

GISD Objectives for Teacher Incentive Allotment



- To gain a deeper understanding for Gonzales ISD TIA
- To identify key milestones for the future 2025-2026



Gonzales Independent School District

- Every Student, Every Staff Member, Every Mile
We Ride Together! -

TEA and GISD Vision



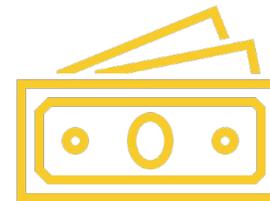
To support districts in independently **building and sustaining strategic compensation systems** that differentiate teacher effectiveness. These systems will **incentivize teachers to stay, support more robust recruitment, and make the profession more desirable.**



Recruit



Retain



Reward

What qualifies a GISD teacher for TIA



- The teacher must be coded as 087 (Teacher) per the Public Education Information Management System (PEIMS) description of codes for 90 days at 100% of the day (equivalent to four and one-half months or a full semester) or 180 days required at 50–99% of the day and compensated for that employment.

GISD District System Components



Teacher Observation

GISD Observation based on T-TESS). District application must show evidence of calibration and data analysis.



Student Growth

Student growth measures determined by district. District application must show evidence of validity & reliability of development, administration, and scoring.
GISD Pre K will use Circle & Kindergarten-12th will use NWEA MAP (Measures of Academic Progress)



Spending Plan

Districts must spend at least 90% on teacher compensation for student-facing instructional roles and may reserve up to 10% for supporting the TIA system or in supporting teachers in earning a designation by 8/31 each year.

TEA MINIMUM Performance Standards for T-TESS



In order to be eligible for TIA designation, TEA has established minimum performance standards for T-TESS and student growth outcomes.

Teacher Observation Minimums

TIA establishes a priority emphasis on the **Instruction (Domain 2)** and **Learning Environment (Domain 3)** domains of the T-TESS evaluation. In order to be eligible for a TIA-designation, **teachers must earn a rating of proficient or higher on each of the eight dimensions measured across Domains 2 and 3.** In addition, based on an analysis of statewide T-TESS observation data, **TEA has identified minimum score averages across Domains 2 and 3 of T-TESS:**

- Recognized designation > 3.7
- Exemplary designation > 3.9
- Master designation > 4.5

More information can be found in [TEA's Teacher Observation Performance Standards](#) document.

Dimension & Domain Scores



There are eight dimensions on the T-TESS instrument:

1. Instruction (Domain 2)

1. Achieving Expectations (Dimension 2.1)
2. Content Knowledge and Expertise (Dimension 2.2)
3. Communication (Dimension 2.3)
4. Differentiation (Dimension 2.4)
5. Monitor and Adjust (Dimension 2.5)

2. Learning Environment (Domain 3)

1. Classroom Environment, Routines, and Procedures (Dimension 3.1)
2. Managing Student Behavior (Dimension 3.2)
3. Classroom Culture (Dimension 3.3)

By Student Growth Data is one of the Components For GISD



Statewide Student Growth Performance Standards

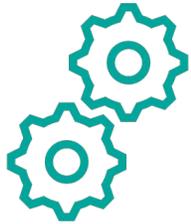
The percentages below are the statewide performance standards for student growth in each of the three teacher designation levels, regardless of the student growth measure used.

Recognized Teacher	Exemplary Teacher	Master Teacher
55% of students meet or exceed expected growth	60% of students meet or exceed expected growth	70% of students meet or exceed expected growth

Calculating:

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

GISD Cohort F System and Approval Timeline



Pre-Application 2021-2022

- System Development
- Stakeholder Engagement



Year 1 2022-2023

- System Application
- TIA Teacher Buy-In Survey



Year 2 2023-2024

- Capture Data



Year 3 2024-2025

- Data Submission
- Full System Approval
- Designate & Compensate
- Expansion & Modifications
- TIA Annual Evaluation Surveys
- Annual Program Submission



Post-Approval 2025-2030

- New or Higher Designations
- Expansion and Modifications
- Annual Program Submission
- TIA Annual Evaluation Surveys

*****Earning a designation takes a full two years with the same district. No matter where a district is in their development or implementation of their local designation system, there is first a full school year of data capture, then another year of data validation. Teachers whose performance data qualifies them for designation must remain within the district in a teaching position the following school year to be submitted for designation.***

The Big Three Critical Decisions for System Development



1

Who can earn a designation?

