages 19-20).

- Amounts by award component are displayed in **Table 5 (Appendix C, page 18)** for the 2013–2014 and 2012–2013 ASPIRE Awards, along with the difference in total award amounts per component.

Where were more employees paid for 2013–2014 awards?

For the Group Performance, Campus-Wide, Campus Value-Added component, 203 more campus-based staff and \$476,607.50 more in awards were paid. This component was based on campus-level composite value-added scores.

- 2013–2014: 16,190 considered, 11,377 eligible, 2,634 paid (16 percent of considered were paid; 23 percent of eligible were paid). A total of \$5,069,335.00 was paid for this award component.
- 2012–2013: 15,780 considered, 10,330 eligible, 2,431 paid (15 percent of considered were paid; 24 percent of eligible were paid). A total of \$4,592,727.50 was paid for this award component.

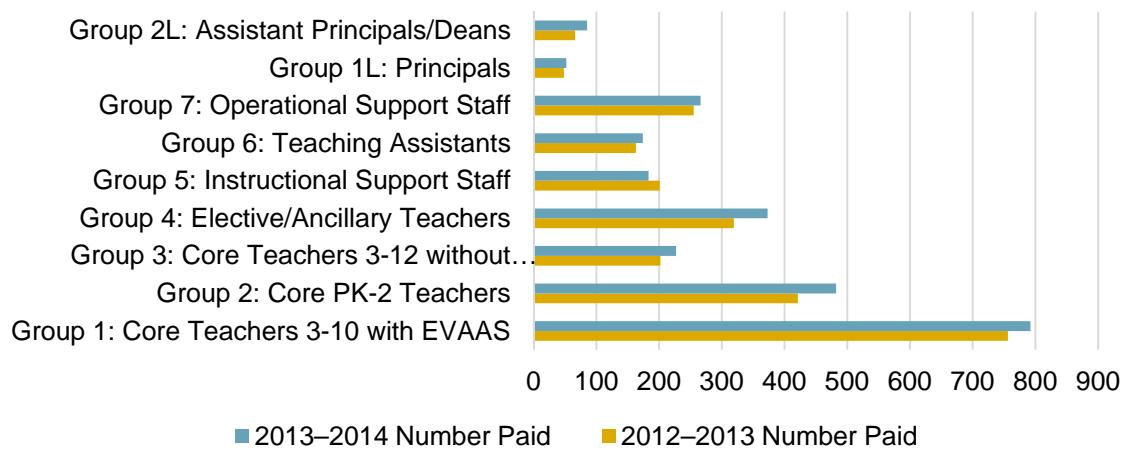


Figure 8: Group Performance, Campus-Wide, Campus Value-Added: Number Paid

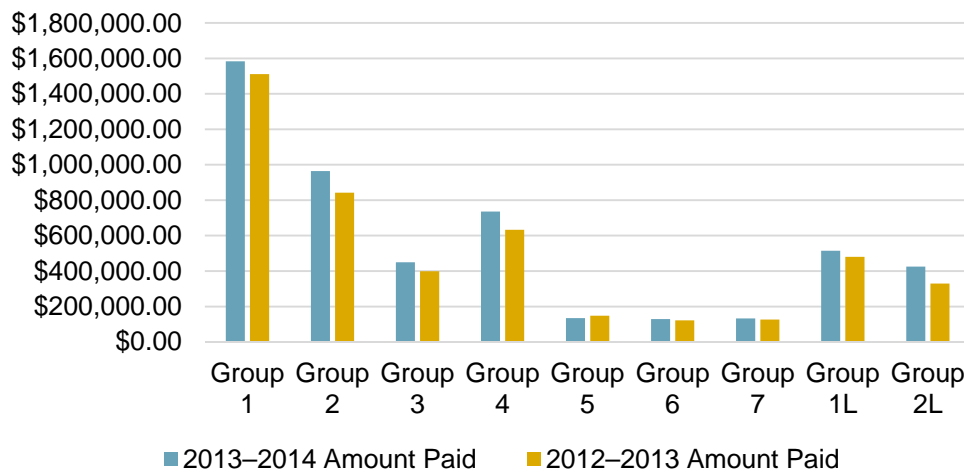


Figure 9: Group Performance, Campus-Wide, Campus Value-Added: Amount Paid

Figures 8 and 9 show a large difference in the number of assistant principals/deans paid and in the amount that was paid to them between the 2012–2013 and 2013–2014 school years. This indicates that the campuses that were paid 2013–2014 awards were much larger than the campuses that were paid 2012–2013 awards, as larger campuses have more assistant principals/deans. This group accounts for the single largest increase in awarded amounts despite the low number of employees paid (1/4 of the difference in award amount is accounted for with this single group). Some possible explanations for the higher award amount include:

- There were more considered, eligible, and paid employees.
- Larger campuses ranked higher (in quintile 1) in 2013–2014; smaller campuses ranked higher in 2012–2013.
- North Forest campuses, while not ranked highly, pushed “bubble” campuses into the paid category.

For the Individual Performance: Teachers award component, 379 more teachers and \$2,545,348.33 more in awards were paid. This component was based on teacher-level composite value-added scores.

