



Teacher Incentive Allotment Campus Ambassador Meeting #4

February 15, 2024



Learning Targets

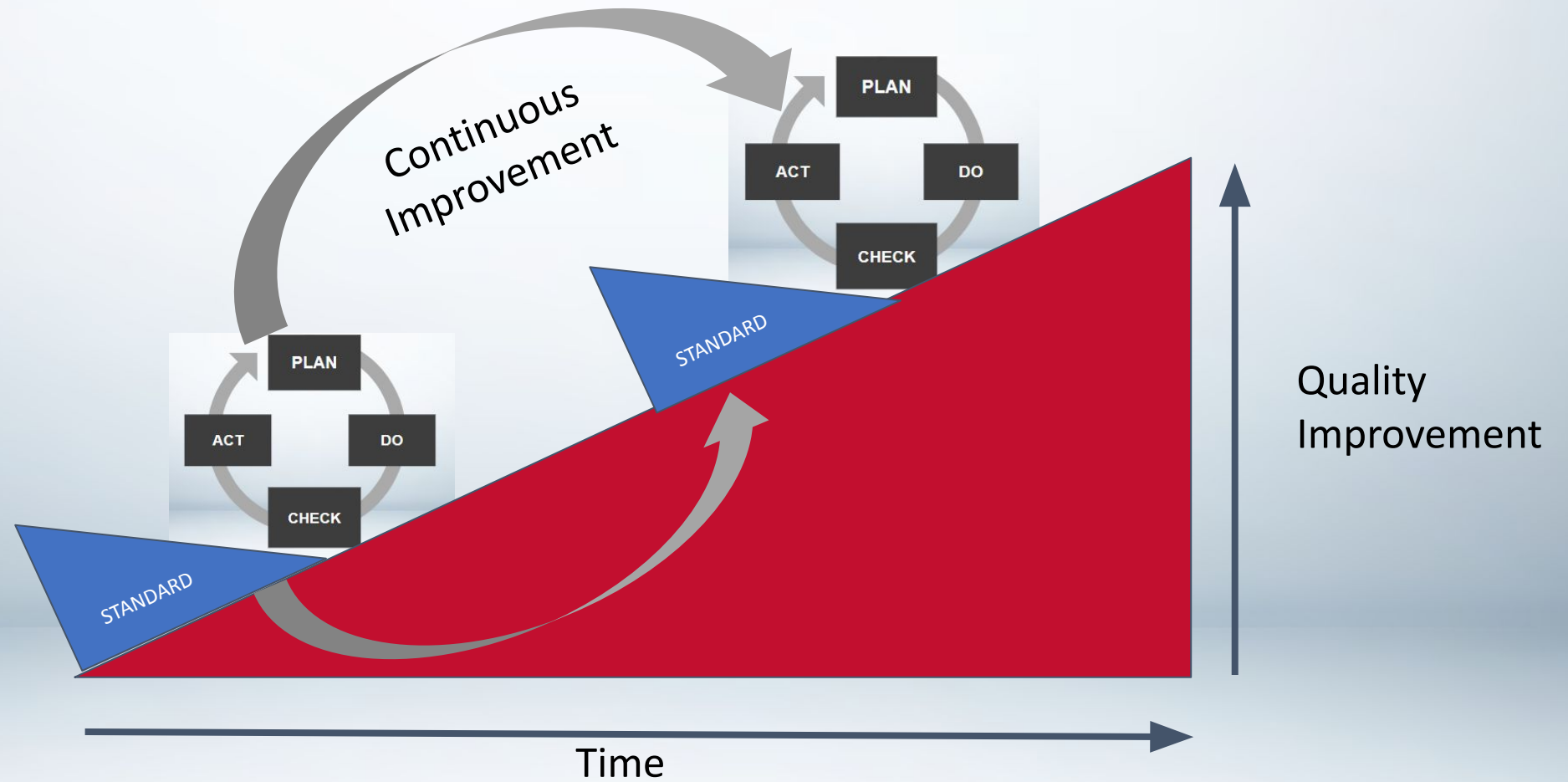
- CFB TIA Winter Staff Survey
- Student Roster Verification
- 2023 Data Submission



