cfb TIA TEACHER INCENTIVE ALLOTMENT

CARROLLTON-FARMERS BRANCH ISD

Teacher Incentive Allotment
Campus Ambassador Meeting #3

November 30, 2023

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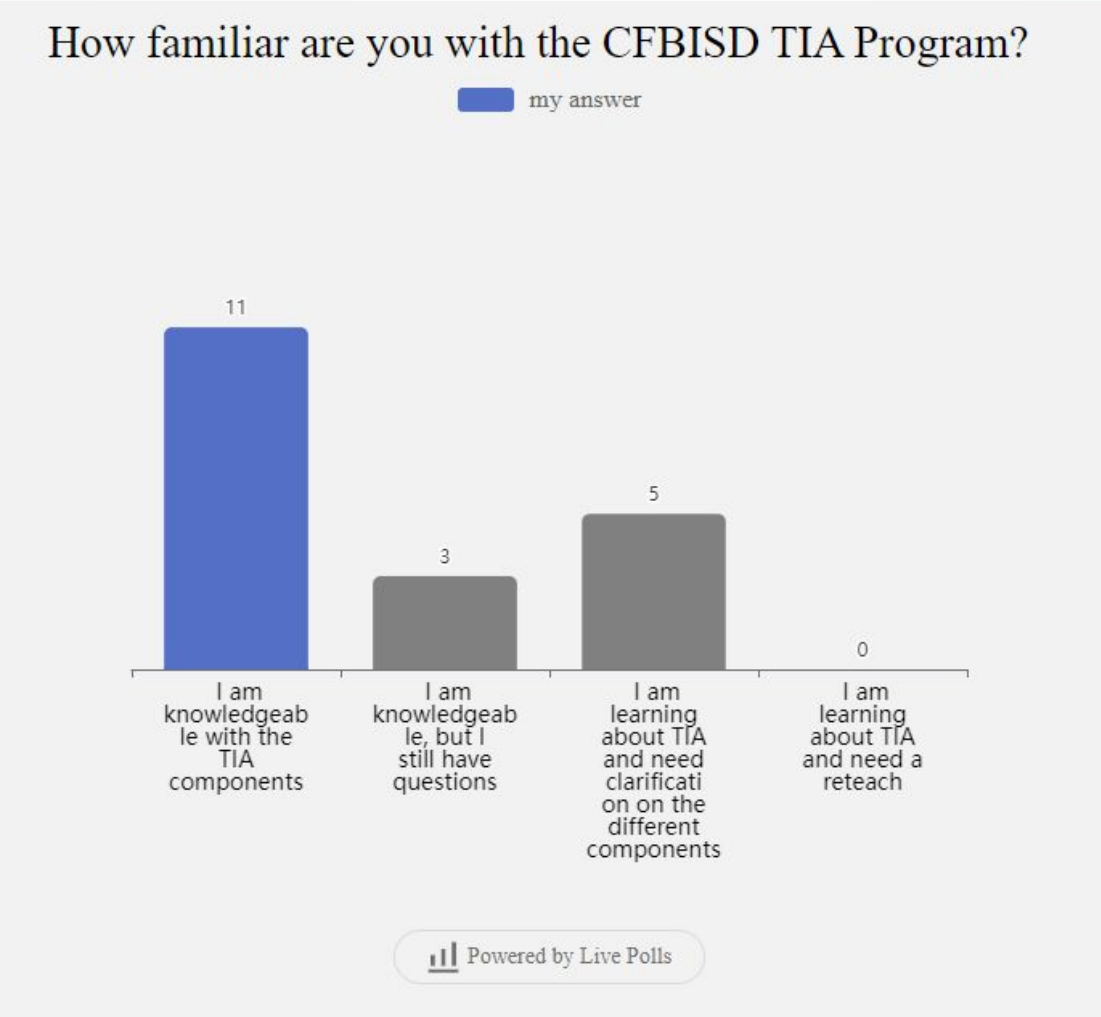
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How familiar are you with the CFBISD TIA Program?

