

SANTA MARIA ISD

Teacher Incentive Allotment

GENERAL INFORMATION ABOUT SANTA MARIA ISD AND
THE DATA SUBMITTED TO THE AGENCIES
APRIL 2025



TEXAS TECH
UNIVERSITY



TEA Weighting

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

Designation Level	State Average Score Across Domain 2 and 3	Minimum Rating Required for each Dimension in Domain 2 and 3
Recognized	3.7 74% of possible points Add 8 dimensions and divide by 8	Proficient and above level No Developing or Improvement Needed
Exemplary	3.9 78% of possible points Add 8 dimensions and divide by 8	Proficient and above level No Developing or Improvement Needed
Master	4.5 90% of possible points Add 8 dimensions and divide by 8	Proficient and above level No Developing or Improvement Needed

Performance Level Descriptors

The table below displays the dimensions for Domain 2 and 3.

Domain 2 (Instruction)
Dimension 2.1 (Achieving Expectations)
Dimension 2.2 (Content Knowledge and Expertise)
Dimension 2.3 (Communication)
Dimension 2.4 (Differentiation)
Dimension 2.5 (Monitor and Adjust)
Domain 3 (Learning Environment)
Dimension 3.1 (Classroom Environment, Routines, and Procedures)
Dimension 3.2 (Managing Student Behavior)
Dimension 3.3 (Classroom Culture)

Student Growth Measures ~ SLO

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.

Undesignated Teacher 67%	Recognized Teacher 33%	Exemplary Teacher 20%	Master Teacher 5%
54% or below of students meet or exceed expected growth	55% of students meet or exceed expected growth	60% of students meet or exceed expected growth	70% of students meet or exceed expected growth

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

T-TESS (Domains 2 & 3) -

40%

&

Student Growth Measure (SLO) – **60%**

Teacher Incentive Allotment Checkpoints by TEA and Texas Tech University

TIA and Texas Tech DOMAINS

Checkpoint 1	T-TESS and SLO	30 points
Checkpoint 2 – 4	Teacher Designation and VAM Value Added Measure (STAAR)	39 points
Checkpoint 5 - 7	TEA and Texas Tech Degree of Reliability and Judgements	21 points
Checkpoint 8 - 9	Comparison of District designation percentage to statewide performance standards	6 points

Data Validation Scores
29 out of 78 possible points
or 37%.

School Year
August 2021- May 2022

Announced February 2023

Figure 1. *Distribution of Percentage of Students Meeting Growth Standards and Teacher Observation Ratings*

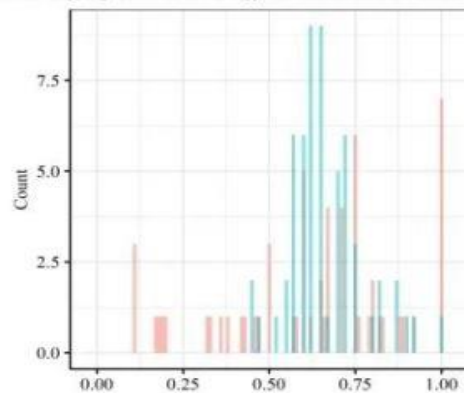
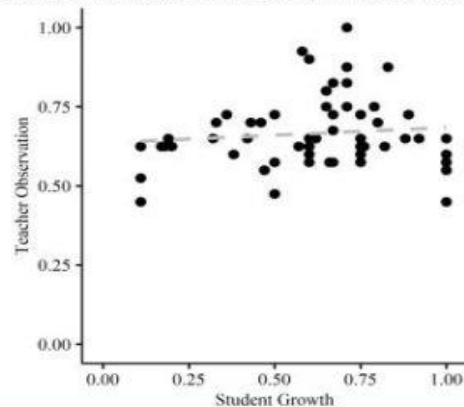


Figure 2. *A 1:1 Match of Individual Teachers' Observation and Growth*



Data Validation Scores
24.84 out of 66 possible points
or 37%.