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CFB TIA 2023 Winter Staff Survey

Staff Feedback Loops



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Overall Trends All Campuses

339 Responses		
Elementary	Middle	High
88	46	205



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Overall Strengths (339 responses)

28%	Communication	• Regular and Consistent • Ambassadors are Knowledgeable • Roster Verification • Scorecards
15%	Merit Pay / Rewarding/ Motivational	• Teachers receive 90% allotment • Celebrate Teacher's work • Opportunity to earn more money
10%	Teacher Observation / Monitor Student Data / Collaboration / Feedback	• Teacher collaboration • T-TESS training & feedback • Monitor student data
4%	Expanding TIA Eligible Courses	
2%	Scorecard and Roster verification process	• Transparency



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Overall Areas for Growth (339 responses)

28%	Expand TIA Eligible Course	• CTE courses • SPED teachers
14%	T-TESS Observations	• Subjective • Different evaluations from different evaluators
14%	Student Growth	• MAP is not age-appropriate for K-1 • Testing fatigue at high school level • Clear student growth targets
13%	Pre/Post Assessments	• Need objective assessment for PreK • MAP is not a meaningful assessment for AP courses
10%	Compensation	• Distribute payout throughout the year



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TIA is intended to recruit and retain highly qualified teachers. Is TIA meeting its intended purpose?

339 Responses		
YES	NO	Not Sure/Blank
18% ₍₆₂₎	38% ₍₁₂₉₎	44% ₍₁₄₈₎
• 22% Not in an Eligible course • 53% In an Eligible course with No distinction • 22% In an Eligible course with a distinction earned	• 20% Not in an Eligible course • 60% In an Eligible course with No distinction • 15% In an Eligible course with a distinction earned	• 47% Not in an Eligible course • 37% In an Eligible course with No distinction • 14% In an Eligible course with a distinction earned



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NEXT STEPS

- ❑ Collaborate with Directors
- ❑ Create Task Force in the Fall



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Student Roster Verification Spring 2024

April-May: Student Roster Verification

What is a Student Roster Verification?

Campus:	Rainwater Elementary	Student Class Roster				Date:	11/28/2023				
FY:	2022					Time:	12:19:58 PM				
Calendar:	Traditional										
<u>Course</u>	<u>Description</u>	<u>Duration</u>	<u>Section</u>	<u>Teacher Name</u>	<u>Signature/Date</u>	<u>Room</u>	<u>Term/Day/Period</u>				
HR04	HOMEROOM	YR	401	[REDACTED]	_____	401	S2/T/HRM				
<u>Student Name</u>		<u>ID</u>		<u>Gender</u>	<u>DOB</u>	<u>Campus</u>	<u>Course</u>	<u>Section</u>	<u>Grade</u>	<u>Part</u>	<u>Status</u>

Inquiries email: tia@cfbisd.edu



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TIA Roadshow!

Kim & Maggie will present to campus staff on
Student Roster Verification forms process



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/THRM		
Student Name	ID	Gender	DOB	Campus	Course	Section	Grade	Part	Status

Fall 2023 Data Submission

Fall Score Cards

Teacher Observation						T-TESS Domains 2 & 3		
Domain 2			Domain 3			Total Points for Domains 2 & 3	Possible Points	Points Earned
2.1	Distinguished	5	3.1	Distinguished	5	Total Points	40	35
2.2	Accomplished	4	3.2	Distinguished	5	35		
2.3	Distinguished	5	3.3	Distinguished	5	Average Score		
2.4	Proficient	3				4.38		
2.5	Proficient	3						
Domain 2 Subtotal		20	Domain 3 Subtotal		15			
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	
25		27		93		40	37	
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	Proficient	3	32	20	16
1.2	Accomplished	4	4.2	Accomplished	4			
1.3	Distinguished	5	4.3	Accomplished	4			
1.4	Distinguished	5	4.4	Proficient	3			
Domain 1 Subtotal		18	Domain 4 Subtotal		14			
Criteria: All scores Proficient or Above: YES								
Pending Designation: Exemplary					Overall TIA Score: 88			

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

[Teacher Incentive Allotment Funding Map website](#)



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2023 APPROVED VALIDATION SUBMISSION



Congratulations!

