



Ambassador Meeting #1

November 4, 2025

CARROLLTON-FARMERS BRANCH ISD

Goals for Today

Deepening our understanding of CFB's TIA system:

- *2024-2025 Data Submission & Pending Designations

- *Data Validation Process & Payout

- *Changes for 2025-2026



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TIA Data Submission Process

1. Collect data from the 2024-2025 school year.
2. Process student growth scores and pair with T-TESS scores.
3. Release scorecards to teachers to verify their data.
4. Submit data with pending designations to TEA.
5. Receive data validation results from TEA in February.



TEA - Minimum Thresholds for TIA

State Requirement: To earn a designation, teachers must meet performance levels in each area.

Designation Level	T-TESS Domains II & III	Student Growth Performance Standards	T-TESS Domains I & IV
Recognized	3.7	55% met or exceed	Proficient or Higher
Exemplary	3.9*	60% met or exceed	Proficient or Higher
Master	4.5	70% met or exceed	Proficient or Higher

*Local decision: T-TESS averages of 3.875 are rounded up to 3.9.



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2024-25 District Overall TIA Correlation

Academic Growth



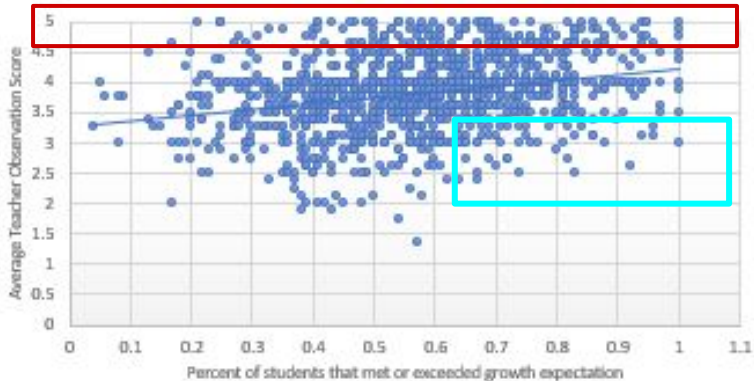
72 out of 100

Check 1: Teachers' observation scores should be positively correlated with their students' growth scores.

Overall Correlation

0.277

Teacher Observation vs Student Growth



Teacher Performance Breakdown

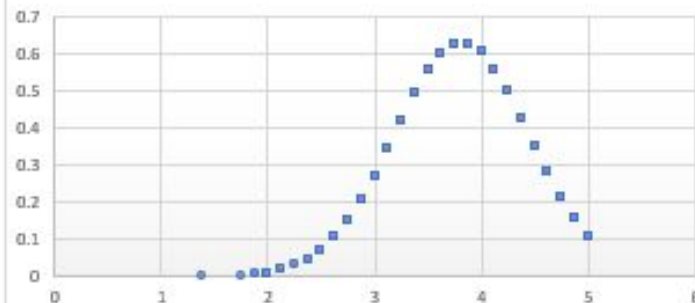
Teacher Observation

Cut point	District	Statewide	Difference
Top 5%	4.88	4.5	7.50%
Top 20%	4.38	3.9	9.50%
Top 33%	4.00	3.7	6.00%

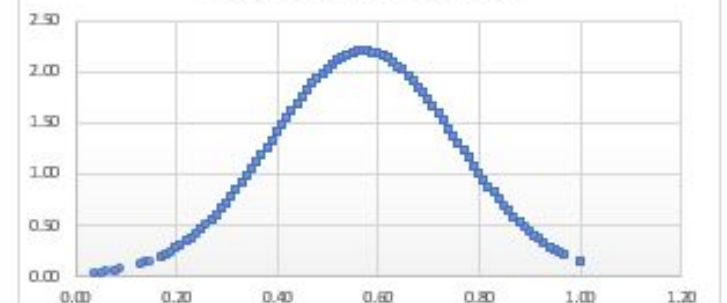
Student Growth

Cut point	District	Statewide	Difference
Top 5%	88%	70%	18.00%
Top 20%	73%	60%	13.00%
Top 33%	65%	55%	10.00%

Teacher Observation Distribution



Student Growth Distribution



T-TESS Calibration Process in 2025-2026

- Video Calibration for all administrators
- Campus Team Calibration Walks
- Region 10 led Campus Walks and Calibration days



Pending 2024-25 Data Validation - New Designations

Putting forth 236 teachers with new designations:
160 first time designees + 76 leveling up to higher designations.



