2014–2015 ASPIRE AWARDS FOR TEACHERS & CAMPUS-BASED STAFF

Group 3: Core Teachers, Grades 3–12 without EVAAS™ Value-Added Report

Maximum ASPIRE Award: $4,875
To be considered as a core foundation teacher, the employee must be assigned to a campus, plan lessons, provide direct instruction to students, and be responsible for providing content grades (not conduct/participation) for ASPIRE core foundation courses for the majority of the day/school year.

Core Foundation Teachers in Grades 3–12 also must:
• Teach core foundation subjects as identified in the Core Course List (available on the ASPIRE portal) to students in grades 3–12 for the majority of the school day; and
• Complete student-teacher linkages during the spring linkage process for teachers of students in grades 3–11.

Special Notes:
• A teacher-level value-added report will not be produced for teachers in this group.
• This group may include special education teachers who teach core foundation courses where a value-added report cannot be generated, high school teachers of students in grades and subjects for which a value-added report cannot be generated, or teachers of low class sizes.

Group Performance Award—Teachers:

<table>
<thead>
<tr>
<th>Department Value-Added</th>
<th>Indicator</th>
<th>Metric</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>EVAAS™ Department Cumulative Gain Index (STAAR/STAAR-EOC/TAKS within a subject)</td>
<td>Top Quintile $2,625</td>
</tr>
</tbody>
</table>

Special Notes:
• Teachers are awarded a maximum of $2,625, based on the subject(s) taught
  • The maximum award of $2,625 is divided by the total number of subjects taught. If a teacher teaches one subject, that subject can be awarded $2,625; with two subjects, each subject can be awarded $1,312.50 ($2,625 divided by 2); with three subjects, each subject can be awarded $875 ($2,625 divided by 3); and so on.

Group Performance Award—Campus-Wide:

<table>
<thead>
<tr>
<th>Campus Value-Added</th>
<th>Indicator</th>
<th>Metric</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>EVAAS™ Campus Composite Cumulative Gain Index</td>
<td>Top Quintile $1,500</td>
</tr>
<tr>
<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 $375</td>
<td></td>
</tr>
<tr>
<td>ES/MS Campus Staff: Iowa/Logramos Reading (Percent of all students at/above 50th percentile rank across all grades)</td>
<td>$375</td>
<td></td>
</tr>
<tr>
<td>HS Campus Staff: AP/IB Participation &amp; Performance (Students scoring 3+/4+ divided by grades 10–12 PEIMS enrollment – unduplicated count)</td>
<td>OR Top Quintile or Top Quintile of Improvement $750</td>
<td></td>
</tr>
</tbody>
</table>

Special Notes:
Campus Value-Added
• Campus value-added scores are rank ordered separately at the elementary, middle, and high school levels.
• Staff at campuses with a positive Composite CGI ranked in the top quintile are awarded.

Campus Growth or Achievement—Elementary and Middle School (ES/MS) Campus Staff
• Staff at campuses with 85% of all students scoring at or above the 50th NPR are awarded. If threshold is not met, staff 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 School Campus Staff
• Staff at campuses that are in the top quintile or top quintile of improvement for AP/IB Participation & Performance are awarded.

Eligibility is based on 2014–2015 Program & Eligibility Requirements. The 2014–2015 ASPIRE Awards are based on data for the 2014–2015 school year. For more information on award calculations, refer to the complete Award Model Diagram—Teachers & Campus-Based Staff.