[Teacher Incentive Allotment Funding Map website](#)



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2023 APPROVED VALIDATION SUBMISSION

with CONTINGENCIES

PROCESS IS
NOT
COMPLETE

Teacher Eligibility: New Designations



- Designation will be awarded
 - ✓ Still employed by the district as a teacher (087 in PEIMS) on **February 23, 2024**
 - ✓ Employed and compensated for a creditable year of service in 2023-24
 - ✓ 90+ days at 100% of the day
 - ✓ 180+ days at 50% or more of the day, or the equivalent of one semester
- Designation will not be awarded
 - X Separated from the district before February 23, 2024
 - X Moved to a non-teaching role for 2023-24
 - X For part-time teachers, less than 50% of duties tied to their 087 Teacher role

DESIGNATIONS
ARE STILL
PENDING

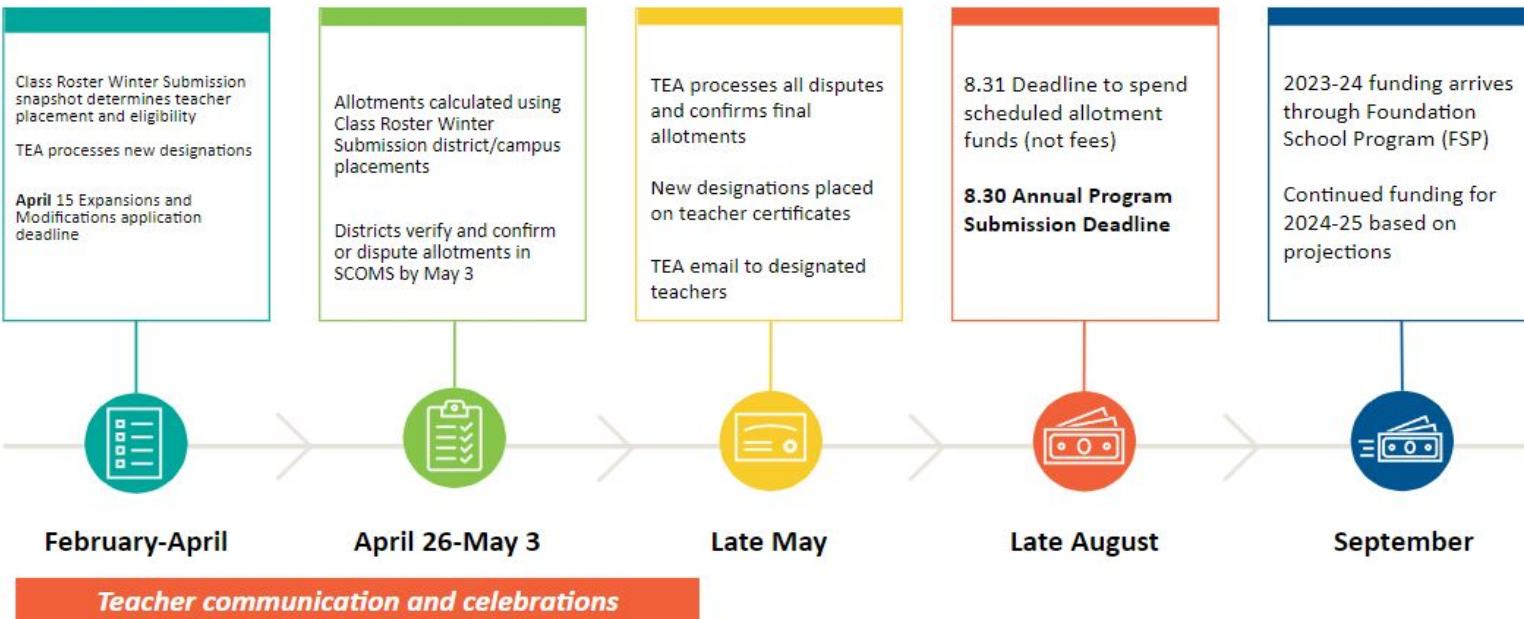


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2023 APPROVED VALIDATION SUBMISSION