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Learning Targets

- CFB TIA Website Updates
- CFB TIA Program Overview
- Staff Feedback Survey

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CFB TIA Website Updates

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CFBISD TIA Allotment Website



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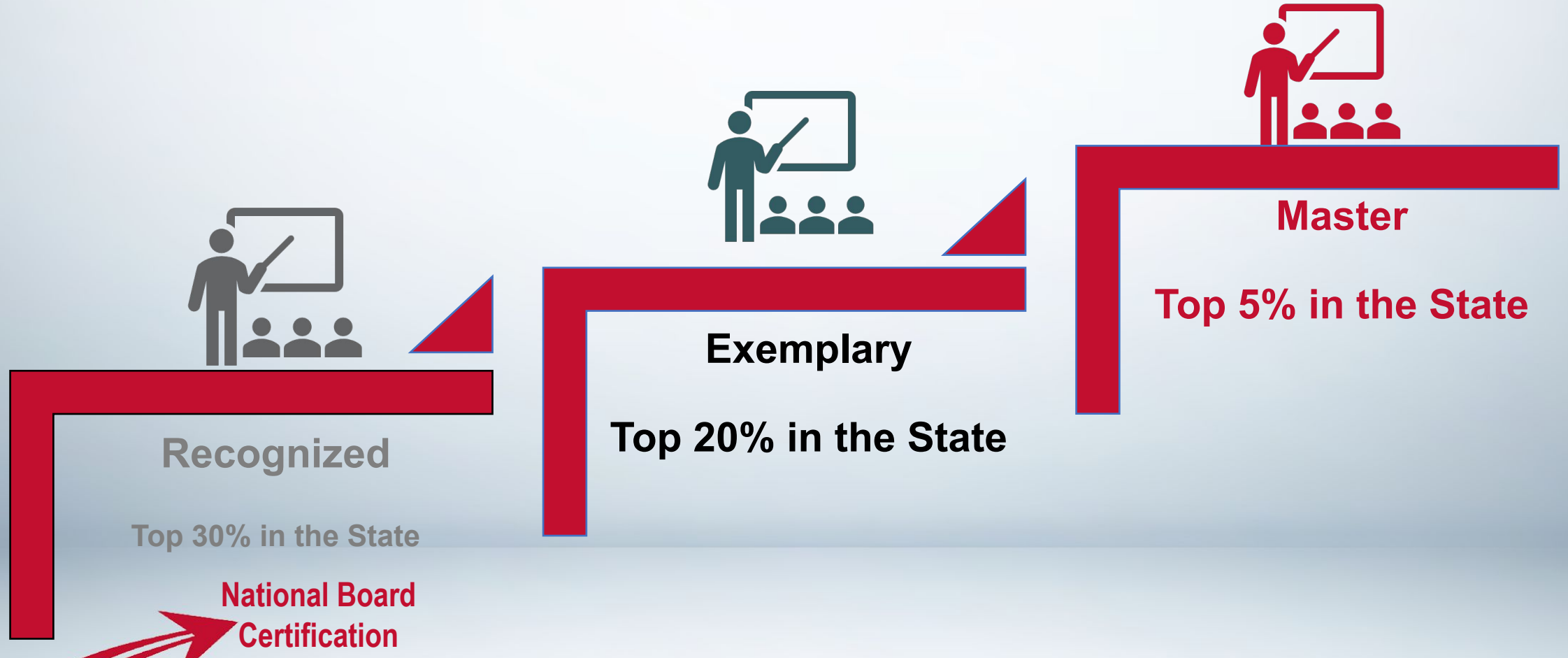
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CFB TIA Program Overview

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TIA Designation Levels



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CFBISD TIA 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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Teacher Observation - 40%