- Group 1 (Core Teachers With EVAAS): 247 more teachers were paid in 2013–2014 than in 2012–2013, for a difference of \$2,276,000 more in awards paid out.
 - There were more teachers in award Group 1 in 2013–2014 than in 2012–2013, and Group 1 has the highest earning potential for awards.
 - The award for Group 1 is not rank-ordered and no set percentage of participants are paid; teachers with an EVAAS score of 2.0 or greater were awarded at \$10,000 and teachers with an EVAAS score in the 1.00-1.99 range were awarded \$5,000 without respect to a maximum number of awardees.
 - The mean award amount in 2013–2014 was \$8,288.08, and the mean amount in 2012–2013 was \$8,076.00.
 - In 2013–2014, there were 2,812 eligible Group 1 teachers; of those, 872 (31 percent) were awarded \$10,000 and 454 (16 percent) were awarded \$5,000. The number and percentage of teachers awarded \$10,000 increased substantially, while the number and percentage of teachers awarded \$5,000 remained relatively stable.
 - By contrast, in 2012–2013, there were 2,692 eligible Group 1 teachers. Of those, 664 (25 percent) were awarded \$10,000, 414 (15 percent) were awarded \$5,000, and one was awarded \$4,000 (an employee with a Full Time Equivalent less than 1.0).
- Group 2 (PK-2nd grade teachers): 148 more teachers were paid in 2013–2014 than in 2012–2013 for a difference of \$224,000 more in awards paid out.
- Group 3 (Teachers Without EVAAS): 16 fewer teachers were paid in 2013–2014 than in 2012–2013. In spite of there being fewer teachers paid, \$45,348.33 more in awards were paid.
 - In 2013–2014, 123 schools were awarded for one or more subjects, while in 2012–2013, 133 schools were awarded for one or more subjects (see **Figure 10**, page 10).
 - This indicates that more people were awarded less money (if teaching multiple subjects) in 2012–2013 than in 2013–2014.

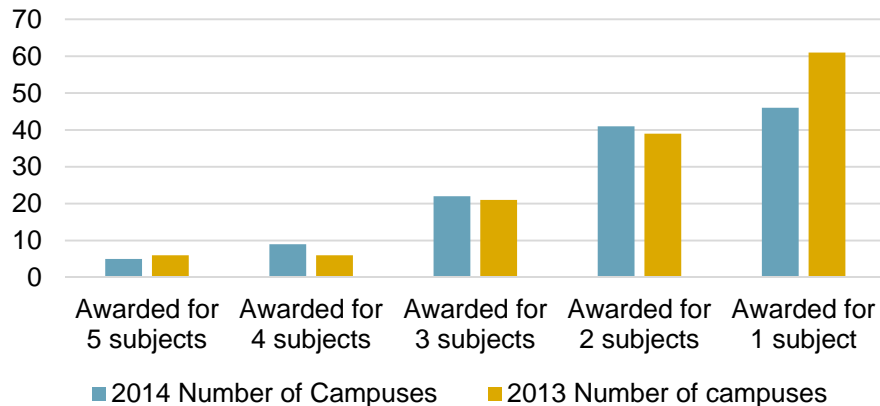


Figure 10. Group Performance, Teachers: Number of Subjects Awarded per Campus

For the Group Performance Campus-Wide Campus Growth or Achievement award component, 737 more campus-based staff and \$830,926 more in awards were paid. This component was based on NRT performance and growth at the elementary and middle schools and on AP/IB participation and performance at the high schools.

