



FAQ Roma ISD

Student Growth Measures- TIA

The Student Growth Measure (SGM) Readiness Assessment should be used as a tool to generate thoughts and discussions at the district level regarding the implementation of pre/post-assessment student growth measures. These assessments provide a baseline to determine student growth over the course of one academic year for the Teacher Incentive Allotment (TIA) purposes.

1. What is the purpose of these first time SGM objective(s) at Roma ISD?

The purpose of the SGM objective is to focus on what students need to learn in the span of a school year in any given subject area. This focus is on the areas of critical need in each course based on students' historical data. Based on their individual student growth, teachers will be designated as recognized, exemplary, or master teacher for the Teacher Incentive Allotment.

2. What model will Roma ISD use to calculate individual growth targets for students?

Roma ISD will use the "Half-the-Gap" student growth target model for computing individual student growth measures. This is the model used by TxCEE (Texas Center for Educator Excellence) in each respective teacher's TEEMS (Texas Educator Excellence Management System) account.



3. How will SGMs be used to determine designations for the Teacher Incentive Allotment (TIA)?
All teachers in a TIA eligible teaching position will participate in SGMs. SGMs account for 50% of the TIA designation. The other 50% is based on the average of two teacher's observations. Teachers who have 55% of all students meet/exceed their growth target may be eligible for a Recognized designation, those with 60% of all students meeting/exceeding growth targets may be eligible for an Exemplary designation, and those with 70% of all students meeting/exceeding growth targets may be eligible for a Mastery designation. Designations are not final until Educator Evaluation scores are calculated and determined to meet minimum performance standards for TIA and data validation is approved by the Texas Tech University. The combination of the SGMs and Educator Evaluation will determine final designations.
4. Which Roma ISD employees will work on Student Growth Measures?
All Roma ISD employed teachers coded as 087.
5. What campuses/grade levels in Roma ISD will implement the pre/post-assessment SGM model? All
6. Will Roma ISD provide any guidance to teachers on the writing of the pre/post-assessments?
Yes. Each respective campus T-TESS appraiser will provide guidance to his or her assigned teachers during the entire SGM process. Support is also ongoing by our TIA district leads and the Human Resources department. In addition, guidance has been provided through TxCEE during the 2021-2022 school year in the form of training of Roma ISD TIA Stakeholder Committee and Roma ISD Trainer of Trainers Sessions comprised of principals, associate principals, counselors, facilitators, and lead teachers. Besides Roma ISD hiring 3rd party vendors that provide these valid and reliable pre- and post-assessments in certain subject areas, TxCEE initially provided additional training to those teachers who would be creating their own pre- and post- assessments in June 2022, and these teachers had the opportunity of working 2 days after the training to create their respective pre- and post-assessments with the approval of their respective TTESS appraisers.
7. How many SGM objectives will each teacher be required to write?
1 SGM objective.
8. How will you manage the Pre/Post process and data collection?
It will be done through the TEEMS (Texas Educator Excellence Management System) data management system. 3rd Party assessment data will be uploaded to the teachers' SGM accounts in TEEMS by the district, and district/teacher created assessment data will be inputted by the teachers in the presence of their respective appraisers.
9. Who will be responsible for approving the SGM objectives? Each respective TTESS campus appraiser and final approval will be done by the respective campus principal.
10. Do you have a review/scoring rubric developed to evaluate the rigor of the Pre/Post SGMs?
Yes. TEEMS SGM Approval Rubric by respective teacher and appraiser.

11. What part of the Pre/Post SGM will be teacher-created?

- A teacher teaching the majority of classes where 3rd party vendor pre- and post-assessments are available shall use those 3rd party vendor pre- and post-assessments with those classes instead.
- List of courses that will use teacher-created pre- and post-assessments. (Pre-K, Life skills, Art, Performing Arts, Fine Arts, Pre Calculus, 6-8 Tech Applications and all other teachers listed)