Domain 2: Instruction	Domain 3: Learning Environment
2.1: Achieving Expectations	3.1: Classroom Environment, Routines & Procedures
2.2: Content Knowledge & Expertise	3.2: Managing Student Behavior
2.3 Communication	3.3: Classroom Culture
2.4: Differentiation	
2.5 Monitor & Adjust	

Score	Points
Distinguished	5
Accomplished	4
Proficient	3
Developing	2
Needs Improvement	1

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Student Growth Measures - 40%

TIA Eligible Courses	Pre Test	Post Test	Growth Targets
Kindergarten - 2nd grade (Reading and Math); 4 & 5th STEM Third - 10th grade (Reading - 3-10, Writing - 4 & 6, Math - 3-8, Algebra I, Algebra II, Geometry and Science - 4-8) English III, English IV, Creative Writing (Sr English), On Ramps English III, Math Models, AP English III, AP English IV	NWEA MAP	NWEA MAP	NWEA MAP
SCIENCE: IPC, Chemistry, Physics SOCIAL STUDIES: 6th grade World Cultures, 7th grade Texas History, World Geography, World History, PRE-K 4th Theater, 4th Art, 4th Dance, Middle School Dance 1, Middle School Theater 1, Middle School Art 1, Technical Theater 1, Theater 1, Theater Arts I, Dance 1, Principles of Dance I, Dance II, Principles of Dance II.	District Created	District Created	Grad. Percent Increase Model
AP Human Geography, AP World History, AP Government, AP Economics, AP Psychology, AP Literature, AP Composition	District Created	AP Practice Exam	Grad. Percent Increase Model
8th History, US History (On Ramps and AP US History) Biology	District Created	EOY STAAR	Grad. Percent Increase Model
FINE ARTS: Elementary Music, Middle School Choir I, Middle School Orchestra I, Middle School Band I, HS Choir I-IV, HS Orchestra I-IV, Band I-IV	Music First	Music First	Grad. Percent Increase Model

Teacher Leadership & Collaboration - 20%

T-TESS - Domains 1 & 4

Domain 1: Planning	Domain 4: Professional Practices and Responsibilities
1.1: Standards and Alignment	4.1: Professional Demeanor and Ethics
1.2: Data and Assessment	4.2: Goal Setting
1.3 Knowledge of Students	4.3: Professional Development
1.4: Activities	4.4: School Community Involvement

Score	Points
Distinguished	5
Accomplished	4
Proficient	3
Developing	2
Needs Improvement	1