- 2013–2014: 14,401 considered, 10,150 eligible, 3,730 paid (26 percent of considered were paid, 37 percent of eligible were paid). A total of \$3,064,490 was paid for this award component.
- 2012–2013: 13,958 considered, 9,133 eligible, 2,993 paid (21 percent of considered were paid, 33 percent of eligible were paid). A total of \$2,233,564 was paid for this award component.

Breaking this down further into the AP/IB award separated from the NRT award:

- 2013–2014 AP/IB: 3,238 considered, 2,320 eligible, 987 paid (30 percent of considered were paid, 43 percent of eligible were paid). A total of \$1,019,678 was paid for the AP/IB portion of this award component.
- 2012–2013 AP/IB: 3,228 considered, 2,231 eligible, 483 paid (15 percent of considered were paid, 22 percent of eligible were paid). A total of \$484,050 was paid for the AP/IB portion of this award component.

While the award amount, number considered, and number eligible stayed very stable for the AP/IB award component, the number paid more than doubled, as did the total amount awarded. This is due entirely to the change in award calculation methodology. In 2012–2013, staff from eleven campuses qualified for the award. In 2013–2014, staff from fourteen campuses qualified for the award. This is not due to an increased number of campuses; the total number of high school campuses actually decreased by one in spite of the acquisition of North Forest campuses.

- 2013–2014 NRT: 11,162 considered, 7,830 eligible, 2,743 paid (25 percent of considered were paid, 35 percent of eligible were paid). A total of \$2,044,812 was paid for the NRT portion of this award component.
- 2012–2013 NRT: 10,730 considered, 6,902 eligible, 2,510 paid (23 percent of considered were paid, 36 percent of eligible were paid). A total of \$1,749,514 was paid for the NRT portion of this award component.

A total of 233 more people were paid in 2013–2014 than in 2012–2013, and \$295,298 more in awards were paid. However, the percentage paid remained stable, and actually decreased among eligible employees. Given the higher number of considered and eligible employees, this marginal increase is as expected.

Conclusions

The district has awarded teachers through a performance pay program for the last nine consecutive years. Beginning in 2005–2006, the Teacher Performance Pay Model (TPPM) was awarded. The experience gained in the first year and consultations with national experts and teachers provided the impetus for recommending the improvement and enhancement of the model, which became the “Recognize” component of the district’s comprehensive education-improvement model, “Accelerating Student Progress: Increasing Results and Expectations” (ASPIRE). While teacher performance awards have been paid for nine consecutive years, the ASPIRE Award has been paid out for the past eight years. The original TPPM model and the calculations used to determine awards bear little resemblance to the model and calculations used in the ASPIRE Award; therefore, this award payout report discusses the ASPIRE Award only. For the 2006–2007 award year, a total of \$24,653,724.71 was paid; for the 2007–2008 award year, a total of \$31,581,703.46 was paid; for the 2008–2009 award year, a total of \$40,564,693.83 was paid; for the 2009–2010 award year, a total of \$42,467,370.00 was paid; for the 2010–2011 award year, a total of \$35,362,083.25 was paid; for the 2011–2012 award year, a total of \$17,669,259.42 was paid; for the 2012–2013 award year, a total of \$18,069,566.50 was paid; and for the 2013–2014 award year, a total of \$21,923,198.33 was paid.

The 2013–2014 ASPIRE Award model was almost identical to the 2012–2013 model. The only change was that high school campuses were awarded for ranking in the top quintile for AP/IB Participation and Performance or for ranking in the top quintile for AP/IB Participation and Performance Growth. For 2012–2013, high schools were awarded if their AP/IB Participation and Performance met a 40 percent threshold or if their AP/IB Participation and Performance Growth ranked in the top quintile. This change was made to allow a larger number of high schools to be awarded for this criterion.