TIMELINE

Designations and Allotment Timeline



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2023 APPROVED VALIDATION SUBMISSION

CFBISD TIA Scorecard

Teacher Observation — T-TESS Domains 2 & 3									
Domain 2			Domain 3			Total Points for Domains 2 & 3	Possible Points	Points Earned	
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Pending Designation: Exemplary					Overall TIA Score: 88				

TEA TIA Allotment Funding Map
updated annually in April

Teacher Incentive Allotment Funding Map

Map Key

Explore 2022-2023 Campus Allotments

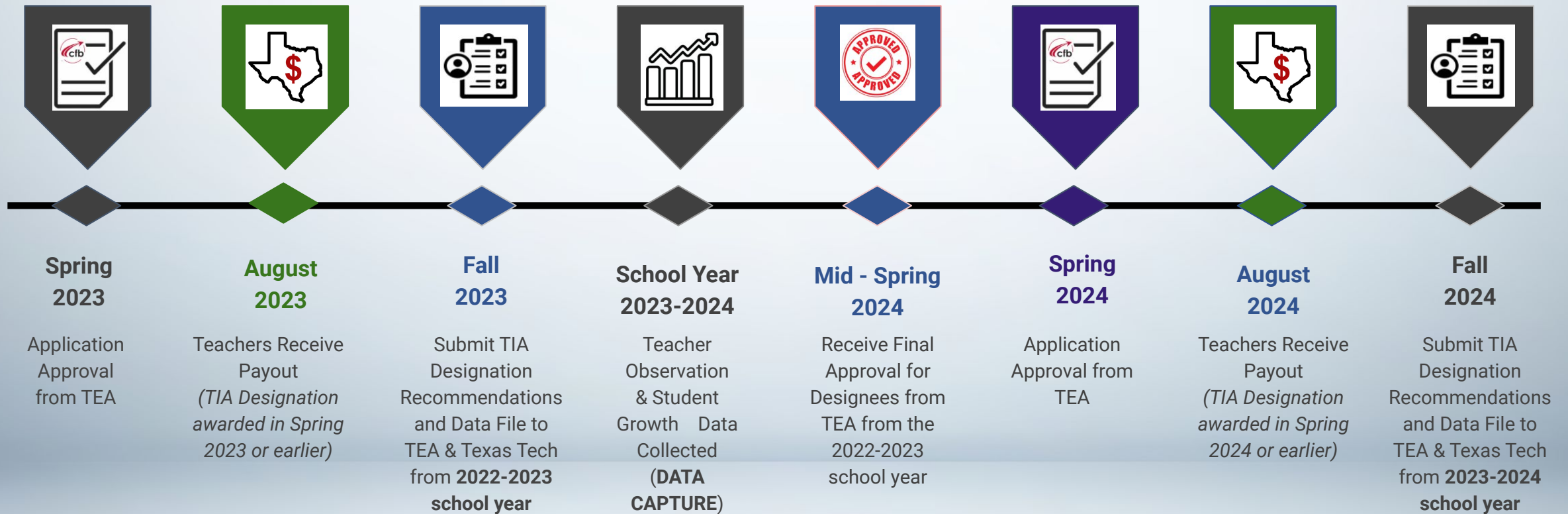
The TIA funding map shows the allotment values for each district and campus. Campus allotment values are updated annually in April based on student demographics and the campus' rural status. Campus allotments may default to their average district allotment if they are a new campus, a zero enrollment campus, or if they are an alternative campus, such as a residential facility.

[Teacher Incentive Allotment Funding Map website](#)



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TIA Designation & Payout Timeline: 2023-2024



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

What's Next?