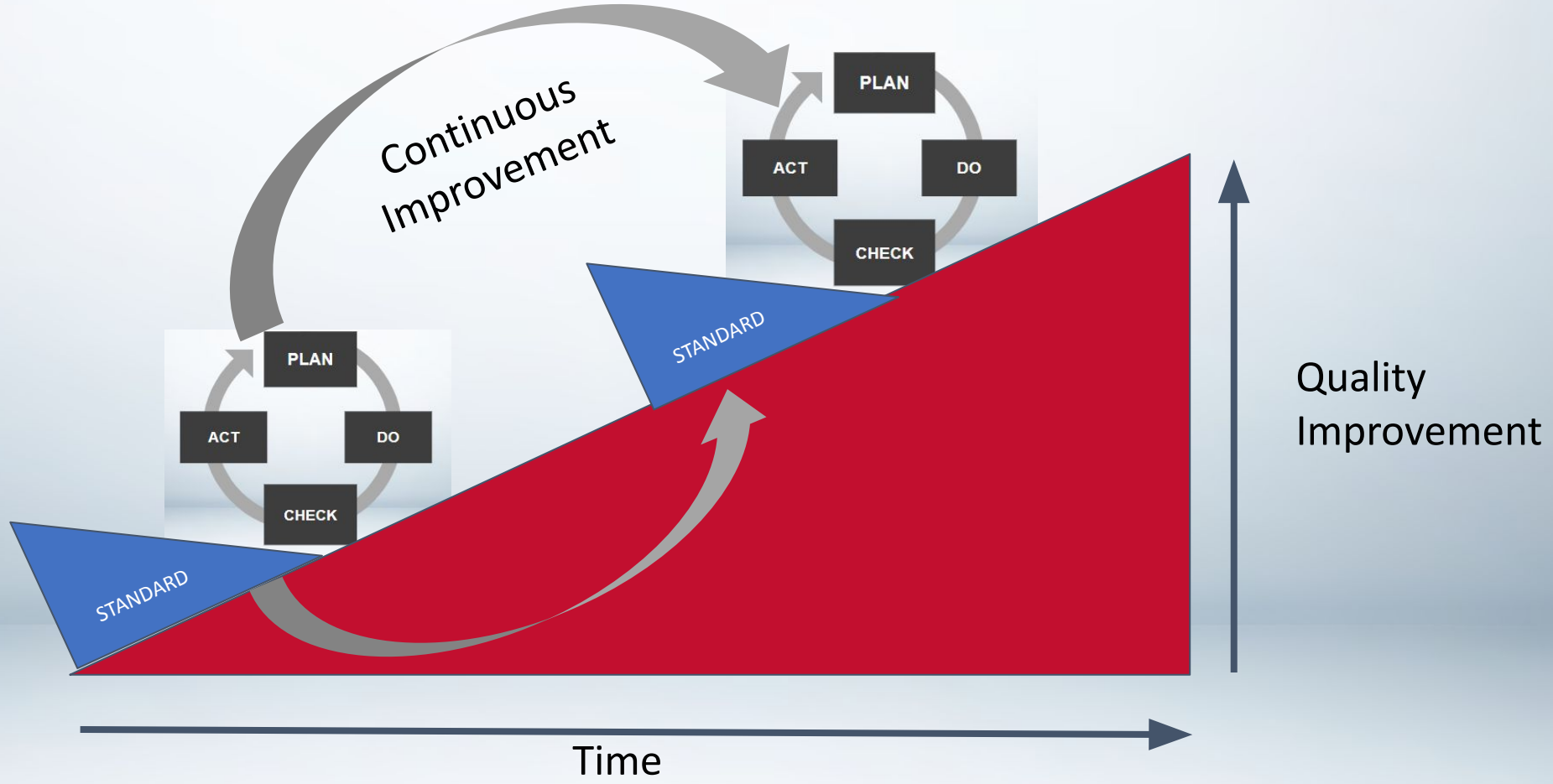
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CFBISD TIA Evaluation System

	Teacher Observation	• T-TESS : Domains 2 and 3	40%
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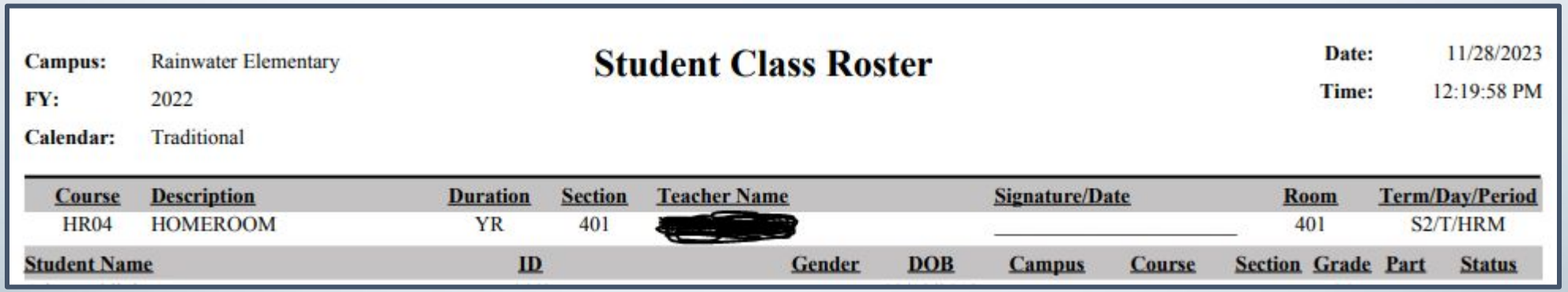
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Staff Feedback Loops



