



TEACHER INCENTIVE ALLOTMENT

April 21, 2022

CARROLLTON-FARMERS BRANCH ISD

Learning Targets

- Celebrate and share updated TIA progress
- Share process/procedures for data verification



Celebrations & Progress!



CARROLLTON-FARMERS BRANCH ISD

2021-22 CFB TIA Ambassadors

CFB TIA Campus Ambassadors					
Campus	Ambassador	Campus	Ambassador	Campus	Ambassador
Blair	Stacey Baker	Freeman	Kaitlynn Begley	Perry	Lexi Beesley
Blalack	Amy Feezor	Furneaux	Sheila LeDoux & Ann Finley	Polk	Misty Roberson
Blanton	Perla Canales	Good	DeAnna Nunez	Rainwater	Nicole Linscomb
Bush	Evonne English	Kent	Morgan Gallegos & Whitney Tolliver	Ranchview	Jennifer Schero
Carrollton	Madison Peck	Landry	Sara Lindsey	Riverchase	Kayla Van Dyke
Central	Eimy Bermudez	Las Colinas	Sharon Johnson	Rosemeade	Emily Hamill
Country Place	Lee Ann Starnes	La Villita	Bailey Sprague	Sheffield	Bianca Banuelos
Creekview	Wes Baker	Long	Christina Herrera	Smith	Madison Bottoms & Blaine Chamberlain
Davis	Monica Godwin	McCoy	Megan Harvey	Stark	Natalie Stout
ECHS	Jonathan Talley	McKamy	Rukiya Dennis	Thompson	Jenna Jones
Farmers Branch	Vanessa Sessions	McStrick	Tammi Ninceheler	Turner	Mitchell Tillison
Field	Allysia Nunez	McWhorter	Taylor Sharp		



CARROLLTON-FARMERS BRANCH ISD

Timeline / Program Administration

Action	Phase 1 Dates	Phase 2 Dates
CFB Submits TIA Application to TEA	April 15, 2021	April 15, 2022
Districts Notified of Acceptance of TIA Application	Summer 2021	Summer 2022
Data Collection Year (T-TESS, Student Growth, St. Experience)	2021-2022	2022-2023
Teacher Roster Verification	April/May 2022	April/May 2023
Teachers in Eligible Courses Receive Personal TIA Score Card	September/October 2022	September/October 2023
CFB Data Submission to Texas Tech	Fall 2022	Fall 2023
CFB Notification Sent to TIA Designated Teachers	Winter 2023	Winter 2024
TIA Payment Included as One Lump Sum	August 2023	August 2024

Recommendation #1

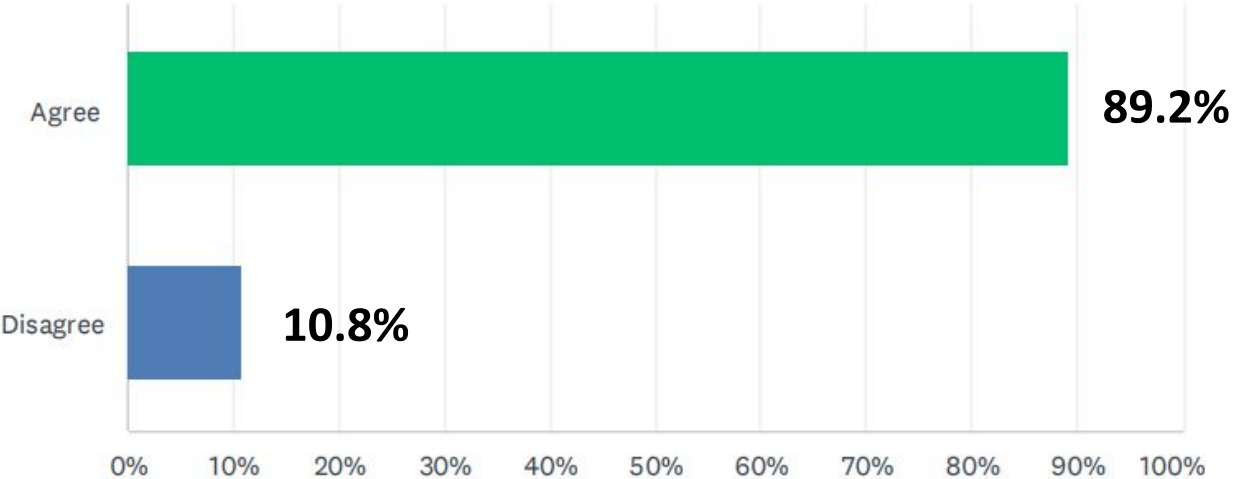
I support the recommendation to remove the Student Experience Survey as one of the components of TIA.