Moving Forward

- Campus principals will sign up for the Spring TIA Roster Verification presentation
- Ambassador meeting in the Spring
 - Roster Verification Form
 - Roster Verification Form Inquiry Process



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CFB's TIA District Leadership Committee

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



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THANK YOU!



Resources

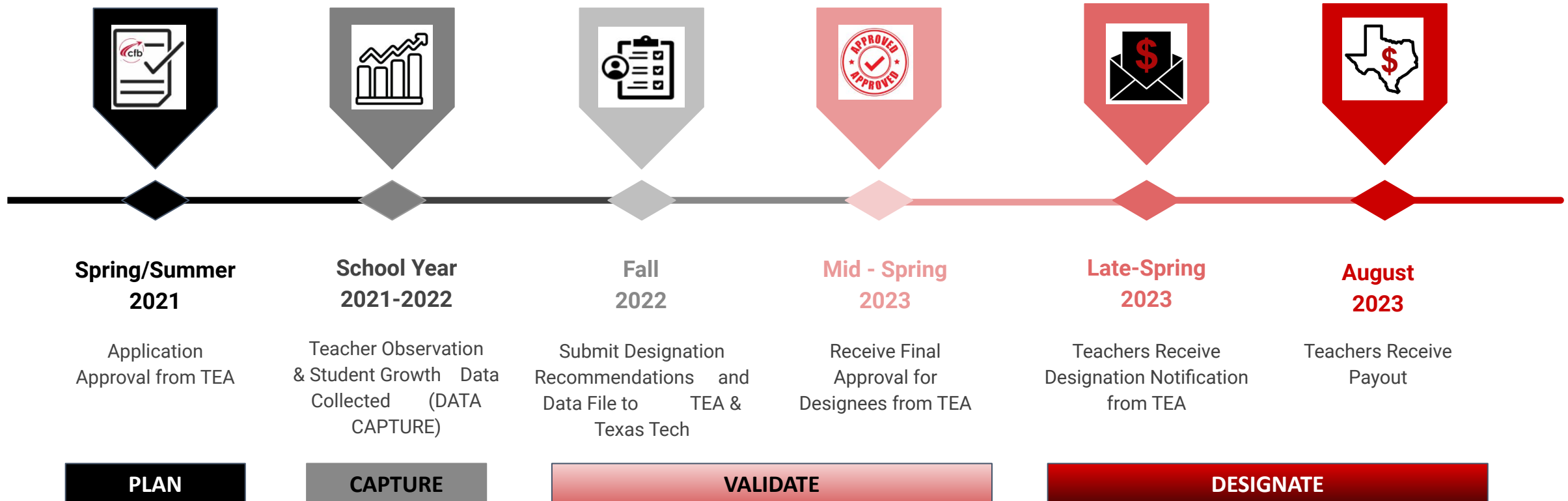
Annual TIA Evaluation Cycle

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 four 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	

