



La Vega Independent School District Local Designation System

Draft Document



La Vega ISD's Draft Local Designation System

Timeline and Eligibility

What will La Vega ISD's TIA Timeline look like?

<p><i>La Vega ISD currently plans to implement the TIA in 2 phases. This table shows Milestones for each Phase.</i></p>					
	System Application or Revision	Data Capture Year	Data Review by TTU	System or Revision Approval	Funding to District
Phase 1	Spring 2021	2021-2022	Fall 2022	Spring 2023	Fall 2023
Phase 2	Spring 2022	2022-2023	Fall 2023	Spring 2024	Fall 2024

*Who will be eligible for a designation in Phase 1?**

- PK and Kindergarten Teachers
- Grades 1-3 Teachers
- Grades 4-8 Math and ELAR Teachers
- Grades 5 & 8 Science Teachers
- Grade 8 SS Teachers
- Algebra 1 Teachers
- ENG I Teachers
- ENG II Teachers
- Biology Teachers
- U.S. History Teachers

*Who will be added for designation eligibility in Phase 2?**

- All teachers, all assignments

*To be eligible for a designation employees must be coded as 087, Teacher.

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Student Growth Measures

What growth measures will be used to determine designations in Phase 1?

Teaching Assignment	Student Growth Measure
Grades 4-8 Teachers (Math and ELAR)	STAAR Progress Measure
Algebra 1 Teachers	STAAR EOC Progress Measure
ENG II Teachers	STAAR EOC Progress Measure
PK Teachers	Pre/Post Test (CIRCLE)
Kindergarten, Grade 1, and Grade 2 Teachers	Pre/Post Test (TPRI/ Tejas Lee and Renaissance Star Math)
Grade 3 Teachers	Pre/Post Test (post test STAAR)
Grades 5 and 8 Teachers (Science)	Pre/Post Test (post test STAAR)
Grades 8 Teachers (SS)	Pre/Post Test (post test STAAR)
ENG I Teachers	Pre/Post Test (post test STAAR EOC)
Biology Teachers	Pre/Post Test (post test STAAR EOC)
U.S. History Teachers	Pre/Post Test (post test STAAR EOC)

What additional growth measures will be used in Phase 2?

Teaching Assignment	Student Growth Measure
Grades 6 and 7 Science & SS	Student Learning Objectives (SLO's)
HS ENG III & IV	SLO's
HS Science & SS	SLO's
MS Elective, Phys Ed, SPED, Intervention, and CTE Teachers	SLO's
HS Elective, Phys Ed, SPED, Intervention, and CTE Teachers	SLO's

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How will student growth measures be used to determine designations?

La Vega ISD's designation system will ensure that student growth measures are aligned with the Texas State Performance Standards for the Teacher Incentive Allotment. For a teacher to earn a designation at the Recognized, Exemplary, or Master Teacher level, their students should meet or exceed the growth expectations listed below.

Designations and Student Growth	
Designation	% of students meeting or exceeding growth measure*
Recognized	55%
Exemplary	60%
Master	70%

* These values are baselines determined by the State Performance Standards. The percentage of students meeting or exceeding growth expectations for eligible teachers will be used to calculate a weighted score. These scores will be compared to an overall cut-score for each designation that takes into account teacher observation ratings. Therefore, it will be possible to have slightly lower or higher student growth scores when earning a corresponding designation.

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Teacher Observation



What teacher observation instrument will be used to determine designations?

For all phases of La Vega ISD's Teacher Incentive Allotment rollout, the Texas Teacher Evaluation and Support System (T-TESS) will be used to determine designations for eligible teachers.

In addition to the statutory requirement of using domains 2 and 3 of T-TESS, La Vega ISD's designation system will include domains 1 and 4 of T-TESS as an optional component. We believe that the use of all of the four domains allows for a more holistic rating of teacher impact, including teacher-leader behaviors that directly affect student learning in and beyond a teacher's own classroom.

How will teacher observations be used to determine designations?

La Vega ISD's designation system will ensure that teacher observation ratings are aligned with the Texas State Performance Standards for the Teacher Incentive Allotment. For a teacher to earn a designation at the Recognized, Exemplary, or Master Teacher level, their average rating for each T-TESS domain is listed below.

Designations and Teacher Observation	
Designation	Average rating for Domains 1 - 4*
Recognized	3.7
Exemplary	3.9
Master	4.5

* These values are baselines determined by the State Performance Standards. All ratings in each dimension of domains 1-4 must be "Proficient" in order for a teacher to be eligible for designation. The average rating in each domain for eligible teachers will be used to calculate a weighted score for domains 2 and 3, and a separate weighted score for domains 1 and 4. These scores will be compared to an overall cut-score for each designation that takes into account student growth. Therefore, it will be possible to have slightly lower or higher teacher observation ratings when earning a corresponding designation.

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Weighting

How will the components of La Vega's designation system be weighted to determine designations?