CARROLLTON-FARMERS BRANCH ISD

Q1 I support the recommendation to remove the Student Experience Survey as one of the components of TIA.

Answered: 1,111 Skipped: 0



ANSWER CHOICES	RESPONSES	
Agree	89.20%	991
Disagree	10.80%	120
TOTAL		1,111



HB3 Aligned Evaluation System



Teacher
Observation

- **Teacher Observation -TESS 40%**
Domain 2 (Instruction) & Domain 3 (Learning Environment)



Student
Growth

- **MAP Testing 40%**
Met Projected Growth Fall 2021 to Spring 2022



Other

- **Teacher Leadership T-TESS 20%**
Domain 1 (Planning) & Domain 4 (Practices & Responsibilities)



CARROLLTON-FARMERS BRANCH ISD

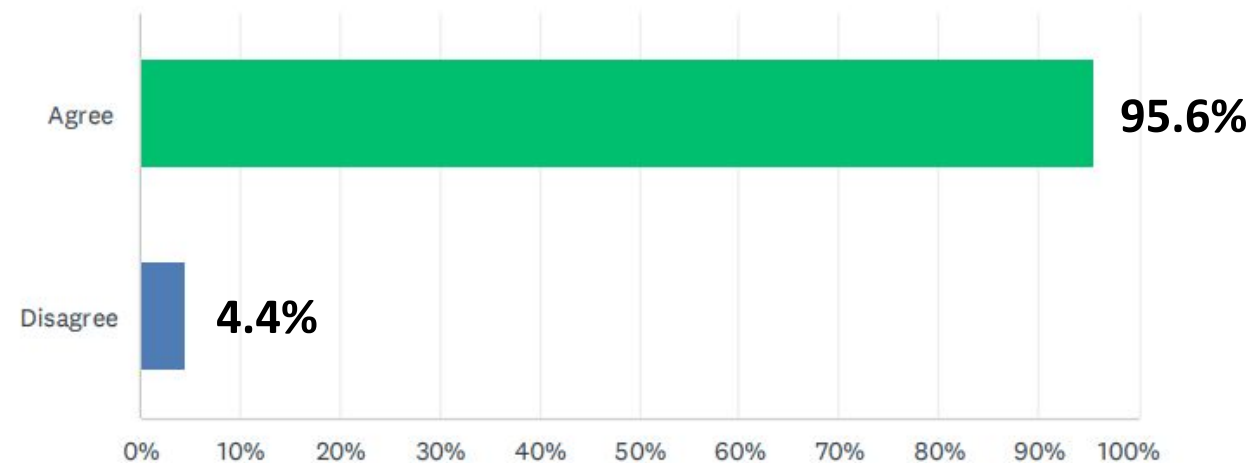
Recommendation #2

In order to meet the district's goal of accurately identifying teachers for the Teacher Incentive Allotment, I support allowing the district to use the flexibility the state allows when determining cut scores for the Teacher Observation & Student Growth Components.



Q2 In order to meet the district's goal of accurately identifying teachers for the Teacher Incentive Allotment, I support allowing the district to use the flexibility the state allows when determining cut scores for the Teacher Observation & Student Growth Components.

Answered: 1,111 Skipped: 0



ANSWER CHOICES	RESPONSES	
Agree	95.59%	1,062
Disagree	4.41%	49
TOTAL		1,111



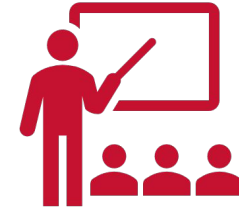
Scoring / Teacher Observation



Recognized
≈ 3.7



Exemplary
≈ 3.9



Master
≈ 4.5



FLEXIBILITY



CARROLLTON-FARMERS BRANCH ISD

Scoring / Student Growth

% Students Who Met or Exceeded Their
MAP Projected Growth Goal
(Fall 2021 to Spring 2022)