The percentage of considered employees who were paid increased to 32 percent in 2013–2014 from 29 percent in 2012–2013. Possible causes for this difference are:

- The acquisition of the North Forest campuses and the staffing for those campuses.
- The implementation of the “eligibility inquiry period,” where employees were asked to submit inquiries ahead of award calculation to clear eligibility problems such as Family Medical Leave, time reporting, etc.
- A shift in employee perception and attention to the number of hours taken off during the school year to maintain eligibility.
- Numerous eligibility reminders throughout the year from Human Resources.

The total amount that was paid increased from \$18,069,566.50 for the 2012–2013 school year to \$21,923,198.33 for 2013–2014. Some possible causes for the increase in total awarded amounts are:

- The acquisition of North Forest campuses increases the total number of campuses considered for award, which increases the number of campuses in the “top 20 percent.”
- Changes to the AP/IB portion of the award model.
- Increase in the number of considered and eligible employees.

- There is no longer a “top 20 percent” or “top half” awarded for individual teacher awards. Theoretically, every core teacher with EVAAS in the district could be awarded the maximum award amount.
- More campuses were awarded for more than one subject for the Group Performance – Teachers component; while this results in fewer employees paid, the amount paid increases.

The 2014–2015 ASPIRE Award model is the same as the 2013–2014 ASPIRE Award model except that the maximum award amounts have been lowered to accommodate budget changes. The processes of identifying appropriate employee award groupings, student linkages, and campus assignments began in February of 2015, and are scheduled to begin at the campus level in April of 2015. Awards for the 2014–2015 school year are scheduled to be paid out in February of 2016.

APPENDIX A

ASPIRE Award Components

The 2013–2014 ASPIRE Award was organized into three components.

Individual Performance (for core foundation teachers with EVAAS scores): rewarded individual teachers who taught core subjects (reading, math, science, social studies, and language arts) on the basis of student progress. EVAAS calculates value-added scores for teachers in grades 3-11. Teachers with an EVAAS Teacher Composite Cumulative Gain Index of 1.0 or higher were awarded.

- OR -

Group Performance (for core foundation teachers without EVAAS scores): Teachers Department Value-Added: rewarded individual teachers who taught core foundation subjects (reading, math, science, social studies, and language arts) on the basis of student progress. EVAAS calculates value-added scores for campuses by subject. Department-level value-added subject scores were ranked to compare subjects. Teachers in departments ranked in the top 20% were awarded.

- OR -

Group Performance (for core foundation teachers of students in Prekindergarten through Grade 2): Teachers Grade-Subject Student Growth: rewarded individual core foundation teachers of grades PK-2, where campus-level second grade reading and math comparative growth scores were ranked in quintiles comparing elementary campuses. Prekindergarten through grade 2 core teachers at schools that ranked in the top 20% were awarded.

- AND -

Group Performance: Campus-Wide Campus Value-Added: paid to all eligible campus-based staff at campuses with EVAAS value-added campus composite scores (cumulative gain index) ranked in the top 20%. Campuses were compared to other campuses of the same level (i.e., elementary campuses were compared to other elementary campuses).

- AND -

Group Performance: Campus -Wide Campus Growth or Achievement:

- Elementary and Middle School Award: rewarded all instructional and instructional support staff and school leaders at campuses where at least 85 percent of students were at or above the 50th National Percentile Rank for Stanford or Aprenda Reading and Math. Staff at campuses that did not meet this award standard could still qualify for this award if their campus ranked in the top 20% of campuses showing progress toward this standard.

- OR -

- High School Campus College Credit Participation and Performance Award: rewarded all instructional and instructional support staff and school leaders from the top 20% of campuses with the highest percentage of enrolled students who scored a 3 (Advanced Placement exams) or 4 (International Baccalaureate exams) or higher, or where improvement in the percentage of students meeting this standard was ranked in the top 20%. This award was calculated using an unduplicated count from PEIMS of students in grades 10-12, or grades 11-12 for campuses with an International Baccalaureate program only.