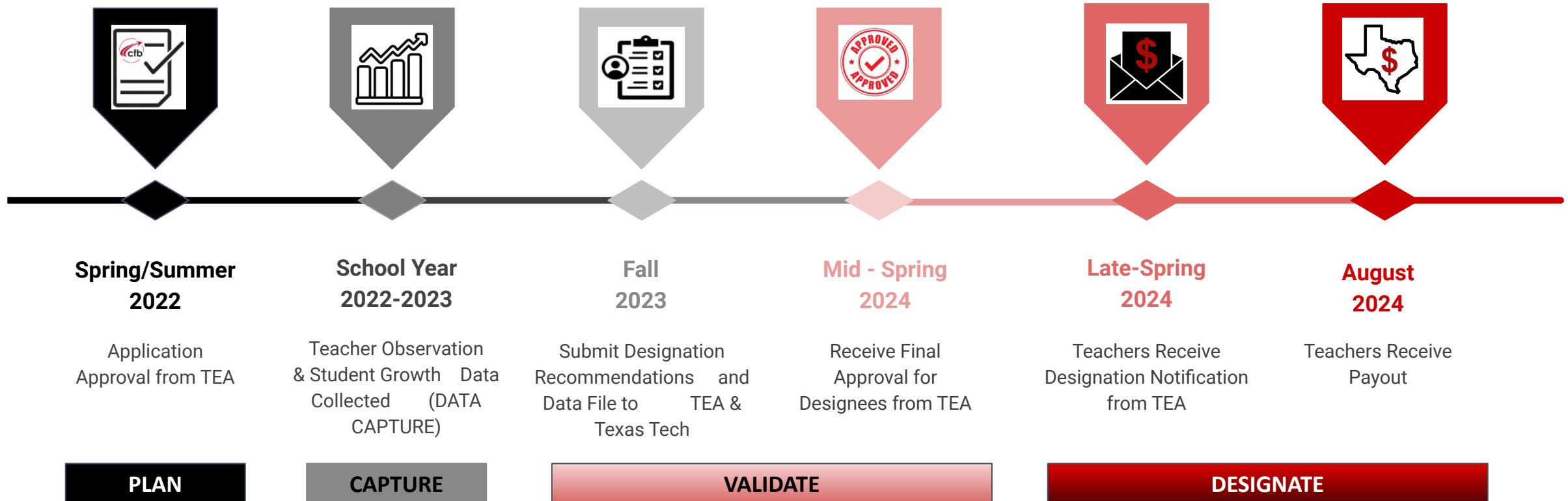


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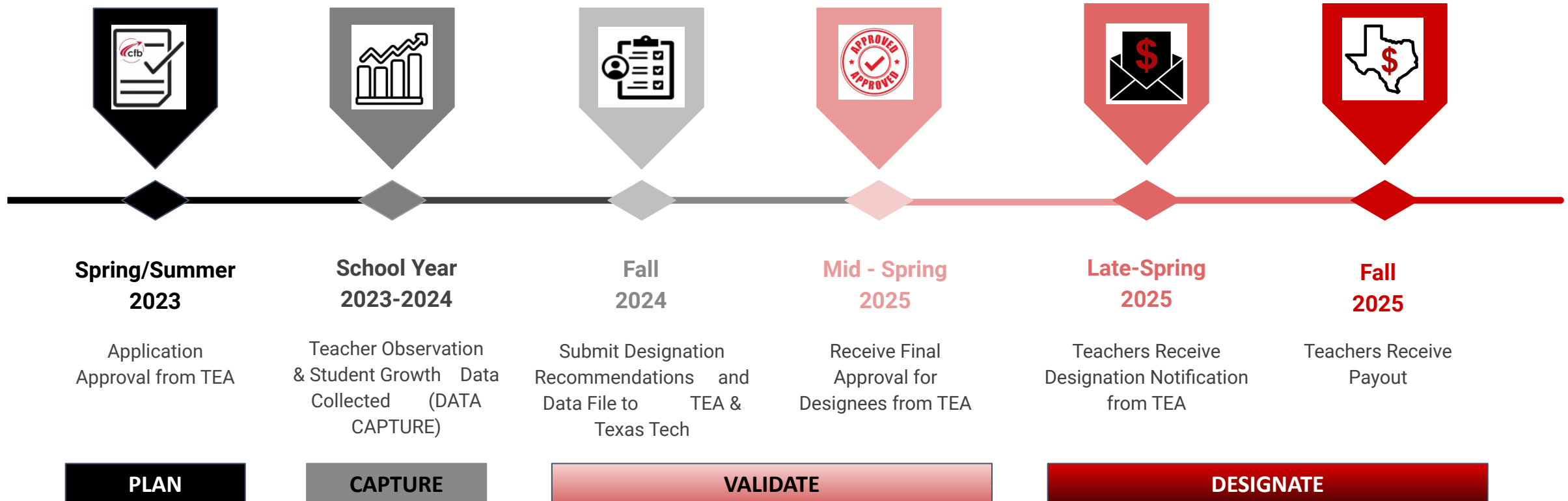
TIA Designation & Payout Timeline: Cohort D (Phase 1)



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



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



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*)

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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Sept-Oct: Scorecard

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