Recognized
≈ 55%



Exemplary
≈ 60%



Master
≈ 70%



FLEXIBILITY



CARROLLTON-FARMERS BRANCH ISD

Recommendation #3

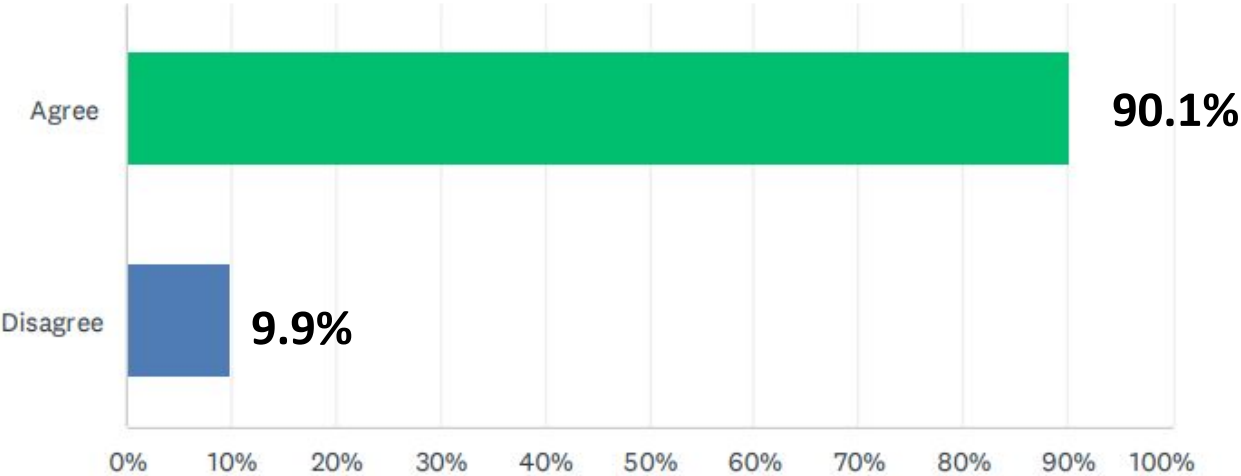
I support awarding the additional 20% for other high performing teachers based on scores received on T-TESS Domains 2 & 3.



CARROLLTON-FARMERS BRANCH ISD

Q3 I support awarding the additional 20% for other high-performing teachers based on scores received on T-TESS Domains 2 & 3.

Answered: 1,111 Skipped: 0



ANSWER CHOICES	RESPONSES	
Agree	90.10%	1,001
Disagree	9.90%	110
TOTAL		1,111



Criteria for Awarding Additional 20% / 15%



Measure

- **Teacher Observation T-TESS 100%**
Domains 2 and 3 only (Average of Scores $\geq$ 3.7 or above)



Conditions

- Must receive scores of Proficient, Accomplished or Distinguished *on all 8 dimensions.*



Awarding

- Eligibility evaluated each year

Note: A Campus MUST HAVE at least one designated teacher for funds to be awarded in this component.



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Staff leaving the district



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The Goals | Teacher Incentive Allotment (TIA)

RETENTION

To ensure top teachers have a **realistic** path to a competitive annual salary

RECRUITMENT

To **attract** and **keep** effective educators in the classroom and **incentivize** teaching at challenged campuses



CARROLLTON-FARMERS BRANCH ISD

TIA Score Card



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Teacher Observation - 40%

T-TESS - Domains 2 & 3

Teacher Observation - T-TESS Domains 2 & 3										Score	Points
Domain 2			Domain 3			Score	Possible Points	Points Earned			
2.1	Accomplished	4	3.1	Accomplished	4	Total Points	40	29	Distinguished	5	
2.2	Accomplished	4	3.2	Proficient	3	29			Accomplished	4	
2.3	Proficient	3	3.3	Accomplished	4				Proficient	3	
2.4	Accomplished	4				Average Score			Developing	2	
2.5	Proficient	3				3.625			Needs Improvement	1	
	Domain 2 Subtotal	18		Domain 3 Subtotal	11				Criteria: All scores Proficient or Above & received an average score ≥ 3.7 : No		

Calculation:

Average Score = Total Points $\div$ 8

$29 \div 8 = 3.625$

Points Earned = Total Points



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Student Growth - 40%

Phase I - MAP

Student Growth				
Students Who Met Growth Target	Total # of Student Tests	Percentile	Possible Points	Points Earned
25	44	57%	40	22.73