APPENDIX B

ASPIRE Award Groupings

For the purposes of the 2013–2014 ASPIRE Award, employees were considered in one of nine award groups:

- Group 1: Core Foundation Teachers with EVAAS.
- Group 2: Core Foundation Teachers, grades PK-2.
- Group 3: Core Foundation Teachers without EVAAS.
- Group 4: Elective/Ancillary Teachers.
- Group 5: Instructional Support Staff.
- Group 6: Teaching Assistants.
- Group 7: Operational Support Staff.
- Group 1L: Principals.
- Group 2L: Assistant Principals/Deans.

APPENDIX C
ASPIRE Award Tables

Table 1. Eligibility by Categorization, 2013–2014 ASPIRE Award								
	Considered	Eligible	Not Eligible	Eligible Employees		Of Paid Employees		
				# Paid	# Not Paid	Minimum	Maximum	Mean
Group 1	4,308	2,812	1,496	1,870	942	\$500.00	\$13,000.00	\$7,107.75
Group 2	3,248	2,366	882	1,359	1,007	\$500.00	\$6,500.00	\$2,728.66
Group 3	1,520	1,050	470	539	511	\$500.00	\$6,500.00	\$2,884.16
Group 4	2,094	1,476	618	702	774	\$250.00	\$3,000.00	\$1,784.94
Group 5	1,318	1,013	305	413	600	\$180.00	\$1,350.00	\$736.71
Group 6	1,265	824	441	386	438	\$200.00	\$1,150.00	\$596.89
Group 7	1,789	1,227	562	266	961	\$250.00	\$500.00	\$498.12
Group 1L	269	258	11	100	158	\$2,500.00	\$15,000.00	\$8,250.00
Group 2L	379	352	27	137	215	\$1,225.00	\$7,500.00	\$4,552.55
Ineligible Category	1,845	0	1,845	N/A	N/A	N/A	N/A	N/A
Total	18,035	11,378	6,657	5,772	5,606			
"Core Teachers" (Group 1-3)								
	9,076	6,228	2,848	3,768	2,460	\$500.00	\$13,000.00	\$4,924.18
"Teachers" (Group 1-4)								
	11,170	7,704	3,466	4,470	3,234	\$250.00	\$13,000.00	\$4,431.17

Table 2. Eligibility by Categorization, 2012–2013 ASPIRE Award

				Eligible Employees		Of Paid Employees		
	Considered	Eligible	Not Eligible	# Paid	# Not Paid	Minimum	Maximum	Mean
Group 1	4,384	2,692	1,692	1,670	1,022	\$500.00	\$13,000.00	\$6,527.60
Group 2	3,213	2,135	1,078	1,327	808	\$500.00	\$6,500.00	\$2,402.22
Group 3	1,280	875	405	452	423	\$500.00	\$6,500.00	\$2,848.95
Group 4	2,058	1,381	677	564	817	\$245.00	\$3,000.00	\$1,710.53
Group 5	1,162	895	267	368	527	\$147.00	\$1,350.00	\$717.60
Group 6	1,224	729	495	323	406	\$200.00	\$1,150.00	\$595.28
Group 7	1,822	1,197	625	255	942	\$250.00	\$500.00	\$497.65
Group 1L	263	182	81	79	103	\$2,500.00	\$15,000.00	\$8,702.53
Group 2L	374	244	130	94	150	\$1,250.00	\$7,500.00	\$4,867.02
Ineligible Category	1,692	0	1,692	N/A	N/A	N/A	N/A	N/A
Total	17,472	10,330	7,142	5,132	5,198			
"Core Teachers" (Group 1-3)								
	8,877	5,702	3,175	3,449	2,253	\$500.00	\$13,000.00	\$4,458.27
"Teachers" (Group 1-4)								
	10,935	7,083	3,852	4,013	3,070	\$245.00	\$13,000.00	\$4,072.09

