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
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| 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.
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| 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
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| 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.
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