2014–2015 ASPIRE AWARDS FOR SCHOOL LEADERS
Group 1L: Principals

Maximum ASPIRE Award: $11,250

Principals must:
• Be the “principal of record” according to HR and PeopleSoft; and
• Have certification for his/her position in order to be considered for this award group.

<table>
<thead>
<tr>
<th>Group Performance Award</th>
<th>Indicator</th>
<th>Metric</th>
<th>Maximum Award $11,250</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campus Value-Added</td>
<td>EVAAS™ Campus Composite Cumulative Gain Index</td>
<td>Top Quintile</td>
<td>$7,500</td>
</tr>
<tr>
<td>Campus Growth or Achievement</td>
<td>ES/MS Campus Staff: Iowa/Logramos Math (Percent of all students at/above 50th percentile rank across all grades)</td>
<td>Meets Threshold of 85% or Top Quintile of Improvement</td>
<td>$1,875 OR $1,875</td>
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<td></td>
<td>ES/MS Campus Staff: Iowa/Logramos Reading (Percent of all students at/above 50th percentile rank across all grades)</td>
<td>OR</td>
<td></td>
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<tr>
<td></td>
<td>HS Campus Staff: AP/IB Participation &amp; Performance (Students scoring 3+/4+ divided by grades 10–12 PEIMS enrollment – unduplicated count)</td>
<td>Top Quintile or Top Quintile of Improvement</td>
<td>$3,750</td>
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</tbody>
</table>

Special Notes:
Campus Value-Added
• Campus value-added scores are rank ordered separately at the elementary, middle, and high school levels.
• School leaders at campuses with a positive Composite CGI ranked in the top quintile are awarded.
• School leaders whose Campus Composite CGI is less than or equal to -2.00 will not be considered for any performance pay award.

Campus Growth or Achievement—Elementary and Middle School (ES/MS) Campus Staff
• School leaders at campuses with 85% of all students scoring at or above the 50th NPR are awarded. If threshold is not met, school leaders at campuses ranked in the top quintile for growth are awarded. Math and Reading are analyzed and awarded separately.
• Growth is rank ordered separately at the elementary and middle school levels.

Campus-Wide Growth or Achievement—High Schools Campus Staff
• Staff at campuses that are in the top quintile or top quintile of improvement for AP/IB Participation & Performance are awarded.