



Coldspring-Oakhurst CISD Teacher Incentive Allotment (TIA)

Meeting #3: February 23, 2023

Agenda



- Opening Rituals
- Stakeholder Input and Reflections
- Teacher Observation
- Example District Models
- Next Steps and Closing

Objective: Provide an overview of Teacher Observations and other District Models to the TIA Committee to continue the work of creating our Local Designation System to applying for TIA in April 2023.

Committee Norms



- Focus & Engage
- Growth Mindset
 - *Be curious, not concerned*
- Success Driven
 - *For teachers and (most importantly) students*

The Big Three:

Critical Decisions for Local Designation Systems



1. Who can earn a designation?

- Eligible campuses and teaching assignments
- If not all teachers, will we expand in future years?



2. How will we designate?

- Observations, student growth measures, and any optional components
- Performance standards and weighting for all components



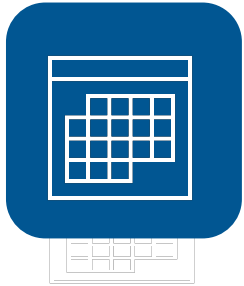
3. How and when will we compensate?

- Distribution of funds
- Timing and mode of compensation

Balancing Stakeholder Input

- **Year 1 Teaching Assignments:** Potential Phased-in Model
- **Teacher Observation Rubric:** T-TESS
- **Student Growth:** Leverage current systems and Curriculum efforts
- **Optional Components:** Teacher Attendance
- **TIA Score Weight:** 50% Student Growth, 30% Teacher Observation (T-TESS), and 20% Teacher Attendance
- **Spending Plan:** Reserve 10% for the district to use for indirect costs, professional development, data management, etc.; Consider model to provide financial support for all teachers

Application Key Dates



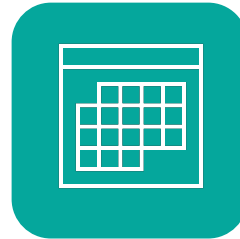
Application Deadline

April 17, 2023



Initial Feedback

Late May 2023



Resubmission Deadline

June 30, 2023



System Review
Approval/Denial

August 2023

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Stakeholder Engagement Breakouts



- As a table, **review** the responses to the **TIA Tab 4** of the TIA Collaboration Space.
- Assign a Scribe to **type** for the group on the TIA Collaboration Space on **Tab 5**.
- Discuss and SUMMARIZE what you have heard from your peers:
 - What type of Growth Measure would we want to use? What do we already have in place?
 - What could we do for other teaching assignments and when might that happen?
 - Other Questions/ Comments

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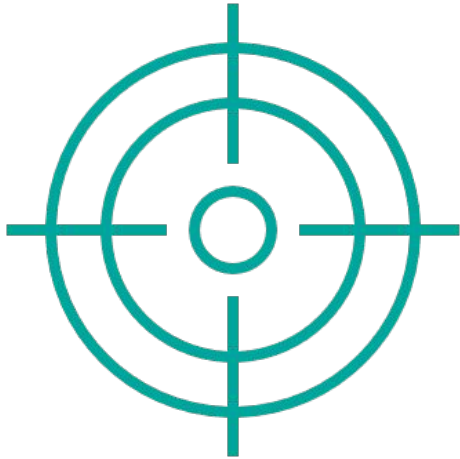
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Why does it matter that we get this right?



- To measure teacher effectiveness fairly, we must evaluate teaching practices accurately.
- An effective strategic teacher compensation program fundamentally relies on teacher trust of the system.

Validity vs Reliability



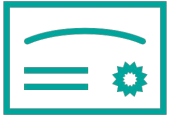
Validity: the extent to which something measures what it claims to measure

- Does the rubric accurately measure teacher effectiveness?

Reliability: the extent to which the results are consistent

- Will a teacher be rated in the same way no matter who their appraiser is or what they teach?