- All GISD campuses and eligible teaching who meet assignments in
 - Reading Language Arts and Math that meet the GISD/TEA criteria
- GISD is planning to extend their system in future years

2

GISD will designate on GISD/TEA guidelines for

- T-TESS Observations (45%)
- Student growth measures Performance standards in Math and RLA
 - Pre-K Circles (CPALS) (55%)
 - K-12 Measures of Academic Progress (MAP) (55%)

3

GISD Teacher Incentive Allotment Spending Plan

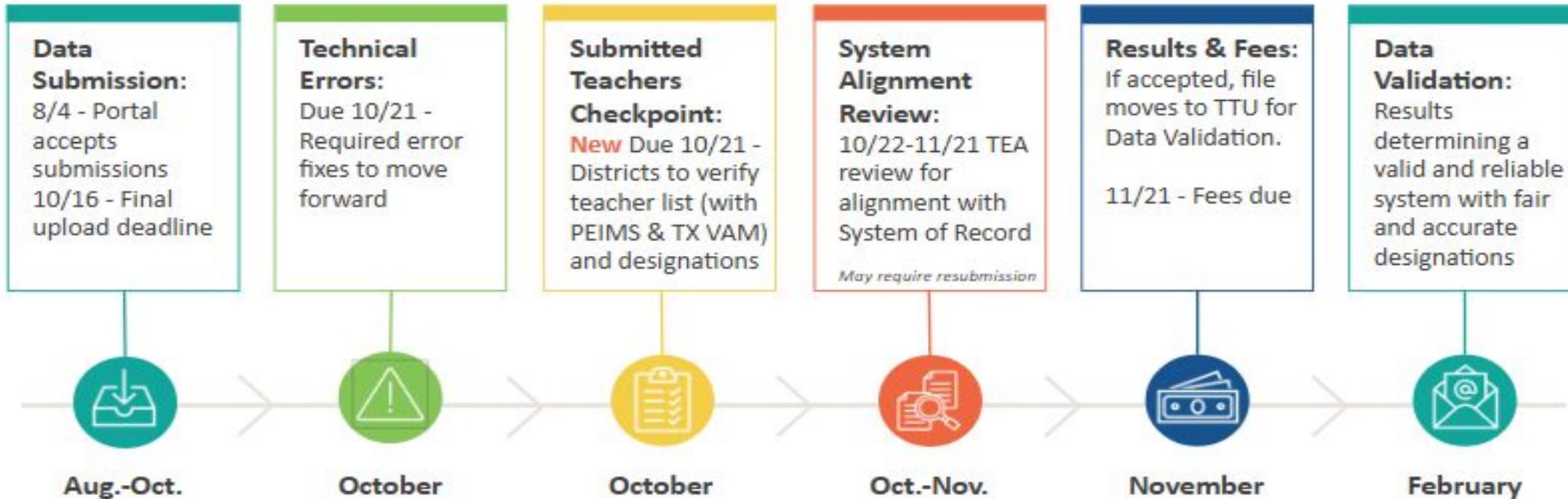
- Distribution of funds
- Timing and mode of compensation
- Approved by GISD School Board March 6, 2023

