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# **HISD Teacher Performance-Pay Models**

**HOUSTON INDEPENDENT SCHOOL DISTRICT**



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# **BACKGROUND:**

## **Teacher Performance Pay**

- **HISD has had a system of performance pay based on indicators since 2000–2001.**
- **2004–2005 performance pay ranged from \$450 to \$1,000 per teacher.**
- **Previous models based on accountability ratings and overall campus performance.**
- **Previous models compared all campuses without consideration of demographics.**



# **GOALS OF New Performance-Pay Models**

- **Build upon previous success**
- **Have a focus on and be driven by student performance results—specifically growth in student learning**
- **Allow for campus and individual teacher performance**
- **Provide for comparable and fair comparisons—“levels the playing field”**
- **Ensure all teachers are included**
- **Make model more financially meaningful**



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# **GENERAL OVERVIEW OF Teacher Performance-Pay Models**

## **Strand I: Campus-Level Performance (TAKS)**

### **PART A: (Q1=\$1,000; Q2=\$500)**

- **All Teaching Faculty**  
**(TEA Accountability & Comparable Improvement)**

### **PART B: (Half of what teachers earn)**

- **Non-Instructional Staff**  
**(TEA Accountability & Comparable Improvement)**



# GENERAL OVERVIEW OF Teacher Performance-Pay Models

## **Strand II: Individual Teacher Performance (Stanford 10/Aprenda 3)**

### **PART A (Q1=\$1,000; Q2=\$500)**

- Elementary Core Teachers  
(Complete Battery NCE)
- Secondary Core Teachers  
(Subject-Area NCE)

### **PART B (Q1=\$500; Q2=\$250)**

- Non-Core Teachers Campus-Level Improvement  
(Complete Battery NCE)



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# **GENERAL OVERVIEW OF Teacher Performance-Pay Models**

## **Strand III: Individual Teacher Performance (TAKS)**

### **PART A: (Q1=\$1,000; Q2=\$500)**

- **Elementary Core Teachers by Grade**  
**(Improvement in Reading and Math Scale Scores)**
- **Secondary Core Teachers**  
**(Improvement in Subject-Area Scale Scores)**



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# **GENERAL OVERVIEW OF Teacher Performance-Pay Models**

## **Strand III: Individual Teacher Performance (TAKS)**

### **PART B:**

- **Grade 3 Current Year TAKS Performance  
(Reading and Math Scale Scores)**
- **Grades 5 and 10 Current Year TAKS  
Performance  
(Science Scale Scores)**
- **Grades 8 and 10 Current Year TAKS  
Performance  
(Social Studies Scale Scores)**



# Teacher Performance Pay: Proposed Model vs. Previous Model (Spring 2005 Results)

	Proposed Model	Previous Model
<b>Number of Teachers Earning Performance Pay</b>	<b>6,853</b>	<b>2,077</b>
<b>Number of Schools Participating</b>	<b>274</b>	<b>48</b>
<b>Performance Pay Earned</b>	<b>\$6,638,500</b>	<b>\$2,077,000</b>