Teacher Observation Components



**Teacher Observation
Rubric and Appraiser
Certification**



**Correlation of Teacher
Observation and Student
Growth Data**



**Reliability of Teacher
Appraisers**



**Observation and
Feedback Schedule**

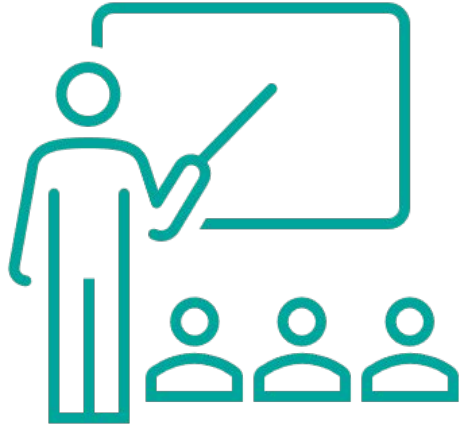


**Review of Teacher
Observation Trends**



**Alignment to Statewide
Performance Standards**

Teacher Observation Rubric



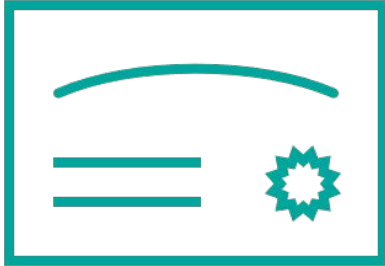
Statute:

- Approved teacher observation rubric that
 - Aligns to T-TESS dimensions
 - Complies with §21.351.or §21.352
 - Identifies a clear proficiency marker

Pre-approved Rubrics:

- T-TESS
- Danielson
- Marzano
- NIET TAP

Appraiser Certification



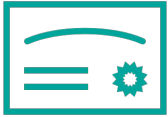
Statute:

- Calibration component required for certification
- Appraisers certify every 3 years

Best Practice:

- Informal annual certification opportunities
- Some district leaders are certified appraisers

Teacher Observation Components



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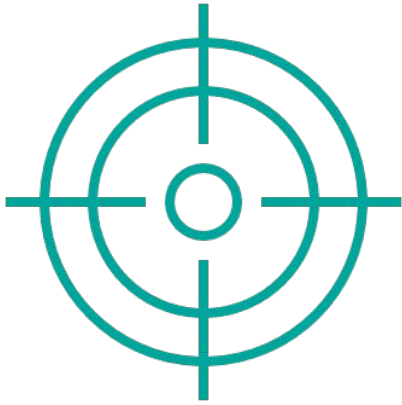


**Review of Teacher
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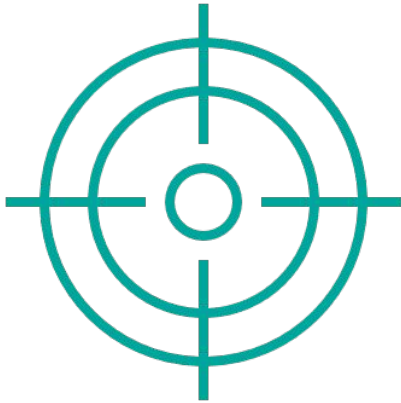
**Alignment to Statewide
Performance Standards**

Calibration Purpose



Calibration helps **increase scoring accuracy** among appraisers and helps develop a deeper understanding of what effective instruction looks like across a variety of contexts.

Calibration Overview



Statute:

- Appraiser calibration at least once a year
- Within and among campuses
- District leadership included

Best Practice:

- Multiple opportunities to calibrate
- Some district leaders are certified appraisers

Best Practices

- Identify **participants**
 - Appraisers within and among campuses
 - Include district leadership
- Schedule a variety of calibration **activities**
 - Co-Observation
 - Single Dimension Walkthrough
 - Campus Walkthrough
 - Video Observation

Additional items to consider

- **Define** calibration
- Establish **calibration procedures**
- Review high-quality **evidence collection**

Teacher Observation Components



**Teacher Observation
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**Correlation of Teacher
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**Reliability of Teacher
Appraisers**



