



**Teacher Incentive Allotment (TIA)**  
**Committee Meeting #3**  
*December 4, 2023*

# Agenda

- Opening Rituals
- Stakeholder Input and Reflections
- Teacher Observation
- Example District Models
- Next Steps and Closing

**Objective:** Provide an overview of Teacher Observations and other District Models to the TIA Committee to continue the work of creating our Local Designation System to applying for TIA in April 2024.

# Committee Norms

- Focus & Engage
- Growth Mindset
  - *Be curious, not concerned*
- Success Driven
  - *For teachers and (most importantly) students*

# TIA Application Process

## *The Big Three:*

## Critical Decisions for Local Designation Systems



### 1. **Who can earn a designation?**

- Eligible campuses and teaching assignments
- If not all teachers, will we expand in future years?



### 2. **How will we designate?**

- Observations, student growth measures, and any optional components
- Performance standards and weighting for all components



### 3. **How and when will we compensate?**

- Distribution of funds
- Timing and mode of compensation

# Balancing Stakeholder Input

- Campuses: All (including Challenge Academy)
- Teaching Assignments: Reading (PreK-Eng 2) & Math (PreK-Alg)
  - Future Phases: 5th Sci, 8th Sci/SS; US History; Biology; CTE
- Teacher Observation: T-TESS (observations & walkthroughs); need to have ongoing learning with teachers on the rubric and rate based on evidence

# Timeline



April 2024

**System  
Application**



August 2024

**Notification  
of Application  
Acceptance**



2024-2025 SY

**Data Capture  
Year**



October 2025

**Data  
Submission**



April 2026

**Notification  
of System  
Approval**



August 2026

**2025-26 Funds  
Paid to  
Teachers**

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# Breakouts

- As a group, **review** the responses to the TIA Tab 4 of the TIA Collaboration Space.
- Assign a Scribe to **type** for the group on the TIA Collaboration Space on **Tab 5**.
- 12 minutes
  
- Discuss and Document in Group Space:
  - What systems do we have in place to leverage for TIA?
  - Questions from Teachers we need to provide a response.
  - Any Comments or Trends we should discuss/document.

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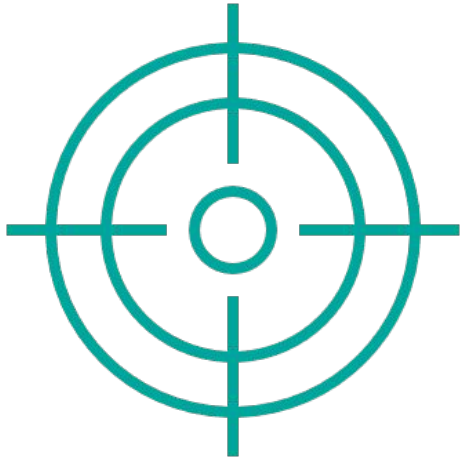
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# Why does it matter that we get this right?



- To measure teacher effectiveness fairly, we must evaluate teaching practices accurately.
- An effective strategic teacher compensation program fundamentally relies on teacher trust of the system.

# Validity vs Reliability



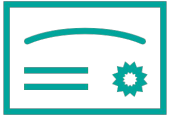
**Validity:** the extent to which something measures what it claims to measure

- Does the rubric accurately measure teacher effectiveness?

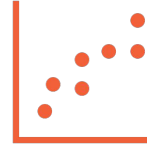
**Reliability:** the extent to which the results are consistent

- Will a teacher be rated in the same way no matter who their appraiser is or what they teach?

# Teacher Observation Components



**Teacher Observation  
Rubric and Appraiser  
Certification**



**Correlation of Teacher  
Observation and Student  
Growth Data**



**Reliability of Teacher  
Appraisers**



**Observation and  
Feedback Schedule**



**Review of Teacher  
Observation Trends**



**Alignment to Statewide  
Performance Standards**

# Teacher Observation Rubric



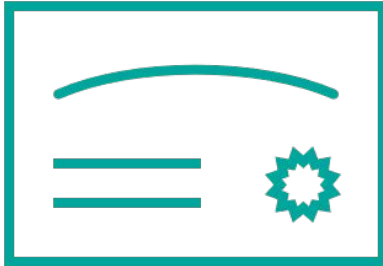
## Statute:

- Approved teacher observation rubric that
  - Aligns to T-TESS dimensions
  - Complies with §21.351.or §21.352
  - Identifies a clear proficiency marker

## Pre-approved Rubrics:

- T-TESS
- Danielson
- Marzano
- NIET TAP

# Appraiser Certification



## Statute:

- Calibration component required for certification
- Appraisers certify every 3 years

## Best Practice:

- Informal annual certification opportunities
- Some district leaders are certified appraisers

# Teacher Observation Components



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**Correlation of Teacher  
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**Observation and  
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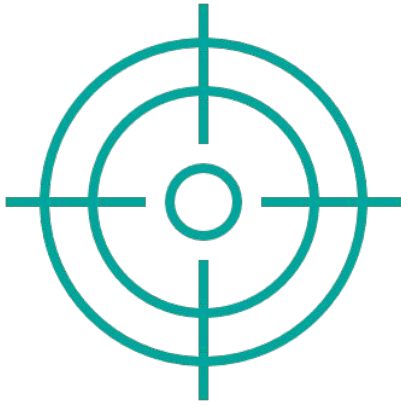


**Review of Teacher  
Observation Trends**



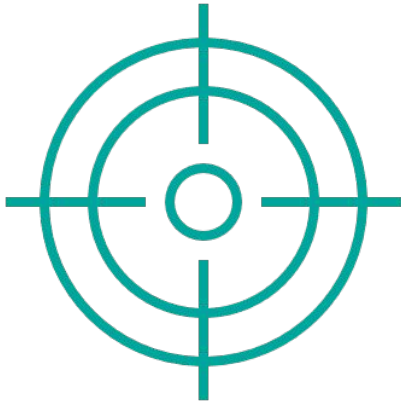
**Alignment to Statewide  
Performance Standards**

# Calibration Purpose



Calibration helps **increase scoring accuracy** among appraisers and helps develop a deeper understanding of what effective instruction looks like across a variety of contexts.