For all phases of La Vega ISD's Teacher Incentive Allotment rollout, all eligible teachers will receive a performance score based on the weighted components listed below.

Component	Weighting
Student Growth Measure	60%
T-TESS Domains 2 and 3	30%
T-TESS Domains 1 and 4	10%

What will the cut scores for each designation level be after the weighted components are used to calculate teacher performance scores?

Cut-scores for Designations	
Designation	Cut-Scores*
Recognized	62.6
Exemplary	67.2
Master	78.0

* These scores were calculated using the Texas State Performance Standards for the Teacher Incentive Allotment.

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Can I see an example of how a teacher's performance score will be calculated?

Consider the two teachers in the table below.

From SGM and T-TESS Ratings to Performance Scores			
	% of students meeting or exceeding growth	Average Rating for T-TESS Domains 2 & 3	Average Rating for T-TESS Domains 1 & 4
Teacher A	53%	3.8	4.5
Teacher B	75%	3.0	3.2

Teacher A would receive a designation of Recognized using the following calculations based on weighted system components:

$$\text{Student Growth Score} = \frac{53}{100} \times \frac{x}{60} = 31.8$$

$$\text{Domains 2 \& 3 Score} = \frac{3.8}{5} \times \frac{x}{30} = 22.8$$

$$\text{Domains 1 \& 4 Score} = \frac{4.5}{5} \times \frac{x}{10} = 9$$

$$\text{Total Performance Score} = 31.8 + 22.8 + 9 = 63.6$$

Teacher B would receive a designation of Exemplary using the following calculations based on weighted system components:

$$\text{Student Growth Score} = \frac{75}{100} \times \frac{x}{60} = 45$$

$$\text{Domains 2 \& 3 Score} = \frac{3.0}{5} \times \frac{x}{30} = 18$$

$$\text{Domains 1 \& 4 Score} = \frac{3.2}{5} \times \frac{x}{10} = 6.4$$

$$\text{Total Performance Score} = 45 + 18 + 6.4 = 69.4$$

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Funding and Spending Plan



When will funds be distributed if teachers earn a designation?

All funds will be distributed as a stipend in one lump sum payment prior to August 31st. Therefore, a teacher earning a designation in Phase 1 of La Vega's TIA rollout will receive payment by August 31st, 2023.

How much funding does each designation generate?

The amount of funding that each designation generates depends on multiple factors, including campus demographics/needs. The calculated funding schedule for designations in 2021 for La Vega ISD is displayed in the table below.

Designation Funding for 2021			
Campus	Recognized	Exemplary	Master
La Vega High School	\$6,223	\$12,446	\$22,744
La Vega Junior High School - George Dixon Campus	\$6,277	\$12,554	\$22,923
La Vega Intermediate School - HP Miles Campus	\$6,193	\$12,386	\$22,644
La Vega Elementary School	\$6,233	\$12,467	\$22,778
La Vega Primary School Phil Bancale Campus	\$6,373	\$12,747	\$23,245

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How will funds be distributed when teachers earn a designation?

Phase 1:

- 60% to designated teacher (less TRS contributions)
- 30% to campus to be spent on teacher compensation (highly effective non-eligible teachers, highly effective teachers for hard to staff positions)
- 10% to district (district discretion i.e., cost of TIA implementation, PD, etc.)

Phases 2:

- 70% to designated teacher (less TRS contributions)
- 20% to campus to be spent on teacher compensation (highly effective teachers for hard to staff positions)
- 10% to district (district discretion i.e., cost of TIA implementation, PD, etc.)

After their initial designation year, if a teacher's total performance score falls below the cut score for the Recognized designation, their funds will be distributed as outlined below (this does not apply to teachers designated as Recognized through NBCT status):

- 50% to designated teacher (less TRS contributions)
- 40% to campus to be spent on teacher compensation (highly effective non-eligible teachers, highly effective teachers for hard to staff positions)
- 10% to district (cost of TIA implementation such as PD, application fees, etc.)

If a teacher is designated through National Board Certification, they will have their funds distributed as outlined below while they remain Nationally Board Certified.*

- 90% to designated teacher (less TRS contributions)
- 10% to district (NBCT cohort costs)

*If the NBCT achieves an Exemplary or Master teacher rating through La Vega's local designation system, they will follow the funds distribution for the phase in which they earned the designation.

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La Vega NBCT Cohorts



Will La Vega ISD help me to become a National Board Certified Teacher?

Each year, LVISD will accept applications for an ESC Region 12 sponsored NBCT cohort. The district will select up to 5 candidates from the application pool. Selected candidates will receive district paid coverage of the NBCT fees (\$1,900).

The district will also pay for a portion of the candidates' ESC Region 12 fee (\$1,100 of the total \$2,700). Total out of pocket costs for participants will be \$1,600, or \$300 less than pursuing National Board Certification individually without support.