Calculation

Percentage = Students Met Growth ÷ Total # Student Tests

$$25 \div 44 = 57\%$$

Points Earned = Percentage * Possible Points

$$.57 * 40 = 23$$



CARROLLTON-FARMERS BRANCH ISD

Teacher Leadership & Collaboration - 20%

T-TESS - Domains 1 & 4

Teacher Leadership & Collaboration - T-TESS Domains 1 & 4								
Domain 1			Domain 4			Total Points	Possible Points	Points Earned
1.1	Accomplished	4	4.1	Accomplished	4	30	20	15
1.2	Accomplished	4	4.2	Accomplished	3			
1.3	Accomplished	3	4.3	Accomplished	4			
1.4	Accomplished	4	4.4	Accomplished	4			
	Domain 1 Subtotal	15		Domain 4 Subtotal	15			
	Criteria: All scores Proficient or Above: Yes							

Score	Points
Distinguished	5
Accomplished	4
Proficient	3
Developing	2
Needs Improvement	1

Calculation

Points Earned = (Total Points ÷ 40) * 20 OR Total Points ÷ 2

(30 ÷ 40)*20 = 15 OR 30 ÷ 2 = 15



CARROLLTON-FARMERS BRANCH ISD

Overall Score

DRAFT

Teacher Observation - T-TESS Domains 2 & 3									
Domain 2			Domain 3			Score	Possible Points	Points Earned	
2.1	Proficient	4	3.1	Accomplished	4	Total Points	40	29	
2.2	Distinguished	4	3.2	Accomplished	3	29			
2.3	Distinguished	3	3.3	Accomplished	4				
2.4	Distinguished	4				Average Score			
2.5	Distinguished	3				3.625			
	Domain 2 Subt	18		Domain 3 Subtot	11				
Criteria: All scores Proficient or Above: Yes									
Student Growth									
Students Who Met Growth Target			Total # of Student Tests			Percentile	Possible Points	Points Earned	
25			44			57%	40	22.73	
Teacher Leadership & Collaboration - T-TESS Domains 1 & 4									
Domain 1			Domain 4			Total Points	Possible Points	Points Earned	
1.1	Accomplished	4	4.1	Accomplished	4	30	20	15	
1.2	Accomplished	4	4.2	Accomplished	3				
1.3	Accomplished	3	4.3	Accomplished	4				
1.4	Accomplished	4	4.4	Accomplished	4				
	Domain 1 Subt	15		Domain 4 Subtot	15				
Criteria: All scores Proficient or Above: Yes									
Overall TIA Score								67	
Possible Designation Earned: Recognized									

Designation	Point Values
Masters	82-100
Exemplary	71-81
Recognized	67-70

Note: In order to recognize as many staff as possible while still maintaining the intent of TIA, Final TIA Point Values will be determined yearly after review of state and national data. These Final Point Values will be made available on the district's TIA website and included on TIA scorecards.



CARROLLTON-FARMERS BRANCH ISD

Data Verification



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TIA Eligibility - Phase 1

Content Areas & Grade Levels with MAP Student Growth Measures

TIA 2022	Kinder	Gr. 1	Gr. 2	Gr. 3	Gr. 4	Gr. 5	Gr. 6	Gr. 7	Gr. 8	Gr. 9	Gr. 10
Mathematics	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Reading	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Science					✓	✓	✓	✓	✓		
Writing					✓		✓				

MAP Projected Growth based on BOY (Fall 2021) and EOY (Spring 2022) scores:

- Spanish Reading will be used for all Bilingual students in Kindergarten through grade 4
- Language Usage will be used for grade 4 & 6 Writing (*if Writing is the ONLY subject taught*)



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Link to District's website:

[TIA Eligible Courses – Phase 1](#)

TIA Course Verification Process

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All teachers will have access in TEAMS to generate TIA Student Class Roster 2022 report.

Students are included only if they were enrolled in the course(s) on October 29, 2021 and April 29, 2022.

Only full-time teachers with Phase 1 course(s) will have students listed on the report.

Step 1: Review TIA Class Roster

Campus:

FY: 2022

Calendar: Traditional

TIA Student Class Roster as of 04-29-2022

Date: 4/20/2022

Time: 11:36 AM

Course	Description	Duration	Section	Teacher Name	Room	Term/Day/Period
HRKG	Kindergarten	YR	K04		147	S1/T/HRM
HRKG	Kindergarten	YR	K04		147	S2/T/HRM
Student Name	ID	Gender	Attendance	Grade	Bilingual	Status*
Al	5'	M		KG		Finalized
An	5'	M		KG	BIL	Finalized
Av	5'	F		KG		Finalized
Ce	5'	F	Excluded	KG	BIL	Finalized
Ce	5'	M		KG	BIL	Finalized
Ci	5'	F		KG	BIL	Finalized
Co	5'	M		KG		Finalized
Fa	5'	M		KG		Finalized
Gu	5'	F		KG		Finalized
Gu	5'	M		KG		Finalized
Mi	5'	F		KG		Finalized
Mi	5'	M		KG		Finalized
Mi	5'	F		KG		Finalized
Mi	5'	F		KG		Finalized
Mi	5'	M		KG		Finalized
Ra	5'	M		KG		Finalized
Ra	5'	F	Excluded	KG		Finalized
Sa	5'	F		KG		Finalized
Ve	5'	M		KG		Finalized