52



129



55



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TIA Designations and Payout Amounts Over Time

School Year	Total Designations	Total Allotment
2025-2026	557	TBD*
2024-2025	411	\$4,063,279
2023-2024	312	\$2,930,911
2022-2023	188	\$1,928,823
2021-2022	7	\$53,674

*Per TEA, [campus allotment values](#) for the 2025-26 school year will be updated in April 2026.



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Importance of Class Rosters

1. October 20-24th was the All Roster Review. Teachers were to make sure all students they are responsible for are listed on their teacher rosters.
2. Courses and students on a teacher's roster as of Snapshot Date (October 31st), will count toward the teacher's 2025–2026 data. Any student who moves classes after Snapshot will not appear on the teacher's TIA Class Roster.
3. Co-Teachers will eligible as long as they are listed as the second Teacher of Record along with the Gen Ed. teacher for that section in the Master Schedule.
4. Inclusion Teachers will be eligible as long as their students are rostered in their XPro sections.
5. Teachers verify their TIA Class Rosters in April each year.



Key Changes in TIA - 2025-2026

1. Assessments - to better align with accountability
2. Eligible courses - to provide more pathways for teachers
3. New designation level - to increase the number of TIA teachers



Changes in Assessments - 2025-2026



Grades 4-10



Local Assessments

PreK



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STAAR Growth Measure - 2025-2026

Districts can use PRIOR YEAR STAAR to CURRENT YEAR STAAR to determine end-of-year student growth for purposes of TIA.

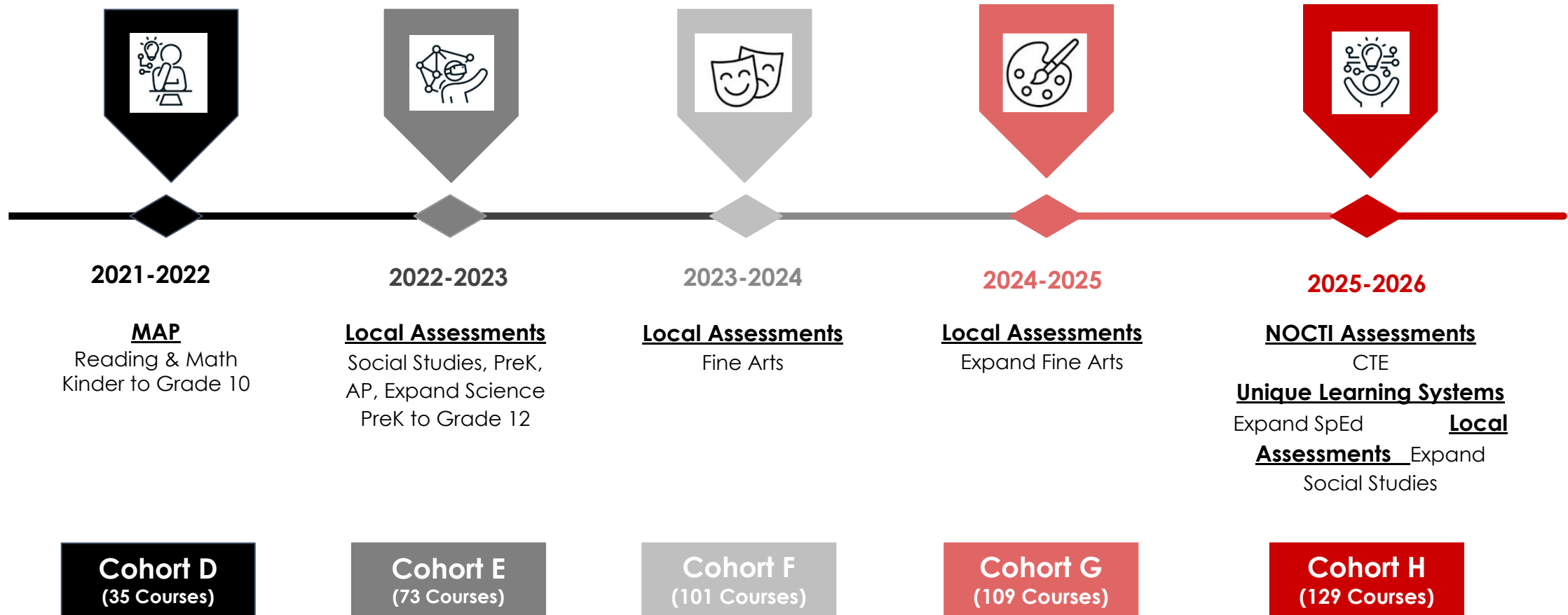
Determine Transition Table Points by Students: If applicable, a district may have to use performance level indicators to determine the student-level transition table point (0, 1/2, or 1).