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April-May: Student Roster Verification



Campus: Rainwater Elementary
FY: 2022
Calendar: Traditional

Student Class Roster

Date: 11/28/2023
Time: 12:19:58 PM

Course	Description	Duration	Section	Teacher Name	Signature/Date	Room	Term/Day/Period
HR04	HOMEROOM	YR	401	[redacted]	_____	401	S2/T/HRM

Student Name	ID	Gender	DOB	Campus	Course	Section	Grade	Part	Status

Inquiries email: tia@cfbisd.edu

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Sept-Oct: Scorecard

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

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

Inquiries email: tia@cfbisd.edu

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TIA Compensation Payout 2023-2024 Designations
Cohort D, E & F Eligible Courses

All Campuses	
Designated Teacher	**District**
90%	10%

Teacher Incentive Allotment Funding Map website

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TIA Designation & Payout Timeline: 2023-2024



Spring 2023

Application Approval from TEA

August 2023

Teachers Receive Payout *(TIA Designation awarded in Spring 2023 or earlier)*

Fall 2023

Submit TIA Designation Recommendations and Data File to TEA & Texas Tech from **2022-2023 school year**

School Year 2023-2024

Teacher Observation & Student Growth Data Collected (**DATA CAPTURE**)

Mid - Spring 2024

Receive Final Approval for Designees from TEA from the 2022-2023 school year

Spring 2024

Application Approval from TEA

August 2024

Teachers Receive Payout *(TIA Designation awarded in Spring 2024 or earlier)*

Fall 2024

Submit TIA Designation Recommendations and Data File to TEA & Texas Tech from **2023-2024 school year**