Student Total: 19



CARROLLTON-FARMERS BRANCH ISD

TIA Course Verification Process

DRAFT

Step 1: Review TIA Class Roster

Note: Elementary Bilingual

In Kindergarten through grade 4, MAP Spanish Reading will be used for all students listed on Class Roster as Bilingual.

Campus:

FY: 2022

Calendar: Traditional

TIA Student Class Roster as of 04-29-2022

Date: 4/20/2022

Time: 11:33:36 AM

Course	Description	Duration	Section	Teacher Name	Room	Day/Period
HRKG	Kindergarten	YR	K04		147	HRM
HRKG	Kindergarten	YR	K04		147	HRM
Student Name	ID	Gender	Attendance	Grade	Bilingual	Status*
Al	5'	M		KG		Finalized
An	5'	M		KG	BIL	Finalized
Av	5'	F		KG		Finalized
Ce	5'	F	Excluded	KG	BIL	Finalized
Ce	5'	M		KG	BIL	Finalized
Ci	5'	F		KG	BIL	Finalized
Co	5'	M		KG		Finalized
Fa	5'	M		KG		Finalized
Gu	5'	F		KG		Finalized
Gu	5'	M		KG		Finalized
Mi	5'	F		KG		Finalized
Mi	5'	M		KG		Finalized
Mi	5'	F		KG		Finalized
Mi	5'	F		KG		Finalized
Mi	5'	M		KG		Finalized
Ra	5'	M		KG		Finalized
Ra	5'	F	Excluded	KG		Finalized
Sa	5'	F		KG		Finalized
Ve	5'	M		KG		Finalized

Student Total: 19

Kindergarten - Gr 4



CARROLLTON-FARMERS BRANCH ISD

TIA Course Verification Process

DRAFT

Attendance 90% Rule

Students will be included in calculating Student Growth if they are in attendance at least 90% from their date of enrollment through end of the Spring MAP testing window (April 29, 2022).

Only state reported absences will be used to determine 90% Rule.



CARROLLTON-FARMERS BRANCH ISD

Step 1: Review TIA Class Roster

Campus:

FY: 2022

Calendar: Traditional

TIA Student Class Roster as of 04-29-2022

Date: 4/20/2022

Time: 11:3:36 AM

90%
Rule

Course	Description	Duration	Section	Teacher Name	Room	Term/Day/Period
HRKG	Kindergarten	YR	K04		147	S1/T/HRM
HRKG	Kindergarten	YR	K04		147	S2/T/HRM
Student Name	ID	Gender	Attendance	Grade	Bilingual	Status*
Al	5'	M		KG		Finalized
An	5'	M		KG	BIL	Finalized
Av	5'	F		KG		Finalized
Ce	5'	F	Excluded	KG	BIL	Finalized
Ce	5'	M		KG	BIL	Finalized
Ci	5'	F		KG	BIL	Finalized
Co	5'	M		KG		Finalized
Fa	5'	M		KG		Finalized
Gu	5'	F		KG		Finalized
Gu	5'	M		KG		Finalized
Mi	5'	F		KG		Finalized
Mi	5'	M		KG		Finalized
Mc	5'	F		KG		Finalized
Mc	5'	F		KG		Finalized
Mi	5'	M		KG		Finalized
Ra	5'	M		KG		Finalized
Ra	5'	F	Excluded	KG		Finalized
Sa	5'	F		KG		Finalized
Ve	5'	M		KG		Finalized
Student Total:						19

