cfb TIA TEACHER INCENTIVE ALLOTMENT

CARROLLTON-FARMERS BRANCH ISD

Teacher Incentive Allotment
Campus Ambassador Meeting #2

October 26, 2023

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Learning Targets

- Thresholds
- CFB Scorecard & Thresholds
- Graduated Percent Increase Model

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Thresholds

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HB3 Aligned Evaluation System

	Teacher Observation	• T-TESS : Domains 2 and 3	40%
	Student Growth	• Pre- & Post- Test Scores • District application must show evidence of validity and reliability	40%
	Other	• T-TESS: Domains 1 & 4 Teacher Leadership & Collaboration • Student Attendance	20%

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Scoring / Teacher Observation

Revised 2022

Recognized
≅ 3.7
Top 30% in the State

Exemplary
≅ 3.9
Top 20% in the State

Master
≅ 4.5
Top 5% in the State

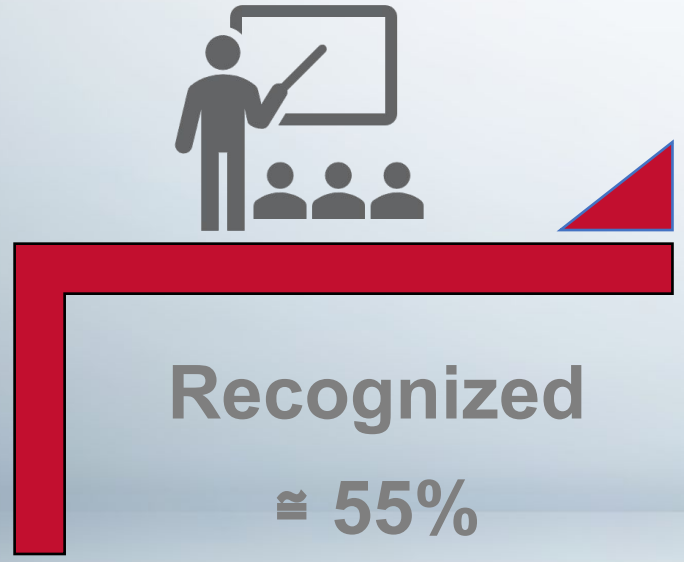


≥ vs ≅

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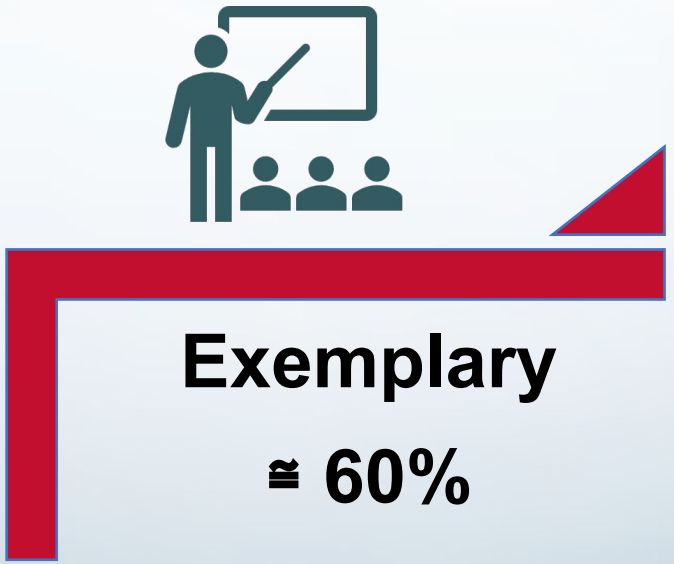
Scoring / Student Growth

Revised 2022



Recognized

≅ 55%



Exemplary

≅ 60%



Master

≅ 70%



≥ vs ≅

% Students Who Met or Exceeded Their Growth Goal

-

Fall to Spring

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Scorecard Threshold

All of the minimum thresholds listed below must be met to earn the overall pending TIA designation level:

Designation Level	Total Score	Average T-TESS Domain 2 & 3	% Met Student Growth	Average T-TESS Domain 1 & 4
Recognized	66	3.7	55%	Proficient
Exemplary	71	3.9	60%	Proficient
Master	82	4.5	70%	Proficient

