

# **ASPIRE Award**

## **Data Dilemmas and Communication**

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Accelerating Student Progress  
Increasing Results & Expectations

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**Houston Independent School District**



# Houston ISD ASPIRE Award: Distinguishing Features

- Comprehensive: Every Campus Included
- Large Scale: Nearly 23,000 Potentially Eligible Employees; \$40.4 mil. Paid
- Student-Assessment Driven
- Value-Added Focus: Two of Three Strands
- External Partners; Foundation Support
- Part of Larger School Improvement Effort
- District Commitment: Multi-Year \$\$



# Program Metrics:

## Student Achievement and Student Growth (Value-added)

- Changing the emphasis from student achievement to student growth, accuracy of metrics
- Student achievement data – both criterion referenced and norm-referenced, multiple forms, two languages
- Student growth indicators -- value-added data for three years, changing of growth standard
- Longitudinal tracking of student data to be used in value-added analysis
- Systems to provide the data to teachers, campus staff



# Employee Identification

- Underlying data sources identified
- Eligibility rules and systems in place
- Categorization framework established
- Student-teacher linkage system developed
- Linkage of teachers to reflect instructional setting
- District and campus nuances identified and accounted for



# Payment Processes

- Assuring timely and transparent payout of a complex award
- Award notices: preliminary and final
- Inquiry period (challenges and questions)
- Portal delivery of notices and inquiries
- Inter-department planning and coordination



# Communication:

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





Thank You.

Evaluating  Rewarding  
EDUCATOR EFFECTIVENESS  
Navigating the Evolving Landscape

NATIONAL CENTER ON  
Performance Incentives

**Battelle** *for Kids*  
Bringing clarity to school improvement