# Calibration Overview



## **Statute:**

- Appraiser calibration at least once a year
- Within and among campuses
- District leadership included

## **Best Practice:**

- Multiple opportunities to calibrate
- Some district leaders are certified appraisers

## Best Practices

- Identify **participants**
  - Appraisers within and among campuses
  - Include district leadership
- Schedule a variety of calibration **activities**
  - Co-Observation
  - Single Dimension Walkthrough
  - Campus Walkthrough
  - Video Observation

### **Additional items to consider**

- **Define** calibration
- Establish **calibration procedures**
- Review high-quality **evidence collection**

# Teacher Observation Components



**Teacher Observation  
Rubric and Appraiser  
Certification**



**Correlation of Teacher  
Observation and Student  
Growth Data**



**Reliability of Teacher  
Appraisers**



**Observation and  
Feedback Schedule**



**Review of Teacher  
Observation Trends**



**Alignment to Statewide  
Performance Standards**

# Frequent Observations



## Statute:

- At least 45 minutes of observation per teacher
- Observation data and student growth data from the same year

## Best Practice:

- 2-3 full observations
- Regular short scored and unscored observations
- Multiple announced and unannounced visits
- Multiple observers for each teacher
- Collect high-quality evidence
- Create an observation calendar

# Sample Observation Calendar



Teacher	Grade	Sept 5-9	Sept 12-16	Sept 19 – 23	Sept 26 – 30	Oct 3-7	Oct 10-14	Oct 17-21	Oct 24-28
Crawford	1 <sup>st</sup>	PR		PR			<b>PR (full)</b>		PR
Reyes	1 <sup>st</sup>	PR		PR			PR		<b>PR (full)</b>
Jacobs	1 <sup>st</sup>	PR		PR			PR		PR
Miller	2 <sup>nd</sup>		TM		<b>TM (full)</b>		TM		TM
Sanchez	2 <sup>nd</sup>		TM		TM		<b>TM (full)</b>		TM
Elliott	2 <sup>nd</sup>		TM		TM		TM		<b>TM (full)</b>
Bradley	3 <sup>rd</sup>			PR					TM
Thompson	3 <sup>rd</sup>			PR					TM
Zavala	3 <sup>rd</sup>			TM					<b>PR (full)</b>

# Common Misconception



Teachers may opt in and out of TIA.



Full teacher observation and student growth measures are required for **ALL** teachers in eligible teaching assignments.



# Statewide Performance Standards, cont



Designation Level	Average T-TESS Score
Recognized	3.7 or 74% of possible points
Exemplary	3.9 or 78% of possible points
Master	4.5 or 90% of possible points

- Minimum of 3 on all observable dimensions or proficient
- Average of domains 2 and 3

# Breakouts

- Assign a Scribe to **type** for the group on the TIA Collaboration Space on **Tab 5**.
- 12 minutes
  
- Discuss and Document in Group Space:
  - How many data points (observations/walkthroughs) would generate enough evidence of teacher effectiveness?
  - What activities need to take place for calibration and to help teachers reach the state performance standards?

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## TIA District Models (Examples)

- Range of districts: location, size and cohorts
- Designation Systems created for and by teachers and in leaders in each district
- Provides the TIA Committee an opportunity to learn how other districts are navigating TIA

# TIA District Models (Examples)

## TIA District Examples

**Examples:**

<https://docs.google.com/spreadsheets/d/1UQb6K6u43eHe4pCAf9qvlteV7avjUSxP9VhtSelzz8s/edit?usp=sharing>

District	Location	Link
Alief ISD	Houston	<a href="https://www.aliefisd.net/tia">https://www.aliefisd.net/tia</a>
Bryan ISD	College Station	<a href="https://www.bryanisd.org/page/teacher-incentive-allotment">https://www.bryanisd.org/page/teacher-incentive-allotment</a>
Edgewood ISD	San Antonio	<a href="https://www.eisd.net/TIA">https://www.eisd.net/TIA</a>
Fabens ISD	El Paso	<a href="https://www.fabensisd.net/Page/1941">https://www.fabensisd.net/Page/1941</a>
Fort Worth ISD	DFW	<a href="https://www.fwisd.org/Page/27695">https://www.fwisd.org/Page/27695</a>
Lockhart ISD	Austin	<a href="https://www.lockhartisd.org/staff/teacher-incentive-allotment">https://www.lockhartisd.org/staff/teacher-incentive-allotment</a>
Longview ISD	East Texas	<a href="https://w3.lisd.org/careers/TIA">https://w3.lisd.org/careers/TIA</a>
Waco ISD	Waco	<a href="https://www.wacoisd.org/domain/7455">https://www.wacoisd.org/domain/7455</a>

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# Stakeholder Engagement

- **STUDY** Examples from other TIA Districts
- **SHARE** Teacher Observations expectations
- **SEEK** Input on how many teacher observation data points and ways we can have a reliable observation system

# Prepare for Next Meeting

- Thursday, February 1st
  - *In-person*
  - *Time: 4:00-5:30 pm*
- Focus:
  - *Decision Point on Assignments, SGM, Teacher Observation; Review Cut Scores/Weights*
- Prep:
  - *Bring Input on Teacher Observation & Example District Models*



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