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CFBISD SCORECARDS

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Scorecard Threshold

EXAMPLE

Teacher Observation — T-TESS Domains 2 & 3								
Domain 2			Domain 3			Total Points for Domains 2 & 3	Possible Points	Points Earned
2.1	Accomplished	4	3.1	Accomplished	4	Total Points	40	32
2.2	Accomplished	4	3.2	Accomplished	4	32		
2.3	Accomplished	4	3.3	Accomplished	4			
2.4	Accomplished	4				Average Score		
2.5	Accomplished	4				4		
Domain 2 Subtotal		20	Domain 3 Subtotal		12			
Criteria: All scores Proficient or Above AND received an average score >= 3.7: YES								

Student Growth				
Students Who Met Growth Target	Total # of Students Tested	Percentage	Possible Points	Points Earned
19	36	53	40	21
Criteria: A minimum of 5 eligible students received scores at BOY & EOY AND Growth Percentage is >= 55%: NO				

Teacher Leadership & Collaboration — T-TESS Domains 1 & 4								
Domain 1			Domain 4			Total Points for Domains 1 & 4	Possible Points	Points Earned
1.1	Proficient	3	4.1	Accomplished	4	30	20	15
1.2	Accomplished	4	4.2	Accomplished	4			
1.3	Accomplished	4	4.3	Accomplished	4			
1.4	Proficient	3	4.4	Accomplished	4			
Domain 1 Subtotal		14	Domain 4 Subtotal		16			
Criteria: All scores Proficient or Above: YES								
Pending Designation: No Designation						Overall TIA Score: 68		

OVERALL TIA SCORE: 68

All of the minimum thresholds listed below must be met to earn the overall pending TIA designation level:

Designation Level	Total Score	Average T-TESS Domain 2 & 3	% Met Student Growth	Average T-TESS Domain 1 & 4
Recognized	66	3.7	55%	Proficient
Exemplary	71	3.9	60%	Proficient
Master	82	4.5	70%	Proficient

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Scorecard Threshold

EXAMPLE

Teacher Observation — T-TESS Domains 2 & 3								
Domain 2			Domain 3			Total Points for Domains 2 & 3	Possible Points	Points Earned
2.1	Accomplished	4	3.1	Accomplished	4	Total Points	40	30
2.2	Accomplished	4	3.2	Accomplished	4	30		
2.3	Accomplished	4	3.3	Proficient	3			
2.4	Accomplished	4				Average Score		
2.5	Proficient	3				3.75		
Domain 2 Subtotal		19	Domain 3 Subtotal		11			
Criteria: All scores Proficient or Above AND received an average score >= 3.7: YES								

Student Growth				
Students Who Met Growth Target	Total # of Students Tested	Percentage	Possible Points	Points Earned
17	24	71	40	28
Criteria: A minimum of 5 eligible students received scores at BOY & EOY AND Growth Percentage is >= 55%: YES				

Teacher Leadership & Collaboration — T-TESS Domains 1 & 4								
Domain 1			Domain 4			Total Points for Domains 1 & 4	Possible Points	Points Earned
1.1	Accomplished	4	4.1	Accomplished	4	30	20	15
1.2	Accomplished	4	4.2	Accomplished	4			
1.3	Accomplished	4	4.3	Proficient	3			
1.4	Accomplished	4	4.4	Proficient	3			
Domain 1 Subtotal		16	Domain 4 Subtotal		14			
Criteria: All scores Proficient or Above: YES								

Pending Designation: Recognized

Overall TIA Score: 73

All of the minimum thresholds listed below must be met to earn the overall pending TIA designation level:

Designation Level	Total Score	Average T-TESS Domain 2 & 3	% Met Student Growth	Average T-TESS Domain 1 & 4
Recognized	66	3.7	55%	Proficient
Exemplary	71	3.9	60%	Proficient
Master	82	4.5	70%	Proficient

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HB3 Aligned Evaluation System

	Teacher Observation	• T-TESS : Domains 2 and 3	40%
	Student Growth	• Pre- & Post- Test Scores • District application must show evidence of validity and reliability	40%
	Other	• T-TESS: Domains 1 & 4 Teacher Leadership & Collaboration • Student Attendance	20%

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Student Growth:

Graduated Percent Increase Model

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TIA Criteria: Setting Student Growth Targets

Student Growth must be measured and quantified at the individual student level and linked to the applicable teacher.