Early Education		Mariachi12 JV
	Pre Calculus	Mariachi12 VAR
Physical Ed K-12	CP Math	Adv Orchestra9/10
	Cal	Adv Orchestra11/12
		Adv Guitar9
		Adv Guitar10
Gadgets6		Adv Guitar11
MicroWorld7	ROTC	Adv Guitar12
Adventure Science8	ROTC1	Choir9/10
Student Leadership	Art1	Choir11/12
6-8 Art	Art2	Bel Canto9
Environmental 7/8	Art2 AP	Chamber Choir9
6 Tech Apps	Band9	Chamber Choir10
Multimedia7	Band10	Chamber Choir11
Intro Dig	Band11	Chamber Choir12
Choir (Boys/Girls)	Band12	Life Skills1
Beg Orchestra	Mus1/2APL	Life Skills2
Inter/Adv Strings	Mus3/4APL	Life Skills3
Beg Mariachi	Mariachi9 JV	Life Skills4
Perf Mariachi	Mariachi9 VAR	
Beginner Band	Mariachi10 JV	Adv Guitar10
Non Var Band	Mariachi10 VAR	
Var Band	Mariachi11 JV	
Inst Ensemble	Mariachi11 VAR	

12. How will you help teachers understand what will be required with Pre/Post SGM implementation?

TIA Stakeholder Committee members

TIA District Lead

TOT Leadership Team for each campus

Human Resources Dept.

Campus Administration/Campus Leadership Teams/TTESS Appraisers

TxCEE training for teacher created assessments

3rd party assessment training and technical support

13. How long should pre/post- tests be?

It should be one class period long.

14. What percentage of each pre/post- test be from Level 2-4 using Webb's Depth of Knowledge for teacher-created pre and post assessments?

75%

(different levels of thinking, depth and complexity, Webb's Depth of Knowledge)

15. What test will be used to measure Student Growth by teacher?

[See Attachment and/or also refer to the response to question 26.]

16. Can pre/post- test be the same test?

No. It should assess the same TEKS using different questions--same number of questions with the same levels of difficulty.

17. Should I review/share the pre/post- tests with students and parents?

No.

18. Can the pre/post- test be different than the pre-/post-assessment my colleague who is teaching the same subject matter and same grade level is using?

Most 3rd party vendor pre- and post- tests will be the same, except the NWEA MAP pre and post- tests which are adaptive. In the case of teacher-created pre- and post- tests, they may be the same or slightly different within subject area and/or course.

19. Can my SGM objective be different to another teacher who is teaching the same subject matter and same grade level? Yes. It depends on each teacher's individual student data.

20. Where do I report my pre/post test scores?

In your TEEMS account.

21. How can I retrieve my username and password for my TEEMS account?

<https://teems.txcee.org/login?0>

22. How do I create my SGM objective?

In order to create your SGM, it is very important to analyze your respective students' historical data and follow the next 4 steps:

- a. Review formal data, historical data, observations, anecdotal evidence.
- b. Analyze data to determine specific learning.
- c. Use data to determine areas of high need and critical content.
- d. Align identified learning needs to the standards for your subject/content area.

Refer to the SGM Guidebook, Step 2: Create, pages. 10-13 Creating SGMs at:

<https://www.romaisd.com/faculty-staff/teacher-incentive-allotment>

23. What if there is no historical data for my content area?

It is beneficial when historical data is present as teachers should use a variety of sources when creating their SGM objective. In its absence, consider your areas of need or needed improvement from previous years for your grade level and subject matter.

24. What students will be included in my SGM?

All students. Economically disadvantaged, migrant, at-risk, EB, 504, Sp Ed, and GT students.

25. How will I receive a teacher designation of recognized, exemplary, or master?

50% Teacher Evaluation and 50% Student Growth

Refer to the TIA Guidebook at

<https://www.romaisd.com/faculty-staff/teacher-incentive-allotment>

26. How will student growth be calculated?

Thru the TEEMS platform using TxCEE's Half the Gap Model for each respective teacher.

- **For each eligible teaching category using a pre-test/post-test, the following identifies: the pre-test, the entity who will set growth targets, and the post-test.**
- CTE Courses: Other- YouScience CTE Precision Exams/District
- K-8th Reading, K-8th Math, 6-8th Science, K-5th Spanish Math K-5th Spanish Reading Algebra I,II, Geometry, Biology: NWEA MAP/NWEA MAP/NWEA MAP
- 6-8th Social Studies, 9th – 12th RLA, MathMOD, Chemistry, Physics, Conceptual Physics, Environmental Systems and Human Anatomy and Physiology: Study Island-Edmentum/District
- PE: Other-Fitnessgram/District
- 8-12th Spanish: Other- ACTFL/AAPPL Assessments/District
- Summit K-12: NWEA MAP/NWEA MAP/NWEA MAP

Fine Arts and all other teachers: District teacher-created/District/District teacher-created--- **Refer to the list on question 11.**

27. Will all Special Populations be included?

Yes.

