

We are very grateful for the efforts made to secure TIA. Kudos to the district's pioneering team that submitted the application and met with PLC's at the very beginning to establish assessments and growth measures.

Concerns:

- In this recent cohort what is the percentage of K teachers district wide that received designations? We have already met with kindergarten teachers regarding the process and provided scores for those who asked. Some met the growth measure, some did not. Some met the TIA minimum, some did not.
- In order to receive TIA there was a weighted combination of teacher appraisal, student growth and leadership components. Who scored the rubric or was it taken from Domain 4 on T TESS? The leadership component was scored from Domain 4 on T TESS
- In the lower grades for students whose primary language is Spanish was data submitted in their primary language or just english? Data submitted was based on the student's complete data profile.
- How is TPRI, KEA, and Circle measured? These tests have many components and do not have an overall measurement? Was it an average? TPRI and KEA were measured using waves 1 and 3. The Gap Closure Model was used in wave 1 to ascertain a growth target that each student had to achieve in wave 3. Only students who achieved the Gap Closure Model growth target were taken into consideration for that teacher's student growth.

Students assessed through Circle were graded based on Circle's tier system. Student performance was recorded based on their individual learning tier at BOY. By EOY, students who were at tier 1 were considered to be performing at grade level and thus achieved the targeted growth measure. Tiers 2 and 3 were not considered as these students were performing below grade level and in need of intervention.

- Moving forward can district PLC's reconvene and change state assessment instruments to measure growth? (e.g.: TX KEA, TPRI changed to I Station) We already met with kindergarten and gave them the opportunity to change the assessment for this year during the timeframe that the TIA modification window was open.

Changes that require an Expansions/Modifications Application are:

- Adding or removing eligible teaching categories
- Changing/replacing the teacher observation rubric
- Removing/replacing a category of student growth measure used
- Changing the assessment used for a pre-test/post-test growth measure

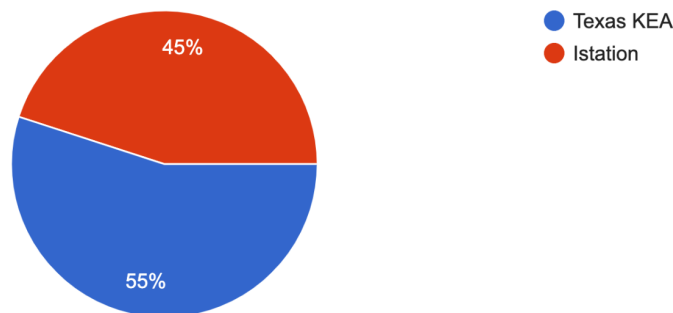
- Adding additional campuses (unless the district previously included “All Campuses”)
- Changing the spending plan

Districts were required to submit their proposed changes through an updated Expansions/Modifications Application due on April 17, 2023. If approved, the proposed changes would go into effect at the beginning of the 2023-2024 school year.

Here are the results of the survey:

Which designated assessment would you prefer to use to measure student growth in order to fulfill the Category 2 requirement of the Teacher Incentive Allotment (TIA) program?

20 responses



Texas KEA will continue to be the assessment that we will use for kindergarten. The window is now closed and any changes/updates have been submitted. Mainly we added some opportunities for teachers to become designated using additional assessments in other content areas not previously represented.

• Would it be possible for all teachers to receive feedback on their scores for TIA (in all 3 categories)? We have provided data to teachers who have emailed and asked for their scores. Suggestions:

- Having a zoom meeting to address questions and concerns with a grade level rep from each campus. We have met on Zoom or in-person with teachers who have had questions.
- Or holding individual district PLC’s to address questions and concerns as some may be more specific to grade level. We have held individual PLC meetings with groups that have requested to meet.

Specifically what measures the district used to calculate student growth and the GAP closure model.

We understand that the district set forth the following process for TIA eligibility:

45% TTESS (Dimensions 2.1, 2.2, 2.3, 2.4, 2.5, 3.1, 3.2, 3.3)

45% Student Growth

10% Leadership (Domain 4.4)

The question lies in the 45% growth - what measurable data was used specifically for math: was it STAAR, MSTAR, Interim?? all three or none of these?

The STAAR progress measure was used to calculate student's growth in mathematics.

How will TIA affect those that are retiring?

Impact of Compensation and Movement of Teachers TIA compensation stipends will be included in the annual wages reported to the Teacher Retirement System (TRS) and will be used when calculating retirement benefits upon approval of the TIA application. • If a Designated Teacher leaves the district PRIOR to Winter Roster Verification (generally in February of each school year) then the Designated Teacher will not receive any TIA funds because no TIA funds will be generated to the district from the state. • If a designated teacher leaves the district AFTER the winter submission to another district, the compensation will be sent to the teacher.

- If the Designated Teacher retires PRIOR to Winter Roster submission, then no TIA funds will be provided to the teacher. • If the teacher retires AFTER Winter Roster submission, then the TIA funds would be provided to the Designated teacher prior to his/her last date of service. • If a Designated Teacher moves campuses within Canutillo ISD DURING the school year, then Canutillo ISD will provide the funding to the Designated teacher based on the campus where the Designated Teacher worked DURING Winter Snapshot (generally in February).

- If a Designated Teacher moves to the district PRIOR to Winter Roster Verification then the Designated Teacher will receive the allotment of funds generated by the state at the campus where the teacher is teaching during Winter Roster Verification. The spending plan will be the same for newly hired Designated teachers. It is a local decision whether to award teachers who leave the district prior to retiring because the funds are intended to retain teachers. The district can determine whether to award the funds to the leaving-but- not-retiring teacher or to disperse them amongst the teachers at the campus that they were working at.

- If a teacher earns a designation from ANOTHER school district in Texas, upon hiring they will follow the Canutillo compensation plan. Since designations follow the teacher, they would be funded with the amount provided by the state. TRS Eligibility The school board will approve the expenditure of TIA funds as part of the annual compensation package. Upon approval of the TIA application by TEA, TIA compensation will be TRS eligible for Designated Teachers only and the district will send a copy of the compensation plan to TRS if requested.

Districts have flexibility in this matter. Districts are required to expend the allotment in accordance with TEC 48.112 with at least 90% of the allotment going towards teacher compensation on the campus where the designated teacher works and up to 10% being used towards district TIA systems and supporting teachers in getting designated. In terms of how it is paid out, that is a local decision. Districts could make a one-time payment or spread it out across two or three payments. (Betsy Cook, Best in Class, 2023).

For additional information, please visit our TIA links.

[CISD TIA LINKS](#)

We are continually updating based on additional information we are receiving and as we expand our program and opportunities we are providing for our teachers to become designated.