

# Santa Maria ISD

# Teacher Incentive Allotment

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School Board Workshop Presentation #2  
January 14, 2021

# TEA Weighting Webinar

As per TEA, about 33% of teachers throughout the state will receive a designation

- Recognized or higher Designation represents top 33% of teachers
- Exemplary or higher Designation represents top 20% of teachers
- Master Designation represents top 5% of teachers

# Performance Level Descriptors

The following shows the minimum average scores across T-TESS domains 2 and 3 to achieve each level of designation (Recognized, Exemplary, and Master). The minimum average scores were derived from an analysis of T-TESS observations from across the state with scores on a scale on a 1 to 5 scale. The minimum average for a Master teacher shows the 95th percentile score, the minimum average for an Exemplary teacher shows the 80th percentile score, and the minimum average for a Recognized teacher shows the 67th percentile score.

## Teacher Observation Minimum Average Ratings

<i>Designation Level</i>	<i>Minimum Average Score Across Domain 2 and 3</i>	<i>Minimum Rating Required for each Dimension in Domain 2 and 3</i>
Recognized	3.7 (74% of possible points) Add 8 dimensions and divide by 8	At least 3 (proficient) on all dimensions - No dimension below proficient level
Exemplary	3.9 (78% of possible points) Add 8 dimensions and divide by 8	At least 3 (proficient) on all dimensions - No dimension below proficient level
Master	4.5 (90% of possible points) Add 8 dimensions and divide by 8	At least 3 (proficient) on all dimensions) - No dimension below proficient level

# Performance Level Descriptors

The table below shows the average dimension and domain scores for each designation level.

	<b>Master</b>	<b>Exemplary</b>	<b>Recognized</b>
<b>Average Domain 2 (Instruction)</b>	<b>4.56</b>	<b>3.97</b>	<b>3.55</b>
<b>Dimension 2.1 (Achieving Expectations)</b>	<b>4.51</b>	<b>3.95</b>	<b>3.52</b>
<b>Dimension 2.2 (Content Knowledge and Expertise)</b>	<b>4.63</b>	<b>4.04</b>	<b>3.61</b>
<b>Dimension 2.3 (Communication)</b>	<b>4.61</b>	<b>4.01</b>	<b>3.64</b>
<b>Dimension 2.4 (Differentiation)</b>	<b>4.49</b>	<b>3.9</b>	<b>3.44</b>
<b>Dimension 2.5 (Monitor and Adjust)</b>	<b>4.56</b>	<b>3.98</b>	<b>3.52</b>
<b>Average Domain 3 (Learning Environment)</b>	<b>4.9</b>	<b>4.19</b>	<b>3.97</b>
<b>Dimension 3.1 (Classroom Environment, Routines, and Procedures)</b>	<b>4.89</b>	<b>4.16</b>	<b>3.97</b>
<b>Dimension 3.2 (Managing Student Behavior)</b>	<b>4.87</b>	<b>4.19</b>	<b>3.97</b>
<b>Dimension 3.3 (Classroom Culture)</b>	<b>4.92</b>	<b>4.24</b>	<b>3.98</b>

# Student Growth Measures

The percentages below are the statewide performance standards for student growth in each of the three teacher designation levels, regardless of the student growth measure used.

<b>Recognized Teacher</b>	<b>Exemplary Teacher</b>	<b>Master Teacher</b>
<b>55% of students meet or exceed expected growth</b>	<b>60% of students meet or exceed expected growth</b>	<b>70% of students meet or exceed expected growth</b>

*Percentage of students =*  $\frac{\text{Number of students who met or exceeded growth expectations}}{\text{Total number of students with an expected growth score (who completed the final assessment)}}$

*-----*  
*Total number of students with an expected growth score  
(who completed the final assessment)*

# TEA Weighting Webinar

T-TESS (Domains 2 & 3) - 75% & Growth Measure (SLO) - 25%

- Recognized Designation - 69.25
- Exemplary Designation - 73.5
- Master Designation - 85.0

# Mathematical Summary of Designation - Recognized

Recognized Teacher - T-TESS 75%

$$3.7/5 = x/75$$

$$5x = 277.5/5$$

$$x = 55.5$$

SLO 25%

$$55/100 = x/25$$

$$100x = 1375/100$$

$$x = 13.75$$

$$55.5 + 13.75 = 69.25 \text{ recognized}$$

# Mathematical Summary of Designation - Exemplary

Exemplary Teacher - T-TESS 75%

$$3.9/5 = x/75$$

$$5x = 292.5$$

$$x=58.5$$

SLO 25%

$$60/100 = x/25$$

$$100x = 1500/100$$

$$x=15$$

$$58.5 + 15.0 = 73.5 \text{ exemplary}$$

# Mathematical Summary of Designation - Master

Master Teacher - T-TESS 75%

$$4.5/5 = x/75$$

$$5x = 337.5/5$$

$$x=67.5$$

SLO 25%

$$70/100 = x/25$$

$$100x = 1750/100$$

$$x=17.5$$

$$67.5 + 17.5 = 85 \text{ master}$$