**Observation and
Feedback Schedule**



**Review of Teacher
Observation Trends**



**Alignment to Statewide
Performance Standards**

Frequent Observations



Statute:

- At least 45 minutes of observation per teacher
- Observation data and student growth data from the same year

Best Practice:

- 2-3 full observations
- Regular short scored and unscored observations
- Multiple announced and unannounced visits
- Multiple observers for each teacher
- Collect high-quality evidence
- Create an observation calendar

Sample Observation Calendar



Teacher	Grade	Sept 5-9	Sept 12-16	Sept 19 – 23	Sept 26 – 30	Oct 3-7	Oct 10-14	Oct 17-21	Oct 24-28
Crawford	1 st	PR		PR			PR (full)		PR
Reyes	1 st	PR		PR			PR		PR (full)
Jacobs	1 st	PR		PR			PR		PR
Miller	2 nd		TM		TM (full)		TM		TM
Sanchez	2 nd		TM		TM		TM (full)		TM
Elliott	2 nd		TM		TM		TM		TM (full)
Bradley	3 rd			PR					TM
Thompson	3 rd			PR					TM
Zavala	3 rd			TM					PR (full)

Common Misconception



Teachers may opt in and out of TIA.



Full teacher observation and student growth measures are required for **ALL** teachers in eligible teaching assignments.



Statewide Performance Standards, cont



Designation Level	Average T-TESS Score
Recognized	3.7 or 74% of possible points
Exemplary	3.9 or 78% of possible points
Master	4.5 or 90% of possible points

- Minimum of 3 on all observable dimensions or proficient
- Average of domains 2 and 3

The Big Three: Critical Decisions for Local Designation Systems



How will we designate?

- **Observations**, student growth measures, and any optional components
- **Performance standards** and weighting for all components

Campus Reflection on Tab 5 in Shared Workspace:

- How many data points (observations/walkthroughs) would generate enough evidence of teacher effectiveness?
- What activities need to take place for calibration and to help teachers reach the state performance standards?

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TIA District Models (Examples)



- Range of districts: location, size and cohorts
- Designation Systems created for and by teachers and in leaders in each district
- Provides the TIA Committee an opportunity to learn how other districts are navigating TIA

TIA District Models (Examples)



TIA District Examples

Examples:

https://docs.google.com/spreadsheets/d/149bTHEnAib2Qk0PM670-ppCMzZUhCAPEhZ9xx9K_bss/edit?usp=sharing

District	Location	Link
Alief ISD	Houston	https://www.aliefisd.net/tia
Bryan ISD	College Station	https://www.bryanisd.org/page/teacher-incentive-allotment
Edgewood ISD	San Antonio	https://www.eisd.net/TIA
Fabens ISD	El Paso	https://www.fabensisd.net/Page/1941
Fort Worth ISD	DFW	https://www.fwisd.org/Page/27695
Lockhart ISD	Austin	https://www.lockhartisd.org/staff/teacher-incentive-allotment
Longview ISD	East Texas	https://w3.lisd.org/careers/TIA
Waco ISD	Waco	https://www.wacoisd.org/domain/7455

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Stakeholder Engagement



- **STUDY** Examples from other TIA Districts
- **SHARE** Teacher Observations expectations
- **SEEK** Input on how many teacher observation data points and ways we can have a reliable observation system

TIA Committee Meetings



Date	Time	Activity
March 1st (in-person)	3:45-5:30	Meeting #4: Decisions Point: Setting Expected Growth Targets, Assignments, SGM, Teacher Observation
March 20th (virtual)	3:45-4:45	Meeting #5: Decisions Point: Cut Scores/Weights; Review Spending Plan
March 30th (in-person)	3:45-5:30	Meeting #6: Decision Points: Spending Plan; Review Draft Application/Guidebook

Prepare for Next Meeting



- Wednesday, March 1st
 - *In-person*
 - *Time: 3:45-5:30 pm*
- Focus:
 - *Decisions Point: Assignments, SGM, Teacher Observation*
- Prep:
 - *Bring Input on Teacher Observation & Example District Models*



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