Cohort D: Data Capture Year 2021-2022

Cohort E: Data Capture Year 2022-2023

Cohort F: Data Capture Year 2023-2024

Cohort F: Data Capture Year 2024-2025

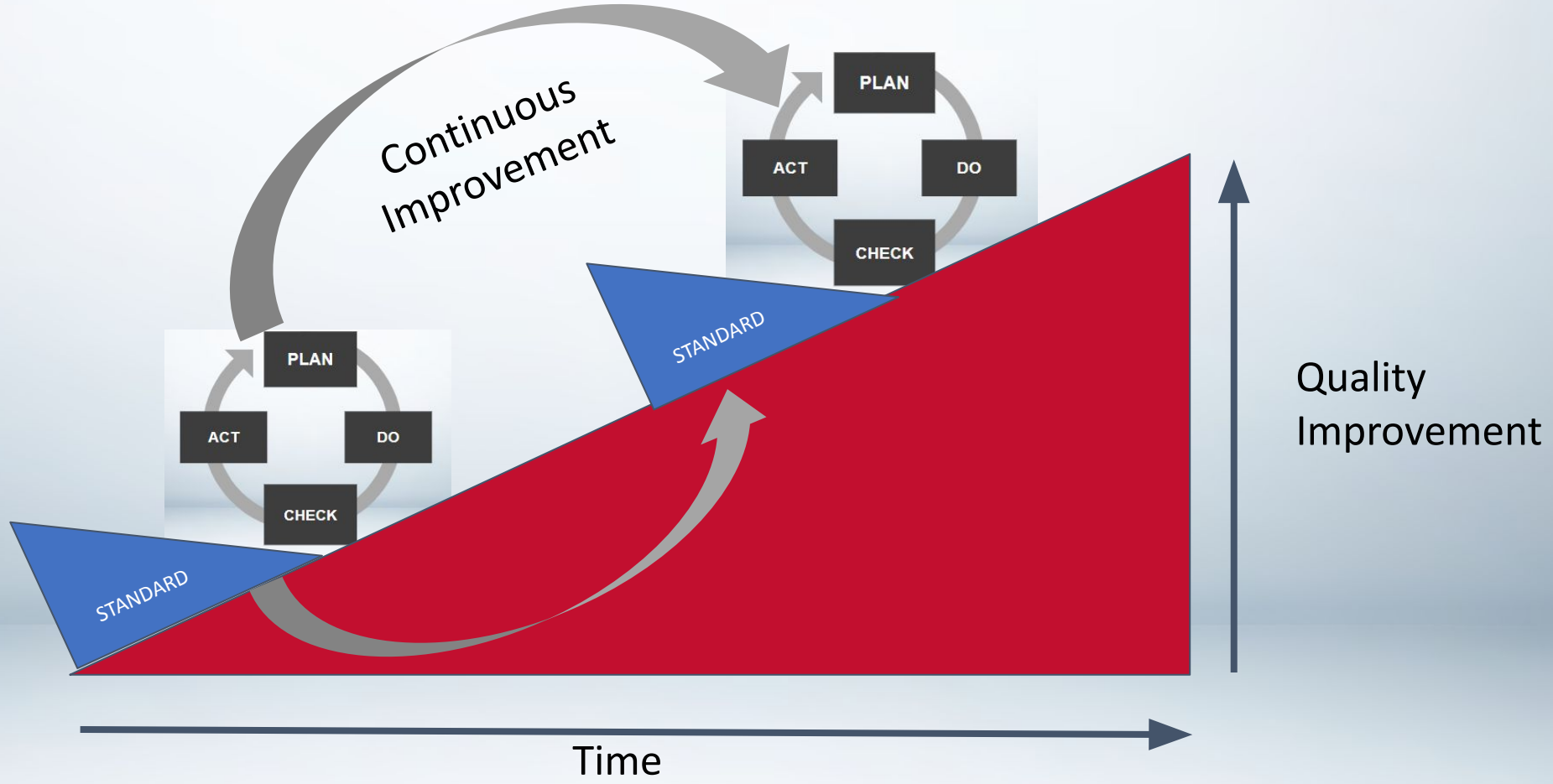
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Staff Survey

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Staff Feedback Loops



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CFBISD Staff Survey

SCAN ME

Survey LINK

Survey will be open
December 4th through December 15th

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Moving Forward

- Analyze the survey data
- Share results in January
- Next meeting:
  - January 25, 2024

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Reference:
Timelines & Eligible Courses

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CFB's TIA District Leadership Committee

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

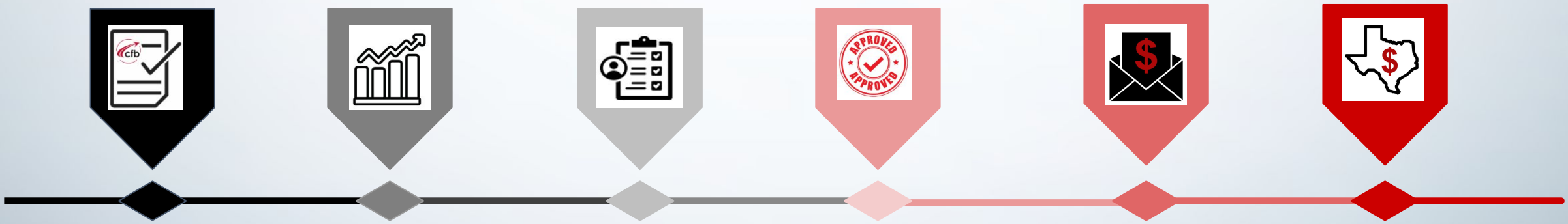
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Annual TIA Evaluation Cycle

