



Fredericksburg ISD

Teacher Incentive Allotment FAQ

1. What is the hiring deadline for a teacher to be eligible for data capture if they are hired after the first day of school?
 - a. *Teachers must be the “teacher of record” by the end of the Beginning of Year (BOY) assessment window.*

2. Will teachers who take leave (FMLA) remain eligible for TIA?
 - a. *Yes, however the teacher must be in attendance for the equivalent of at least three grading periods.*

3. If a student moves classes from the original teacher at BOY to a different teacher during the year, for which teacher would the students’ growth be calculated?
 - a. *The student must have the same teacher of record for the BOY assessment, winter PEIMS submission (last Friday of February), and the End of Year (EOY) assessment to count for a teacher's growth measure. If the student does not meet these timelines with the same teacher, they will be removed from the denominator when calculating the growth measure percent for the teacher of record.*

4. Should students who miss significant instructional days be included when calculating a teacher’s student growth rating?
 - a. *Yes, students will be counted for growth regardless of the number of days absent.*

5. By what date must a student be enrolled to factor into a teacher’s growth rating?
 - a. *If a new student enrolls at least 3 days prior to the end of the BOY assessment window, they must test and will be included in the growth data for the teacher. Every attempt should be made to test a newly enrolled student before the end of the assessment window.*



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6. What is the minimum number of data points required to determine a teacher's growth rating?
 - a. 10

7. How will teachers who have small numbers of students be calculated for growth (Basic classes)?
 - a. *Growth will be calculated for all classes together. Example: If you teach Basic ELA for grades 6, 7, and 8. The total number of students will be the denominator for calculating growth.*

8. How will the district determine teacher categories and capture data for teachers in multiple assignments?
 - a. *If you have multiple TIA eligible teaching assignments, the subject that has the highest percentage of student growth will be used for TIA purposes.*

9. Can teachers earn a designation if they leave the district after data capture?
 - a. *Districts may not designate teachers who have resigned, retired, or moved to a full-time non-teaching role before data submission. Additionally, teachers may not earn a designation if they leave after a district submits them for designation but prior to the last Friday in February of the designation year. Please refer to the TIA Handbook for details.*

10. How long does a designation last?
 - a. 5 years

11. If I meet a designation level one year, am I eligible to be submitted for a higher designation within the 5 year timeline?
 - a. *Yes, and the 5 year designation term will start over.*



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12. Can I waive my T-TESS formal observation?

a. No, all teachers must have a formal observation each year per Local Policy.

13. Will I still be eligible for TIA designation if I move to a non-eligible course after the data capture year?

a. Yes. If you have been approved for designation in an eligible course but are re-assigned to a non-eligible course the following year you should still receive TIA funds.