Table 3. Eligibility by Categorization, 2011–2012 ASPIRE Award

				Eligible Employees		Of Paid Employees		
	Considered	Eligible	Not Eligible	# Paid	# Not Paid	Minimum	Maximum	Mean
Category A/B	3,670	3,033	637	2,036	997	\$250.00	\$9,000.00	\$3,629.22
Category C	1,358	1,082	276	710	372	\$500.00	\$9,000.00	\$3,719.51
Category D	3,172	2,648	524	1,738	910	\$500.00	\$5,500.00	\$2,210.01
Category E	731	554	177	339	215	\$500.00	\$5,500.00	\$2,553.47
Category F	2,098	1,577	521	846	731	\$200.00	\$2,000.00	\$1,043.82
Category G	1,198	910	288	435	475	\$147.00	\$1,350.00	\$690.65
Category H	1,244	769	475	378	391	\$100.00	\$1,150.00	\$607.47
Category I	1,814	1,183	631	310	873	\$200.00	\$490.79	\$500.00
Category J	267	259	8	182	77	\$825.00	\$13,500.00	\$4,441.00
Category K	355	328	27	243	85	\$412.50	\$6,750.00	\$2,301.06
Ineligible Category	1,615	0	1,615	N/A	N/A	N/A	N/A	N/A
Total	17,522	12,343	5,179	7,217	5,126			
"Core Teachers" (Categories A-E)								
	8,931	7,317	1,614	4,823	2,494	\$250.00	\$9,000.00	\$3,055.48
"Teachers" (Categories A-F)								
	11,029	8,894	2,135	5,669	3,225	\$200.00	\$9,000.00	\$2,755.27

Table 4. Eligibility by Categorization, 2010–2011 ASPIRE Award								
				Eligible Employees		Of Paid Employees		
	Considered	Eligible	Not Eligible	# Paid	# Not Paid	Minimum	Maximum	Mean
Category A/B	3,825	3,292	533	3,019	273	\$100.00	\$10,300.00	\$4,402.93
Category C	1,574	1,247	327	1,123	124	\$200.00	\$10,100.00	\$4,557.09
Category D	3,335	2,818	517	2,767	51	\$100.00	\$6,600.00	\$2,846.13
Category E	728	573	155	559	14	\$100.00	\$6,600.00	\$2,733.06
Category F	2,415	1,809	606	1,759	50	\$100.00	\$3,100.00	\$1,536.75
Category G	1,489	1,129	360	1,056	73	\$25.00*	\$1,700.00	\$822.43
Category H	1,486	951	535	752	199	\$50.00	\$1,100.00	\$581.38
Category I	2,055	1,325	730	836	489	\$183.75	\$750.00	\$556.31
Category J	274	258	16	254	4	\$240.00	\$15,530.00	\$6,555.09
Category K	381	335	46	333	2	\$100.00	\$7,765.00	\$3,571.04
Ineligible Category	3,966	0	3,966	N/A	N/A	N/A	N/A	N/A
Total	21,528	13,737	7,791	12,458	1,279			
"Core Teachers" (Categories A-E)								
	9,462	7,930	1,532	7,468	462	\$100.00	\$10,300.00	\$3,753.89
"Teachers" (Categories A-F)								
	11,877	9,739	2,138	9,227	512	\$100.00	\$10,300.00	\$3,331.22

*Only one employee was paid a total award of \$25. This employee was a 0.50 FTE librarian who was awarded Strand IIIB funds only. Strand IIIB for this campus was \$50 for Instructional Support Staff, as this campus was rated "AEA: Academically Acceptable."

Table 5. Totals for all Paid Employees			
	2012–2013 Total	2013–2014 Total	12–13 to 13–14 Difference
Individual Teacher and Group Teacher Awards	\$11,243,275.00	\$13,788,623.33	\$2,545,348.33
Campus Progress: Value-Added	\$4,592,727.50	\$5,070,085.00	\$477,357.50
Campus Achievement	\$2,233,564.00	\$3,064,490.00	\$830,926.00
Total Award	\$18,069,566.50	\$21,923,198.33	\$3,853,631.83