TIA Course Verification Process

Absence Reason	Description	When It's Used
ABS	Absence	Teacher Use: Student is not sitting in the class when attendance is taken Office Use: Student is on extended leave from school (holiday, vacation, home country visitation)
C19	COVID Related	Student confirmed to have COVID symptoms, exposure, or positive test.
DTH	Death in Family 3 days	Student is attending funeral service of family member
FCV	** NEW as of 11.17.21 -- Fear of COVID Exposure	Parent has expressed fear of exposure to COVID
HBA	Homebound Absent	Precoding in mass prior to receiving logs from HB Instructor
ILL	Student is ill without going to doctor	Parent Note (PNT) student is ill limit has been exceeded
MAB	Excessive Absence Make Up	Student attended ABS Makeup session or completed time under admin contract
MED	Medical Full Day w/documentation	Student is ill full day and has visited the doctor or is sent home by the campus nurse and told not to return until well (not Covid)
NS	No Show Student	Student not present on DAY 1 of school
OSS	Out of School Suspension	Student assigned to out of school suspension
PNT	Parent Note (student is ill)	Student is ill but not taken to the doctor; Limit 4 per semester (Not Covid related)
VER	Absence Verified	Student absent but parent has notified school AND the reason is not any other qualifying choice (Unexcused)



TIA Course Verification Process

Step 2: Request for Investigation (if applicable)

Google form with drop down options:

- Student enrolled on October 29, 2021 and April 29, 2022 is not listed on class roster
- Student incorrectly identified as Bilingual student (**Kindergarten - grade 4 only**)
- Student incorrectly identified with Chronic Absenteeism
- Student incorrectly identified being in attendance at least 90% of the time
- Student incorrectly assigned to teacher's class roster

IMPORTANT!

Submission Window: May 10 - May 18, 2022

Note: Requests received after Friday, May 18th will not be considered.



CARROLLTON-FARMERS BRANCH ISD

TIA Course Verification Process

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All questions will require a response.

Copy of your responses will be sent via email.

Starred items will require a Fill in the Blank response.

TIA 2022 Request for Investigation

Submission Window: May 6 - May 13, 2022
Note: Requests received after Friday, May 13th will not be considered.

parkerp@cfbisd.edu [Switch account](#)

Your email will be recorded when you submit this form

* Required

★ Student ID *

Your answer

Grade Level *

Choose

Subject Area *

Choose

Investigation Request *

Choose

★ First Name of Teacher *

Your answer

★ Last Name of Teacher *

Your answer

Campus Name *

Choose

A copy of your responses will be emailed to parkerp@cfbisd.edu.

Submit

TIA Course Verification Process

Step 3: Documentation

Request for Investigation

- All requests submitted via the Google form will receive an auto-generated copy.
- Please save a copy for your records.
- All requests will receive a response by May 25, 2022.

IMPORTANT!

Submission Window: May 10 - May 18, 2022

Note: Requests received after Friday, May 13th will not be considered.



CARROLLTON-FARMERS BRANCH ISD

Implementation Timeline



	Phase 1	Phase 2	Phase 3	Phase 4	Phase 5
2020-2021	Planning Year				
2021-2022	Data Capture Year	Planning Year			
2022-2023	Award Year	Data Capture Year	Planning Year		
2024-2025	Continuation	Award Year	Data Capture Year	Planning Year	
2025-2026		Continuation	Award Year	Data Capture Year	Planning Year
2026-2027			Continuation	Award Year	Data Capture Year
2027-2028				Continuation	Award Year

Additional content areas will be added during each phase in order to achieve the district goal of having all teachers eligible to earn a TIA designation.



CARROLLTON-FARMERS BRANCH ISD

2021-22 CFB TIA Ambassadors

CFB TIA Campus Ambassadors					
Campus	Ambassador	Campus	Ambassador	Campus	Ambassador
Blair	Stacey Baker	Freeman	Kaitlynn Begley	Perry	Lexi Beesley
Blalack	Amy Feezor	Furneaux	Sheila LeDoux & Ann Finley	Polk	Misty Roberson
Blanton	Perla Canales	Good	DeAnna Nunez	Rainwater	Nicole Linscomb
Bush	Evonne English	Kent	Morgan Gallegos & Whitney Tolliver	Ranchview	Jennifer Schero
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Farmers Branch	Vanessa Sessions	McStrick	Tammi Ninceheler	Turner	Mitchell Tillison
Field	Allysia Nunez	McWhorter	Taylor Sharp		



CARROLLTON-FARMERS BRANCH ISD

CFB's TIA District Leadership Committee

Committee Member	Role
Dr. Randy Davis	Human Resources
Larry Guerra	Finance
Dr. Patty Parker	Assessment & Accountability
Dawn Parnell	Communications
Tracy Smith	Teaching & Learning



CARROLLTON-FARMERS BRANCH ISD

Teacher Incentive Allotment (TIA)



CARROLLTON-FARMERS BRANCH ISD