Requirements:

1. The assessment is valid and reliable
2. Targets include beginning of the year data/or EOY data from prior year
3. Targets are individualized
4. Targets are growth (not achievement)

Best Practices:

1. Use multiple data points to determine expected growth.
2. Set expected growth targets within the first nine weeks of the school year.
3. Determine end of year growth within the last 12 weeks of school
4. Run historical data through different models to see which one is the most accurate

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TIA Criteria: Student Growth Measure Options

SGM	Description
Value-Added Measures (VAM)	• Compares predicted to actual scores based on multiple years of past testing history • Based on statistical modelling and often conducted by independent researchers
Pre-Test and Post-Test	• Option 1: Using a 3rd party assessment for both the pre-test and post-test with accompanying growth targets • Option 2: Using a 3rd party assessment for both the pre-test and post-test with district created growth targets • Option 3: Using a district-created pre-test and post-test with district created growth targets • Option 4: Using a district-created pre-test and a 3rd party assessment as the post-test with district created growth targets
Student Learning Objectives (SLOs)	• Aligned with TexasSLO.org • Built around a foundational skill and assessed with a body of evidence
Portfolios	• Ideal for Performance-Based Courses • Must include a skill proficiency rubric with at least 5 proficiency levels and varied artifacts

TIA Criteria: Student Growth Models

1. Graduated Percent Increase Model
2. Common % Growth for all (Flat Rate)
   - Based on an agreed upon percentile
3. Half the Gap
4. Individualized
5. Quartile/Quintile
   - Based on average score for the quartile/quintile
6. Percent Growth based on actual district average percent growth

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Graduated Student Growth Model

- Based on the quintile that the pre-test score falls into, a different percent of expected growth is set for each respective quintile
- For lower quintiles a higher percent growth is set as expected growth and for higher quintiles a lower percent is set as expected growth
- For students in the highest performing quintile, the expected growth target is to maintain their high performance

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Graduated Student Growth Model - Quintiles

Category	Pre-test Score	Corresponding Assigned % points Growth
Category 1	0-20%	25%
Category 2	21%-40%	20%
Category 3	41%-60%	15%
Category 4	61%-80%	10%
Category 5	81% or higher	Maintain

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Graduated Student Growth Model - Quintiles

Category	Pre-test Score	Corresponding Assigned % points Growth
Category 1	0-20%	25%
Category 2	21%-40%	20%
Category 3	41%-60%	15%
Category 4	61%-80%	10%
Category 5	81% or higher	Maintain

If Jeremy scored 15% on BOY Test, then he would need to score 40% or higher on EOY to meet growth:
15% + 25% = 40%

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Graduated 25% Growth Model: Example 1

Jeremy: BOY to EOY Test Scores

Student Name	Pre-Test Score (BOY)	Quintile	% Growth Pts	Post-Test Target (EOY)
Jeremy	15%	0-20%	25%	40%

Student Growth Calculation Scenarios

BOY Test Score	% Growth Pts	EOY Target	EOY Test Score	Met Growth
15%	25%	40%	34%	No
15%	25%	40%	47%	Yes

Graduated Student Growth Model - Quintiles

Category	Pre-test Score	Corresponding Assigned % points Growth
Category 1	0-20%	25%
Category 2	21%-40%	20%
Category 3	41%-60%	15%
Category 4	61%-80%	10%
Category 5	81% or higher	Maintain

If Giselle scored 75% on BOY Test, then she would need to score 85% or higher on EOY to meet growth:
75% + 10% = 85%

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Graduated 25% Growth Model: Example 2

Giselle: BOY to EOY Test Scores

Student Name	Pre-Test Score (BOY)	Quintile	% Growth Pts	Post-Test Target (EOY)
Giselle	75%	61-80%	10%	85%

Student Growth Calculation Scenarios

BOY Test Score	% Growth Pts	EOY Target	EOY Test Score	Met Growth
75%	10%	85%	80%	No
75%	10%	85%	92%	Yes

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HB3 Aligned Evaluation System