August	Aug.-Sept	Sept-Oct	Sept-April	Sept-April	October	Dec-Jan	March-May	April-May	April-May	May-June	June-Aug	Sept-Oct
Orientation: T-TESS & TIA	**BOY Student Assessment**	**T-TESS Goal Setting Conference**	**T-TESS Walkthrough Observations**	**45 min T-TESS Observation w/ Conference**	**BOY Student Validation**	**MOY Student Assessments**	**Summative T-TESS Evaluation**	**EOY Student Assessment**	**EOY Student Validation**	**EOY Data Review**	**Evaluation Rating & TIA**	**Data Verification Eligibility**
Training on TIA & T-TESS observation	MAP Assessment	Evaluator & Teacher review and agree on goals and professional learning plan	Two 10 min. observations, Focus on T-TESS Domain 2 & 3 and their 8 dimensions	One 45 min. observation Focus on T-TESS Domain 2 & 3 & their 8 dimensions	Teacher validate scorcards	NOT utilized for TIA	Review of all fout T-TESS Domains	MAP Growth	Teachers validate student rosters	Teachers review and reflect on student growth goals & student outcomes	District analyzes T-TESS and student growth data	Teachers receive final TIA scores and designation eligibility
Principal Communicates school & district goals to inform teacher goal setting	District Created Assessments		Written/electronic feedback required	Written/ electronic feedback and conference required		Ability for teachers to evaluate student growth and determine next steps	Written feedback and conference required	District Created Assessments		Campus & departments compile data for final TIA evaluation process	District finalizes TIA scores and determines TIA designation eligibility	

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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

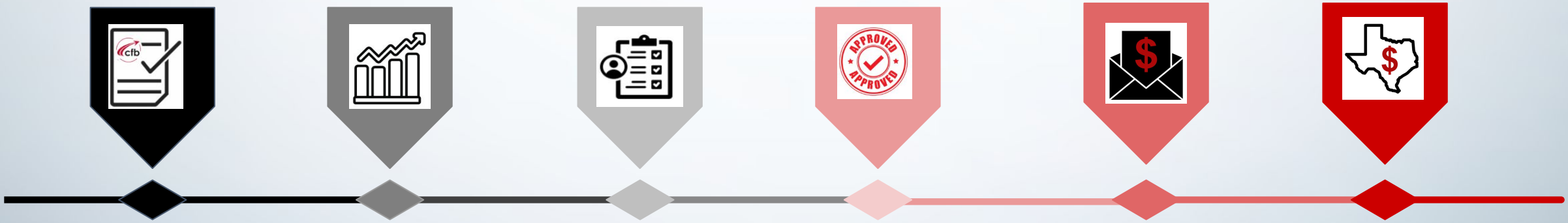
August 2023

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

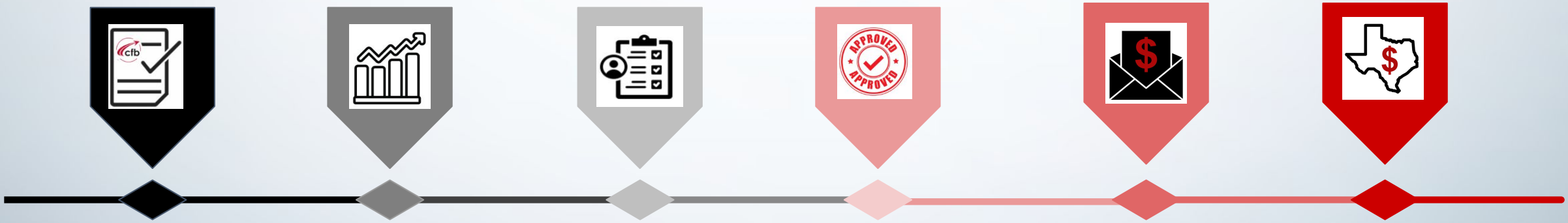
August 2024

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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