Table 6. Totals for All Paid Employees by Category, 2013–2014

Paid Categories	Number	Core Foundation Teacher Component	Campus Progress Component	Campus Achievement Component	Total
Group 1	1,870	\$10,990,000.00	\$1,584,000.00	\$717,500.00	\$13,291,500.00
Group 2	1,359	\$2,066,750.00	\$964,000.00	\$677,500.00	\$3,708,250.00
Group 3	539	\$731,873.33	\$449,800.00	\$372,890.00	\$1,554,563.33
Group 4	702	N/A	\$735,740.00	\$517,285.00	\$1,253,025.00
Group 5	413	N/A	\$135,045.00	\$169,215.00	\$304,260.00
Group 6	386	N/A	\$129,000.00	\$101,400.00	\$230,400.00
Group 7	266	N/A	\$132,500.00	N/A	\$132,500.00
Group 1L	100	N/A	\$515,000.00	\$310,000.00	\$825,000.00
Group 2L	137	N/A	\$425,000.00	\$198,700.00	\$623,700.00
Total	5,772	\$13,788,623.33	\$5,070,085.00	\$3,064,490.00	\$21,923,198.33
"Core Teachers" (Groups 1-3)					
	3,768	\$13,788,623.33	\$2,997,800.00	\$1,767,890.00	\$18,554,313.33
"Teachers" (Groups 1-4)					
	4,470	\$13,788,623.33	\$3,733,540.00	\$2,285,175.00	\$19,807,338.33

Table 7. Totals for All Paid Employees by Category, 2012–2013

Paid Categories	Number	Core Foundation Teacher Component	Campus Progress Component	Campus Achievement Component	Total
Group 1	1,670	\$8,714,000.00	\$1,511,600.00	\$675,500.00	\$10,901,100.00
Group 2	1,327	\$1,842,750.00	\$842,000.00	\$503,000.00	\$3,187,750.00
Group 3	452	\$686,525.00	\$399,200.00	\$202,000.00	\$1,287,725.00
Group 4	564	N/A	\$633,260.00	\$331,480.00	\$964,740.00
Group 5	368	N/A	\$147,892.50	\$116,184.00	\$264,076.50
Group 6	323	N/A	\$121,875.00	\$70,400.00	\$192,275.00
Group 7	255	N/A	\$126,900.00	N/A	\$126,900.00
Group 1L	79	N/A	\$480,000.00	\$207,500.00	\$687,500.00
Group 2L	94	N/A	\$330,000.00	\$127,500.00	\$457,500.00
Total	5,132	\$11,243,275.00	\$4,592,727.50	\$2,233,564.00	\$18,069,566.50
"Core Teachers" (Groups 1-3)					
	3,449	\$11,243,275.00	\$2,752,800.00	\$1,380,500.00	\$15,376,575.00
"Teachers" (Groups 1-4)					
	4,013	\$11,243,275.00	\$3,386,060.00	\$1,711,980.00	\$16,341,315.00

Table 8. Totals for All Paid Employees by Category, 2011–2012

Paid Categories	Number	Core Foundation Teacher Component	Campus Progress Component	Campus Achievement Component	Total
Category A/B	2,036	\$5,958,341.67	\$788,500.00	\$642,250.00	\$7,389,091.67
Category C	710	\$2,014,250.00	\$314,600.00	\$312,000.00	\$2,640,850.00
Category D	1,738	\$2,583,000.00	\$648,000.00	\$610,000.00	\$3,841,000.00
Category E	339	\$580,125.00	\$159,000.00	\$126,500.00	\$865,625.00
Category F	846	\$0.00	\$463,880.00	\$419,190.00	\$883,070.00
Category G	435	\$0.00	\$167,925.00	\$132,507.00	\$300,432.00
Category H	378	\$0.00	\$155,625.00	\$74,000.00	\$229,625.00
Category I	310	\$0.00	\$152,145.00	\$0.00	\$152,145.00
Category J	182	\$603,500.00	\$104,525.00	\$100,237.50	\$808,262.50
Category K	243	\$426,677.50	\$73,509.75	\$58,971.00	\$559,158.25
Total	7,217	\$12,165,894.17	\$3,027,709.75	\$2,475,655.50	\$17,669,259.42
"Core Teachers" (Categories A-E)					
	4,823	\$11,135,716.67	\$1,910,100.00	\$1,690,750.00	\$14,736,566.67
"Teachers" (Categories A-F)					
	5,669	\$11,135,716.67	\$2,373,980.00	\$2,109,940.00	\$15,619,636.67