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Collaborative Efforts

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Collaborative Efforts

	Teacher	Campus Administrators	Teaching & Learning	TIA Team	Finance	Communication
Class Rosters (Spring)	✔	✔		✔		
Eligible Courses			✔			✔
Pre/Post Test	✔		✔			
Graduated % Increase Model			✔	✔		
TTESS (score every indicator)	✔	✔				
TIA Scorecards (Fall)	✔	✔		✔		
CFB TIA Allotment Web Page			✔	✔	✔	✔

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Updates & Next Steps

- The TIA Team will submit Data Validation today!
- Collaborative Efforts will begin:
  - CFB TIA Guide
  - Eligible courses with pre/post test identified

Next meeting:

- November 30, 2023

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New Hires

Earned a TIA designation in another Texas District?

Contact Paige Acevedo
Personnel Services
acevedop@cfbisd.edu
972-968-6239

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CFB's TIA District Leadership Committee

Committee Member	Role
Daniel Herndon	Data & Technology
Dr. Chris Julian	Assessment & Accountability
Dr. Maggie De La Rosa	Strategic Initiatives
Dr. Randy Davis	Human Resources
Larry Guerra	Finance
Dawn Parnell	Communications

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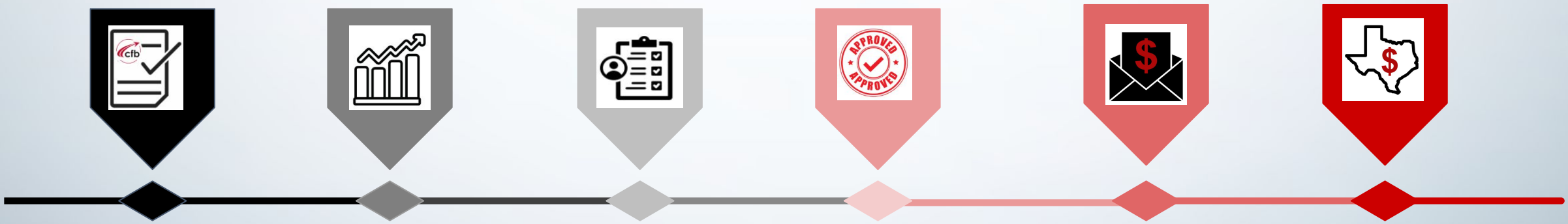
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Reference:
Timelines & Eligible Courses

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TIA Designation & Payout Timeline: Cohort D (Phase 1)



Spring/Summer 2021

Application Approval from TEA

School Year 2021-2022

Teacher Observation & Student Growth Data Collected (DATA CAPTURE)

Fall 2022

Submit Designation Recommendations and Data File to TEA & Texas Tech

Mid - Spring 2023

Receive Final Approval for Designees from TEA

Late-Spring 2023

Teachers Receive Designation Notification from TEA

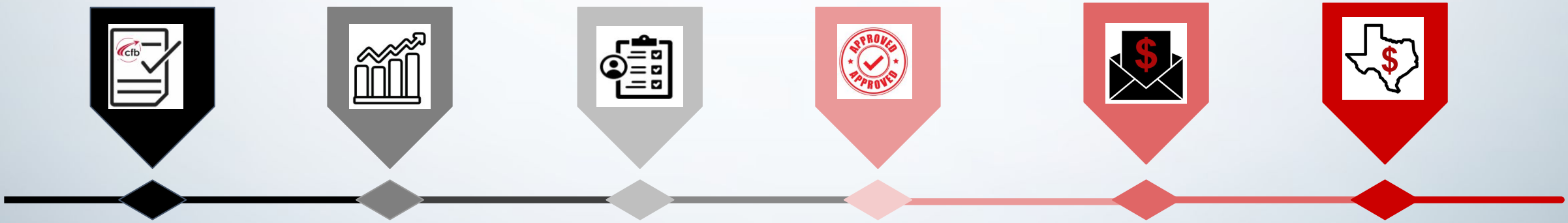
Fall 2023

Teachers Receive Payout

PLAN | **CAPTURE** | **VALIDATE** | **DESIGNATE**

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TIA Designation & Payout Timeline: Cohort E (Phase 2)



