2011–2012 ASPIRE Awards
School Leader Performance Pay Model

**STRAND I**
Campus Progress Award

**INDICATOR**
Composite Cumulative Gain Index
Generated by EVAAS® based on student progress across all grades within a subject.

**METRIC**
Top quintile

**AWARD**
Principals $1,850
Assistant Principals/Deans of Instruction $925

**STRAND II**
Classroom Progress Award

**INDICATOR**
Department Cumulative Gain Index
Math, Reading, Science, Social Studies, Language Arts
"Not used at high school"

**METRIC**
Top 15% within school level; each subject rank-ordered and awarded separately
Second 15% within school level; each subject rank-ordered and awarded separately

**AWARD**
Principals $10,000
Assistant Principals/Deans of Instruction $5,000

**STRAND III**
Campus Achievement Awards

**ELEMENTARY AND MIDDLE SCHOOL**

**INDICATOR**
Elementary and Middle School
Stanford/Aprenda Math
Stanford/Aprenda Reading

**METRIC**
Meets threshold of 85% or top quintile growth

**AWARD**
Math Principals $825
Reading Principals $825

**HIGH SCHOOL**

**INDICATOR**
AP/IB Participation and Performance
(Students scoring 3+/4+ divided by grades 10–12 PEIMS enrollment — unduplicated count)

**METRIC**
Meets threshold of 40% or top quintile growth
Meets target of <= 3% or top quintile growth

**AWARD**
AP/IB Principals $825
Dropout Rate Principals $825

**MAXIMUM ASPIRE AWARD**
Principals MAXIMUM AWARD $13,500
Assistant Principals/Deans of Instruction MAXIMUM AWARD $6,750

**NOTES**
School Leaders whose departmental cumulative gain indices are less than or equal to -2 for all core foundation subjects will not be considered for any award in Strands I and III.

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