Updates & Changes to Eligibility Criteria
Please note that no eligibility criteria have been eliminated, but some general eligibility criteria have been added and/or clarified.

- Employees who receive a final summative rating of “Ineffective” or “Needs Improvement” for the 2012-2013 school year, according to the Teacher Appraisal and Development System or the School Leader Appraisal System, are not eligible to receive an ASPIRE Award payment. This final summative rating includes a Student Performance measure for applicable employees.
- Employees who were on a Growth Plan or Prescriptive Plan of Assistance (PPA) based on 2012-2013 information, as determined by multiple measures including observations, walkthroughs, student performance, etc. and whose performance goals were not met by the end of the 2012-2013 school year, are not eligible to receive an ASPIRE Award payment.
- Employees must work at least 40 percent of the school time (equivalent to two days per week) at the same campus to be eligible.
- Employees who retire or resign in lieu of termination are not eligible to receive an ASPIRE Award payment.

Updates & Changes to Categorization
New for the 2012-2013 award year, employees are placed into groups that are numbered (Groups 1-7 and 1L/2L) rather than categories that are lettered. The naming convention was changed in an attempt to help reduce confusion. A full description of each of the groups can be found in the Program and Eligibility Requirements document; and a summary is listed below:

- **Group 1: Core Foundation Teachers, Grades 3-10, With a Value-Added Report:** Teachers in this group must have taught and linked (through the annual linkage process) a minimum of seven “effective” students for at least one core foundation course and receive a teacher value-added report, and must have taught a core foundation course or courses for the majority of the school day.
- **Group 2: Core Foundation Teachers, Grades PK-2:** Teachers in this group must have taught students in grades PK-2, and must have taught a core foundation course or courses for the majority of the school day.
- **Group 3: Core Foundation Teachers, Grades 3-12, Without a Value-Added Report:** Teachers in this group taught and linked (through the annual linkage process) core foundation courses, but did not receive a value-added report. This group may include teachers with low class-sizes, special education teachers, or high school core foundation teachers whose students do not take the STAAR End of Course exams. Teachers in this group also must have taught a core foundation course or courses for the majority of the school day.

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1 An “effective” student is one tested student taught at 100 percent time for the entire school year. A teacher may have one “effective” student in a variety of ways; for example, one student taught at 100 percent time for the entire school year, or two students taught at 50 percent time for the entire school year, or 10 students taught at 20 percent time from January–May 2013, would all be considered as one effective student. Please note in these examples that the student(s) were all tested using the appropriate test version(s) for their subject(s).
• **Group 4: Elective/Ancillary Teachers**: Teachers in this group must have taught elective/ancillary courses for the majority of the school day.

• **Group 5: Instructional Support Staff**: Staff in this group must be degreed, certified, or licensed professionals assigned to a campus and provide direct support to the instruction of students, have a campus ID as their department ID, and be assigned to a campus for a minimum of 40 percent time in order to have an award calculated.

• **Group 6: Teaching Assistants**: Teaching assistants must have the specific job title of “Teaching Assistant” in order to be awarded in this group.

• **Group 7: Operational Support Staff**: Campus-based employees with a campus number as their department ID who do not meet the requirements for any of the above groups.

• **Group 1L: Principals**: To be considered in this group, employees must be the “principal of record” according to HR and PeopleSoft for the majority of the school year.

• **Group 2L: Assistant Principals/Deans of Instruction/Deans of Students**: To be considered in this group, employees must be coded as an assistant principal, dean of instruction, or dean of students according to Human Resources (HR) and PeopleSoft for the majority of the school year.