School Year
August 2022- May 2023

Announced February 2024

Figure 1. *Distribution of Percentage of Students Meeting Growth Standards and Teacher Observation Ratings*

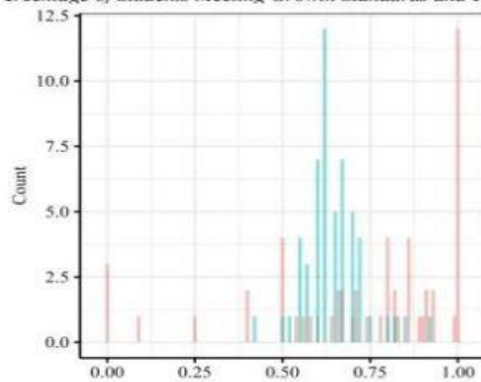
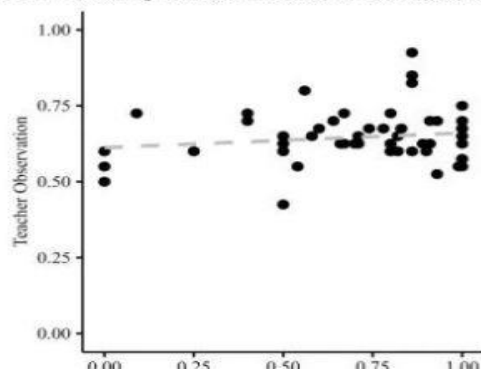


Figure 2. *A 1:1 Match of Individual Teachers' Observation and Growth*



Data Validation Scores
92.82 out of 96 possible points
or 96%.

School Year
August 2023- May 2024

Announced February 2025

Figure 1. *Distribution of Percentage of Students Meeting Growth Standards and Teacher Observation Ratings*

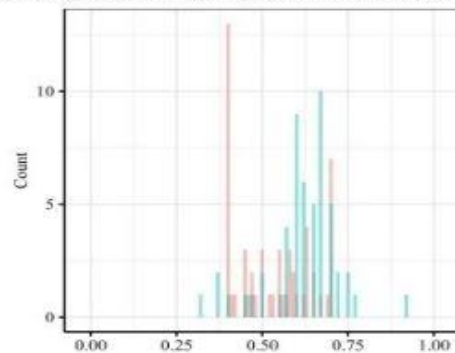
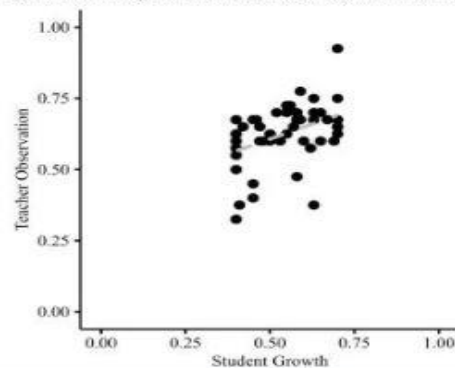


Figure 2. *A 1:1 Match of Individual Teachers' Observation and Growth*



T I A Legend

Spring 2025

Elementary

Masters

\$31,777

Exemplary

\$17,866

Recognized

\$8,933

Middle School

Masters

\$ 31,553

Exemplary

\$17,732

Recognized

\$8,866

High School

Masters

\$ 31,333

Exemplary

\$17,600

Recognized

\$8,800

Note: Teachers will receive 90% of the aforementioned amount, while 10% will be allocated to SMISD professional development.

Designation Process

As per TEA, the designation is a **two** year process.

2024-2025

- 1st Year – Data gathered and reviewed from Formal Teacher Observation (40%) and SLO (60%)
- The teacher must return to SMISD in the following year **2025-2026** to be eligible for TIA designation and for final submission to TEA.
 - Upon approval of the designation, the SBEC Teacher Certificate will include the designation titles and will remain valid for a duration of 5 years.
 - Should the teacher depart from SMISD, their names will be removed from the list.

2025-2026

- Data will be submitted to TEA in October 2025 for the 2024-2025 school year.
- Texas Tech University & TEA will review District data from October 2025 - February 2026
- Districts will be notified of TIA approval in February 2026 based on data for 2024-2025.
- The submission will be evaluated, approved or denied collectively for all teachers.
- Should the teacher depart from SMISD, teachers who may be considered for a higher TIA designation will be removed from the list.

TIA Survey
Window opens May 1 through
May 23, 2025.

Thank you for all your dedication
and efforts to the children of
SMISD.



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