2014–2015 ASPIRE Award Model Diagram
Teachers & Campus-Based Staff

	Indicator	Metric	Group 1 Core Teacher, Grades 3-11 w/ EVAAS™	Group 2 Core Teacher, PK-2	Group 3 Core Teacher, Grades 3-12 w/o EVAAS™	Group 4 Elective/Ancillary Teacher	Group 5 Instructional Support Staff	Group 6 Teaching Assistant	Group 7 Operational Support Staff
Individual Performance	EVAAS™ Teacher Composite Cumulative Gain Index (Teachers whose Composite CGI is less than or equal to -2.00 will not be considered for any group performance award)	CGI ≥ 2	$7,500 OR	N/A	N/A	N/A	N/A	N/A	N/A
		2 > CGI ≥ 1	$3,750						

	Indicator	**Metric**							
Group Performance: Teachers — Department Value-Added	EVAAS™ Department Cumulative Gain Index (STAAR/STAAR-EOC/TAKS within a subject)	Top Quintile	N/A	N/A	$2,625	N/A	N/A	N/A	N/A
Grade/ Subject Student Growth	Comparative Growth Math (Based on campus 2nd grade Iowa/Logramos)	Top Quintile	N/A	$1,312.50	N/A	N/A	N/A	N/A	N/A
	Comparative Growth Reading (Based on campus 2nd grade Iowa/Logramos)		N/A	$1,312.50	N/A	N/A	N/A	N/A	N/A

	Indicator	**Metric**							
Group Performance: Campus-Wide — Campus Value-Added	EVAAS™ Campus Composite Cumulative Gain Index	Top Quintile	$1,500	$1,500	$1,500	$1,500	$562.50	$562.50	$500
Campus Growth or Achievement	**ES/MS Campus Staff:** Iowa/Logramos Math (Percent of all students at/above 50th percentile rank across grades 1–8)	Meets Threshold of 85% or Top Quintile of Improvement	$375	$375	$375	$375	$225	$150	N/A
	ES/MS Campus Staff: Iowa/Logramos Reading (Percent of all students at/above 50th percentile rank across grades 1–8)		$375 OR	$375	$375 OR	$375 OR	$225 OR	$150	N/A
	HS Campus Staff: AP/IB Participation & Performance (Students scoring 3+/4+ divided by grades 10–12 PEIMS enrollment - unduplicated count)	Top Quintile or Top Quintile of Improvement	$750	N/A	$750	$750	$450	$300	N/A
	Maximum Award Amount		**$9,750**	**$4,875**	**$4,875**	**$2,250**	**$1,012.50**	**$862.50**	**$500**