Gonzales ISD TIA Next Steps

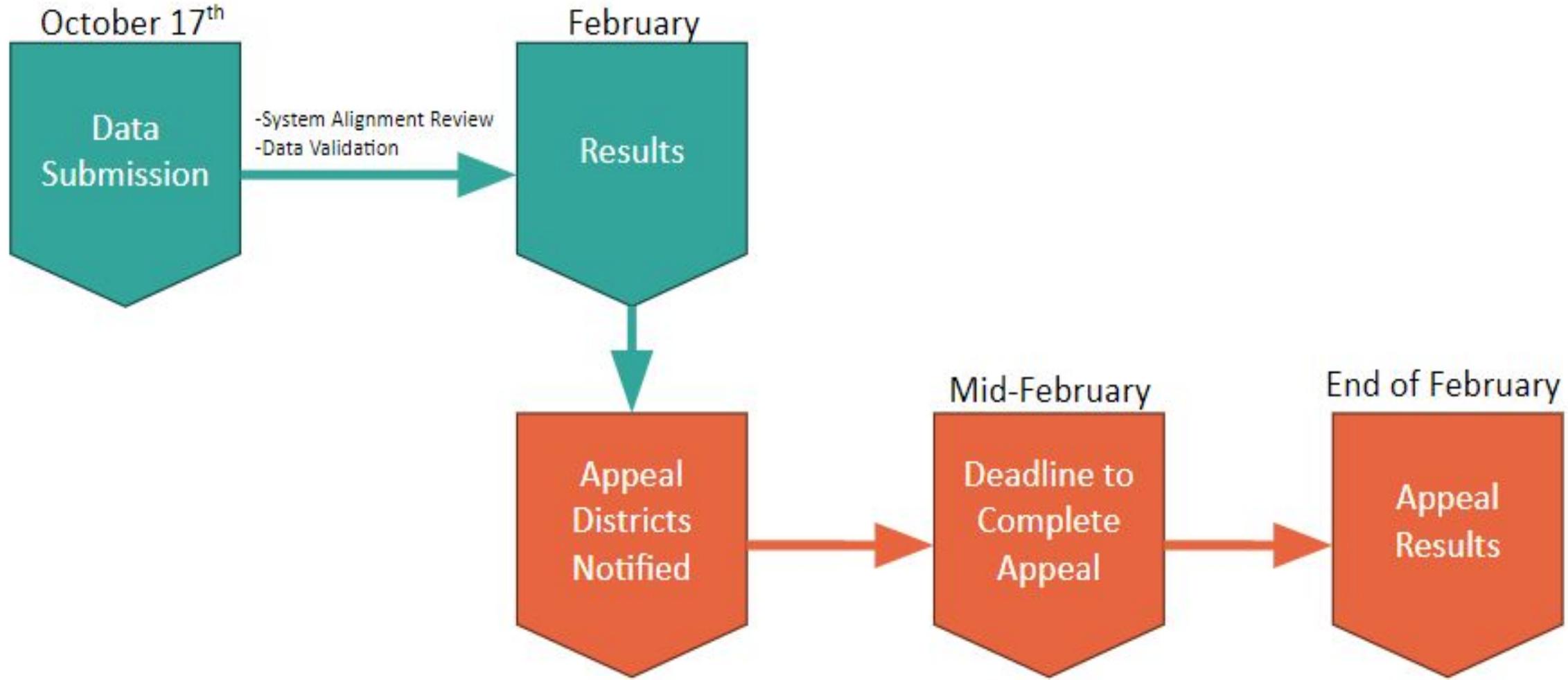


- Submit first data verification of teachers meeting GUSD application requirements of T-TESS and Student Growth to Texas Tech by the end of July.
- Stakeholder communication of finalized data by April 2026 of teachers meeting the requirements for TIA funds.

Data Submission Timeline 2025



Data Validation Timeline



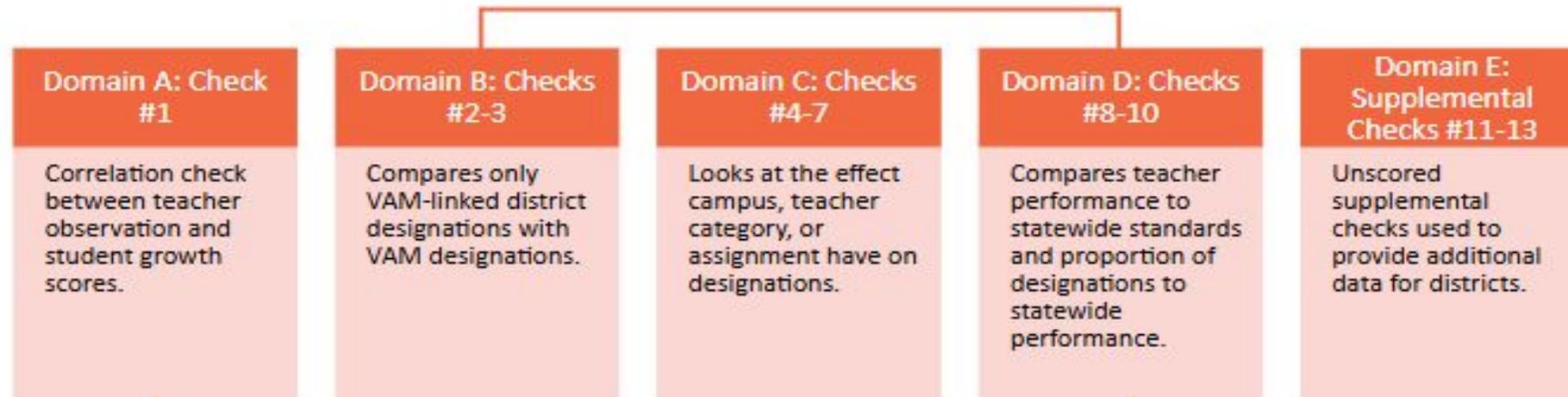
How will district data be validated by TTU?

- 5 domains
- 9 scored checks
- 4 unscored supplemental checks

TTU Data Validation Summary



Checks 2-9 look only at new and higher designations and evaluate the quality and fairness of their designation determination process



Checks 1 and 10 look at all teachers in the submission file regardless of proposed designation

GISD TIA Contact



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[GISD FAQ's](#)

[TIA website](#)