



Teacher Incentive Allotment

The Planning Committee Wants Your Feedback



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Teacher Observation (45%)

RISD will use the T-TESS Rubric for teacher observations.

Eligible Teacher Observation

- Appraisers will conduct at least two fall walkthroughs, two spring walkthroughs, and one 45-minute formal observation.
- There will be an emphasis on Instruction (Domain 2) and Learning Environment (Domain 3).
- Distinguished will be assigned a score of a “5”, Accomplished will be assigned a score of a “4”, Proficient will be assigned a score of a “3”, Developing will be assigned a score of a “2”; and Needs Improvement will be assigned a score of a “1”.
- Scores on all observations and walkthroughs will be combined to assign a summative T-TESS score for a teacher.
- ***TEA requires that all eligible teachers included in a district’s TIA plan be evaluated.***

Appraiser Calibration

To maintain the integrity of the system, a strong emphasis is placed on the calibration of T-TESS appraisers. Ensuring that scores assigned by appraisers are accurate and comparable helps to maintain the reliability and validity for all teachers observed.

In addition to the minimum calibration procedures required by the T-TESS system, the RISD will implement two internal and two external calibration opportunities to ensure ongoing calibration among appraisers and among campuses. At least twice per year, administrators will collaborate with teachers to compare student growth data with teacher observation data.

TIA Teacher Buy-In Survey

The Teacher Incentive Allotment (TIA) Teacher Buy-In Survey, developed by Texas Tech University, is designed to gauge teachers’ understanding and degree of support for their district’s local teacher designation system prior to system implementation. **The survey will be sent out by April 27, 2023.** Results will be used as part of a continuous improvement cycle to ensure that the local teacher designation systems are as fair, accurate, and reliable as possible.

What is TIA?

The Teacher Incentive Allotment (TIA) provides an accessible pathway for effective teachers to earn a higher income while remaining in the classroom. Teacher Incentive Allotments are additional state funding for teachers that was written into statute— allowing for sustainable funding.

In Rockdale ISD, average campus allotments are:

- Recognized: \$5,444
- Exemplary: \$10,889
- Master: \$20,148

FAQ



For more information about Rockdale ISD plans for TIA, visit <https://www.rockdaleisd.net/staff/tia> or contact:

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