**Award Model Changes**
The majority of the ASPIRE Award model has changed. Most notable is that there are no longer “strands” to identify the various parts of the award. Specifically, the awards are now defined as and “Individual Performance” and “Group Performance.” An award model summary is provided below:

**Awards for Staff in Groups 1-7**

**Individual Performance**

• **Individual Performance (Group 1)**: The EVAAS™ Teacher Composite Cumulative Gain Index is used to calculate this award. Teachers with a Composite Cumulative Gain Index of 2.00 or higher are awarded $10,000. Teachers with a Composite Cumulative Gain Index of 1.00 – 1.99 are awarded $5,000. Teachers with a Composite Cumulative Gain Index less than 1.00 are not awarded. Teachers with a Composite Cumulative Gain Index of -2.00 or less are not awarded on any other part of the ASPIRE award.

**Group Performance for Teachers**

• **Group Performance for Teachers in Group 2**: Campus-level 2nd grade Comparative Growth for math and for reading are calculated and rank-ordered with all other campuses. Teachers in Group 2 at campuses ranked in Quintile 1 are awarded $1,750 per subject.

• **Group Performance for Teachers in Group 3**: The EVAAS™ department Cumulative Gain Index (CGI) for each subject is rank ordered with all other campuses of the same level (i.e., elementary campuses with other elementary campuses). Teachers in Group 3 at campuses ranked in Quintile 1 are awarded a total of $3,500. For teachers who teach one subject, the award would be $3,500 for that subject; for teachers who teach two subjects, the award would be $1,750 per subject; for three subjects, the award would be $1,166.67 per subject; for four subjects, the award would be $875 per subject; and for teachers who teach five subjects, the award would be $700 per subject.

**Group Performance Campus-Wide**

• **Group Performance Campus-Wide Value-Added**: This award is available to staff in all groups (Group 1-7), at varying award amounts. The EVAAS Campus Composite Cumulative Gain Index is rank-ordered with all other campuses of the same level (i.e., elementary campuses with other elementary campuses). Staff at campuses ranked in Quintile 1 are awarded.
• Group Performance Campus-Wide Achievement or Growth:
  o Staff at elementary and middle school campuses are awarded using the Stanford/Aprenda Math and Reading indicators, where the percent of students at or above the 50th percentile rank across all grades is calculated. Staff at campuses where 85 percent of students are at or above the 50th percentile on Stanford/Aprenda math or Stanford/Aprenda reading are awarded. Staff at campuses that do not meet this threshold may also be awarded if the campus is in Quintile 1 for growth. This award is available for staff in Groups 1-6.
  o Staff at high school campuses are awarded using the AP/IB Participation and Performance indicator, where the number of students scoring 3 (AP exam) or 4 (IB exam) or higher is divided by the number of students enrolled in grades 10-12. Staff at campuses with 40 percent or more of students meeting this threshold are awarded. Staff at campuses that do not meet this threshold may also be awarded if the campus is in Quintile 1 for growth. This award is available for staff in Groups 1-6.

Awards for Staff in Groups 1L and 2L

Group Performance

• Group Performance Campus-Wide Value-Added: This award is available to campus leaders in both groups, at varying award amounts. The EVAAS™ Campus Composite Cumulative Gain Index is rank-ordered with all other campuses of the same level (i.e., elementary campuses with other elementary campuses). Leaders at campuses ranked in Quintile 1 are awarded.

• Group Performance Campus-Wide Achievement or Growth:
  o Leaders at elementary and middle school campuses are awarded using the Stanford/Aprenda math and reading indicators, where the percent of students at or above the 50th percentile rank across all grades is calculated. Leaders at campuses where 85 percent of students are at or above the 50th percentile on Stanford/Aprenda math or Stanford/Aprenda reading are awarded. Leaders at campuses that do not meet this threshold may also be awarded if the campus is in Quintile 1 for growth.
  o Leaders at high school campuses are awarded using the AP/IB Participation and Performance indicator, where the number of students scoring 3 (AP exam) or 4 (IB exam) or higher is divided by the number of students enrolled in grades 10-12. Leaders at campuses with 40 percent or more of students meeting this threshold are awarded. Leaders at campuses that do not meet this threshold may also be awarded if the campus is in Quintile 1 for growth.

Click here for full award model diagrams and other award information.