



Fredericksburg ISD

*Teacher Incentive Allotment
Update 2024-2025
Expansion Plan 2025-2026*

Update on the 2024-2025 TIA Plan

2024-2025 was the data capture year for the following subjects:

- PreK: Math/Reading - CLI Circle
- K: Reading - mClass, Math - Imagine Math
- 1st: Reading - mClass, Math - MAP Growth
- 2nd-8th: Reading/Math/Algebra 1 - MAP Growth
- 3rd-8th Science, Biology - MAP Growth
- English I, English II - MAP Growth

The plan included the “teachers of record” for the subjects above, with the exception of Life Skills teachers.



Update on the 2024-2025 TIA Plan

All TIA plans include two measurements:

- Teacher Evaluation: T-TESS Summative (40%)
- Student Growth: Assessments from previous slide (60%)

Each teacher in an eligible teacher category will be receiving a student data sheet to confirm information and a “scorecard” to see your **preliminary** standing before the end of September.



Update on the 2024-2025 TIA Plan

Full Validation Approval Process:

- The district analyzes data for potential skews in many areas. Adjustments are made to the plan if needed.
 - TEA Allowable Changes:
 - Changes to component weighting (T-TESS and/or growth)
 - Changes to the cut points for each designation level
- District enters all data into the required spreadsheet and submits to Texas Tech University in October.
- Texas Tech reviews the data against 13 checkpoints (Handout)



Update on the 2024-2025 TIA Plan

Approval Process continued:

- The District should receive notification by the end of February letting us know if our TIA plan gets Full Data Validation Approval (the plan could also fail data validation).
- February - April, districts are notified of final teacher designations. TIA teachers earning a designation should receive an email from the State Board for Educator Certification (SBEC). Be sure you have updated your email address in your SBEC account.
- If Full Approval, payout to teachers earning a designation will be by August 1.
- *Reminder: payout is minus 5% district holds back, TRS, Medicare, Federal Income Tax, other*



Update on the 2024-2025 TIA Plan

Campus Allotments for the 2024-2025 year before withholdings:

FPS	FES	SES	FMS	FHS
Recognized - \$4,891	Recognized - \$4,442	Recognized - \$6,028	Recognized - \$4,303	Recognized - \$4,109
Exemplary - \$9,781	Exemplary - \$8,883	Exemplary - \$12,057	Exemplary - \$8,607	Exemplary - \$8,219
Master - \$18,302	Master - \$16,806	Master - \$22,094	Master - \$16,345	Master - \$15,698

Allotment values are updated annually in April based on the current school year student demographics and the campus' rural status.

We hope to have a calculator available soon.



Expansion Plan

Groups being added to the current plan with assessments *already in place*:

- Dyslexia Teachers added for ELAR
- Resource/Inclusion Teachers added for ELAR and/or Math PreK-5th
- Intervention Teachers - ELAR and/or Math

These teachers would be accountable for growth of **ALL** students they work with combined.

Example: 2nd and 3rd grade ELA resource teacher - 3 pull out classes of 12 each (36 students), inclusion for 15 students = 51 students on roster



TIA Plan for 2025-2026: All will be pre-post tests.

Reminder: ALL pretests must be given within the first 6 weeks of school and the posttest must be given within the last 12 weeks of school. There will be a testing calendar with dates.

- PreK: Reading/Math - CLI Circle
- K: Reading - mClass, Math - Imagine Math
- 1st: Reading - mClass, Math - MAP Growth
- 2nd: Reading/Math - MAP Growth
- 3rd Reading/Math, 5th and 8th Science, 8th Grade History, U.S. History, Biology
 - Pre test: released STAAR
 - Post test: actual Spring STAAR
 - Growth Measure: Gap Method (gap TBD)



TIA Plan for 2025-2026

- 4th - 8 ELAR, English I, English II and Math 4th- Alg.1
 - Pre test: previous year results on STAAR or STAAR Alternate 2
 - Post test: actual year Spring STAAR or STAAR Alt 2
 - Growth Measure: STAAR or STAAR Alt 2 Transition Tables

*Life Skills - all student data combined for growth. Example - you teach 6th, 7th, and 8th grade life skills - all results and growth for math and reading for these students will be combined. It will not be separated by grade level or subject.



New Categories for 2025-2026 cont.

TEKSready Assessments: (on-level, PreAP, AP, Honors) - name of actual course may vary slightly

- 3, 4, 6, 7 Science
- English III, English IV
- Geometry, Math Models, Algebra 2, Statistics, PreCal, Algebraic Reasoning
- IPC, Chemistry, Physics, Environmental Systems
- 6th and 7th Grade Social Studies
- W. History, W. Geography, Economics, Government, Psychology
- Spanish II
- Medical Terminology
- Anatomy and Physiology



New Categories for 2025-2026 cont.

TEKSready cont.

- Principles of Agriculture/Food/Natural Resources
- Human Growth and Development
- Graphic Design and Illustration 1
- Audio Visual Production 1
- Principles of Applied Engineering
- Principles of Business, Marketing, Finance
- Introduction to Culinary Arts
- Professional Communications
- Spanish II

**ALL TEKSready subjects listed:

- Pre Test: TEKSready
- Post Test: TEKSready
- Growth Measure: Gap Method (gap TBD)



New Categories for 2025-2026 cont.

Music First Assessments

- 1st grade music (FPS)
- 4th grade music (FES)
- 6th/7th&8th grade music/band (FMS)
- Art 2 (FMS)
- Theater 2 (FMS)
- Choir - Varsity 9-12
- Art 2 (HS)
- Theater - One Act Play (HS)

****ALL Music First subjects listed:**

- Pre Test: Music First
- Post Test: Music First
- Growth Measure: Gap Method (gap TBD)



Gap Method

- Growth targets set at closing the gap between the student's actual pre-test score and a perfect score (100).
- Ex. using 50% gap
 - On a test where the perfect score is 100%
 - A student scores a 37 on the pretest, which is 63 points away from 100
 - **The “gap” is 63 points**
 - 50% of that gap is 31.5 **(32) points**
 - Targeted growth would be $37(\text{pretest}) + 32(\text{half the gap}) = 69$ **on the post-test to meet growth**

****the actual percent gap FISD will use will be determined per subject and after the EOY assessment data is analyzed**



Reminders:

- Must be coded as 087 - Teacher
- Must be teacher of student at October snapshot, winter submission, and for end of year assessment to count for growth
- Must have at least 10 students and/or data points
- Must have at least 5 students and/or data points for special populations (SpEd Life Skills, ESL, etc.)
- Student must have taken and have results for the beginning of year and end of year assessments



HB 2:

- The 89th Texas Legislature expanded the Teacher Incentive Allotment program with the passage of HB 2.
 - Increases allotment payouts
 - Adds a new Acknowledged designation band

*The Acknowledged designation band and increased allotment payouts will take effect in the 2026-2027 school year.