Spring/Summer 2022

Application Approval from TEA

School Year 2022-2023

Teacher Observation & Student Growth Data Collected (DATA CAPTURE)

Fall 2023

Submit Designation Recommendations and Data File to TEA & Texas Tech

Mid - Spring 2024

Receive Final Approval for Designees from TEA

Late-Spring 2024

Teachers Receive Designation Notification from TEA

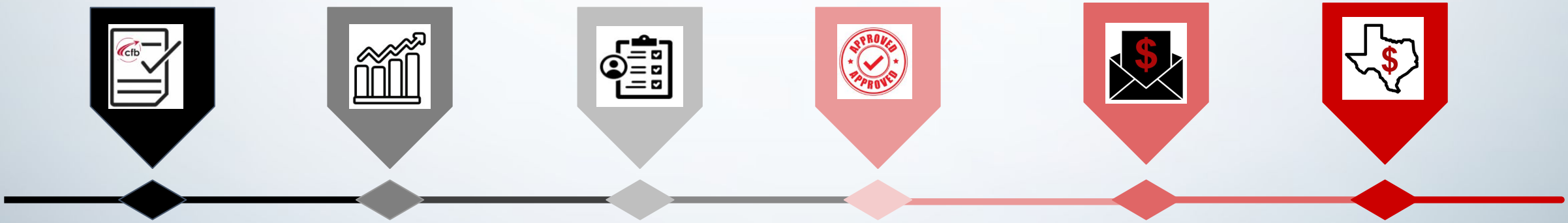
Fall 2024

Teachers Receive Payout

PLAN	CAPTURE	VALIDATE	DESIGNATE

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TIA Designation & Payout Timeline: Cohort F (Phase 3)



Spring/Summer 2023

Application Approval from TEA

School Year 2023-2024

Teacher Observation & Student Growth Data Collected (DATA CAPTURE)

Fall 2024

Submit Designation Recommendations and Data File to TEA & Texas Tech

Mid - Spring 2025

Receive Final Approval for Designees from TEA

Late-Spring 2025

Teachers Receive Designation Notification from TEA

Fall 2025

Teachers Receive Payout

PLAN | **CAPTURE** | **VALIDATE** | **DESIGNATE**

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TIA Eligible Courses Beginning with Cohort D (Phase 1)

MAP Tested Content Areas with Student Growth Measures

2021-22	Kinder	Gr. 1	Gr. 2	Gr. 3	Gr. 4	Gr. 5	Gr. 6	Gr. 7	Gr. 8	Gr. 9	Gr. 10
Mathematics	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔
Reading	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔
Science					✔	✔	✔	✔	✔		
Writing					✔		✔				

MAP Projected Growth based on BOY and EOY scores:

- Spanish Reading will be used for all Bilingual students in Kindergarten through grade 4
- Language Usage will be used for grade 4 & 6 Writing (*if Writing is the ONLY subject taught*)

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TIA Eligible Courses Beginning with Cohort E (Phase 2)

MAP & Pre/Post-Tested Content Areas with Student Growth Measures

Expansion	PreK	Gr. 4	Gr. 5	Gr. 6	Gr. 7	Gr. 8	Gr. 9	Gr. 10	Gr. 11	Gr. 12
Letter Sounds	✔									
Mathematics	✔			✔	✔	✔	✔	✔	✔	✔
Reading	✔			✔	✔	✔	✔	✔	✔	✔
Fine Arts		✔								
Science							✔	✔	✔	✔
Social Studies				✔	✔	✔	✔	✔	✔	✔

Courses that meet Accelerated Instruction criteria for HB 4545 or HB 1416 were included and aligned to student growth measures based on content area's TEKS instruction.

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TIA Eligible Courses Beginning with Cohort F (Phase 3)

Content Areas with Pre- & Post- Test Student Growth Measures	
Art (Gr. 4, Middle School, Art I)	Band (Middle & High School)
Choir (Middle & High School)	Dance (Gr. 4, Middle School, Dance I & II)
Orchestra (Middle & High School)	Theater Arts (Middle School & Theater I)
Technical Theater I (High School only)	
Content Areas with MAP Student Growth Measures	
Gr. 4 & 5 STEM Teachers (using Science MAP scores)	

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