Exhibit 1.0

**Crooksville Exempted Village Strategic Compensation Model**

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| **Award Goals** | **Eligibility** | **Award Metrics** | **Maximum Award** |
| 1. Recognizing School Achievement | All Prek-12 teachers and principals (including non-tested grades and specialties). | District Performance Index: 1.0 point increase or above | * 10% of TIF Award Funds * Assuming $160,800 * $15,400 to this category * Approximately $200 per qualifying candidate, assuming 77 TIF eligible candidates |
| 2. Recognizing Student Growth | All teachers and principals in PreK-12 administering OAA, OGT, Act-End-of-Course Exams, and Terra Nova in designated tested subject areas.  All PreK-2 core teachers. | Teacher Level Value-Added Reports | * 45% of TIF Award Funds * Assuming $160,800 * $80,400 to this category * Individual Maximum Award $2000 * Approximately $500 per qualifying candidate per teacher value-added report that indicates average or above average. * Approximately $1500 per qualifying candidate per teacher value-added report that indicates most effective. * Approximately $1000 per qualifying principal candidate whose total Teacher Value-Added reports indicate 50% average or above. * Approximately $2000 per qualifying principal candidate whose total Teacher Value-Added Reports indicate 75% average or above. * Approximately $1000 per qualifying PreK-2 core teacher candidate whose building Teacher Value-Added reports indicate 50% average or above. * Approximately $2000 per qualifying PreK-2 core teacher candidate whose building Teacher Value-Added Reports indicate 75% average or above. * Assuming 64 TIF eligible candidates. |
| 3. Building School Capability | All PreK-12 teachers and principals (including non-tested grades and specialties). | Observed implementation of targeted and goal specific professional development (75% implementation or above per building). | * 28% of TIF Award Funds * Assuming $160,800 * $46,200 to this category * Approximately $600 per qualifying candidate, assuming 77 TIF eligible candidates |
| 4. Fostering Student Growth Leadership | Designated district teacher and principal leaders.  Qualified teacher leaders offering college credit courses on campus. | Carry out designated roles and responsibilities related to goals 2 and 3. | * 17% of TIF Award Funds * Assuming $160,800 * $28,800 to this category * Approximately $1,200 per qualifying candidate, assuming 24 TIF eligible candidates. |