28. What protocols will be used to administer pre/post-tests?

All pre/post tests will follow a districtwide Pre- and Post- Testing window. STAAR testing protocols should be followed, including test security and confidentiality.

3rd party vendor pre- and post-assessments may have additional testing protocols to follow as training to the teachers will be provided.

Test Security-No sharing or reviewing of pre/post-tests material with parents or students.

29. When do I give a pretest and ensure a valid test administration?

By setting a specific time and date at the beginning of the school year within the district's pre-testing window, including testing absent students as soon as possible, and post tests will be given before the end of the 6th 6wks of instruction within the district's post-testing window.

Again, in both cases, districtwide pre and post testing windows must be followed.

30. How do I ensure the security of the pre/post-test?

Not reviewing/sharing pre/post-test with any students nor sending them home to parents.

31. How can an administrator/appraiser ensure that the support of the pre/post-test SGM process is purposeful to the growth of the teacher and the students?

- a. Review the SGM Guidebook with all of your respective teachers.
- b. Look at the student's historical data and analyze possible areas of improvement
- c. Guide teachers to create a relevant SGM to student needs.
- d. Review student formative assessment data periodically and monitor progress.

32. What is the process for a teacher withdrawing from the Teacher Incentive Allotment?

Teachers do not have the option to opt out. Roma ISD has created a system where EITHER teachers with district/teacher-created assessments have to submit student pre- and post-test data in their respective SGM in their TEEMS account OR 3rd party pre and post scores are uploaded for teachers into their respective SGM in their TEEMS account when it comes to measuring student growth. This includes teacher observations without any TEA waivers during the data collection year.

33. If a teacher who has been designated retires or leaves to another school district, will they get a settle up check?

Teachers who retire at the end of the school year only get a settle up check for that last school year of service in which they were designated.

For a teacher who moves from one school district to another, the Class Roster Winter Submission will determine which district gets the TIA allotment for that designated teacher. For example, if a teacher moves PRIOR to the Class Roster Winter Submission, the receiving district where the teacher moves to will receive the TIA allotment for that designated teacher. If the teacher moves AFTER the Class Roster Winter Submission, the sending district from where the teacher moves, will receive the TIA allotment for that designated teacher.

ATTACHMENT

Assessment	Vendor	Contact	Sets Expected Growth Targets	Assessment Type	Tentative Category/Teaching Assignments	Timeline
CIRCLE	CLI Engage		Y	Online	Early Ed & Life Skills-teacher-created PreK CIRCLE component-teacher-created	
MAP Growth	NWEA	Tiffany Arce tiffany.arce@nwea.org 1-877-469-3287	Y	Online	K-8th Grade Reading 2nd-12th Language K-8th Math 2nd-8th Science K-12th Spanish Math K-8th Spanish Reading Summit K-12 Sp Ed Resource Algebra I and II Geometry, Biology https://www.nwea.org/map-growth/	Post-Test 6th Gwks (May 5-16, 2025)
Study Island	Edmentum	Amber Thompson-Adams 214 294 9537 512-757-1303 amber.thompson-adams@edmentum.com	N	Online	6th-12th Social Studies, 9th-12th RLA, MathMOD, Chemistry, Physics, Conceptual Physics, Env Systems, Human Anatomy & Physiology https://www.edmentum.com/products/study-island	
AAPPL Interpretive Listening, Interpretive Reading, Interpersonal Listening & Speaking, Presentational Writing	ACTFL	Leonardo Islas Lislas@languagetesting.com	N	Online	8th-12th Spanish https://www.languagetesting.com/aappl2-demo#aappl-demos	Pre-Test- 1st Gwks (Aug 12 - Aug 30, 2024)
Fitness Gram	Cooper Institute	Frank Rodriguez frrodriguez@romaisd.com	N	Physical	Kinder-12th PE-Fitness component teacher-created	
Precision Exams	National Geographic Learning	Britney Miles britney.miles@youscience.com 385-273-0749 Support: 800-470-1215	N	Online	Secondary (MS/HS) CTE: Architecture & Construction AV Communication, Business, Education, Finance, Public Administration, Health Science, Hospitality, Human Services, Information Technology, Manufacturing, Marketing, Law and Public Safety, STEM, Transportation Distribution & Logistics	