

2014-2015 Shelby County Schools - Project A.I.M./TIF Award Model

Position	Measures			
All Elementary Teachers without Value-Added	Composite Overall Single Year School Level Effect Level 5 or 4: \$500	TIF Elementary Schools Rank Based on Composite Literacy and Numeracy from previous year Ranked #1: \$500 Ranked #2: \$300		
All Elementary Teachers with TCAP/SAT10	*Composite TCAP Value-Added Level 5: \$1400 Level 4: \$700 <small>*may include up to 3 years data</small>			
All Middle School Teachers without Value-Added	Composite Overall Single Year School Level Effect Level 5 or 4: \$500	TIF Middle Schools Rank Based on Composite Literacy and Numeracy from previous year Ranked #1: \$500 Ranked #2: \$300		
All Middle School Teachers with TVAAS	*Composite TCAP Value-Added Level 5: \$1400 Level 4: \$700 <small>*may include up to 3 years data</small>			
High School EOC Tested Teacher	Composite EOC Value-Added Level 5: \$1400 Level 4: \$700 <small>*May include up to 3 years data</small>	Graduation Rate: 85.5%: \$250 88.5%: \$500		TEM Qualitative Observation Score Score 5 or 4: \$700
High School Tested Teachers without Value-Added (AP Only Teachers)	% of students who earn a 3, 4, or 5 on AP Exam Tier 1, 25.8%+: \$1400 Tier 2, 24.8%-25.7%: \$700			
High School Teachers without Value-Added	Composite Overall Single Year School Level Effect Level 5 or 4: \$500			
Elementary & Middle School Principals & Assistant Principals	Composite Overall Single Year School Level Effect Level 5 or 4: \$750	TIF Ranked #1: \$700 Ranked #2: \$500 <small>(Rank based on composite literacy and numeracy from previous year)</small>		TEAM Evaluation Score Level 5 or 4: \$1400
High School Principals, Vice-Principals & Assistant Principals	Composite Overall Single Year School EOC Level 5 or 4: \$750	Graduation Rate: 85.5%: \$250 88.5%: \$500		

Specific Pre-Approved Professional Development 10 hours paid at \$25/hour (**\$250**)
Award based on 5 hours of Online PD and 5 hours of Real-time PD or any combination that adds up to 10 hours. No more than 5 hours of Online PD.

All awards are subject to available funding. Any reductions in the award amount will be made proportionally across all award participant groups.