Calculate Teacher-level Student Growth Score: Calculate the percentage of students who earned at least 1 point of annual growth based on the released transition table data.

Prior Year	Annual Growth					
	Current Year					
	Low Did Not Meet Grade Level	High Did Not Meet Grade Level	Low Approaches Grade Level	High Approaches Grade Level	Meets Grade Level	Masters Grade Level
Low Did Not Meet Grade Level	0	1	1	1	1	1
High Did Not Meet Grade Level	0	1/2	1	1	1	1
Low Approaches Grade Level	0	0	1/2	1	1	1
High Approaches Grade Level	0	0	0	1/2	1	1
Meets Grade Level	0	0	0	0	1	1
Masters Grade Level	0	0	0	0	0	1



Course Expansion & Assessments



Eligible Courses Added 2025-2026

Level	Course	Assessment
Elementary School	SpEd - ALC & FSLC Classrooms SpED - ELC 3 & ELC 4 Pre-K 4-5th ELAR & Math	Unique Learning Systems (ULS) Unique Learning Systems (ULS) Circle Previous year STAAR & EOY STAAR
Middle School	SpEd - FSLC Classrooms ELDA & ELLA Courses 4-6th - ELA, Reading, 6th Wtg 4-6th Math, Math Connections & Algebra I	Unique Learning Systems (ULS) MAP Previous year STAAR & EOY STAAR Previous year STAAR & EOY STAAR
High School	SpEd - FSLC Classrooms SpEd - Co-Teach & Inclusion Classes Gov, Econ, Psych, Sociology CTE: Auto Tech, Auto Collision, Construction Tech, Intro to Engineering Newcomer, ESOL 1 & 2 ELA 1 & ELA 2 AP Literature & AP Language	Unique Learning Systems (ULS) *Assessment used for content area* Locally Developed Assessments NOCTI MAP Previous year STAAR & EOY STAAR Locally Developed Assessments based on AP Curriculum



TIA Eligible Courses – 2025-2026



CFB has 129 eligible courses and 83% of teachers have a path to earning a designation.

Courses Not Yet Included

Level	Course
Elementary School	PE; Dyslexia Interventionists
Middle School	PE; World Languages; AVID; CTE
High School	PE; Athletics; Sports Medicine; Health; Speech; World Languages; AVID; CTE
Grimes / Salazar	No courses included due to enrollment criteria



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New Designation Level Coming in 2026



New Level:

Student Growth - 50%

T-TESS - 3.5



Student Growth - 55%

T-TESS - 3.7



Student Growth - 60%

T-TESS - 3.9



Student Growth - 70%

T-TESS - 4.5



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Coming Soon - TIA System Renewal Application

Expansion/Modification Application

- Due April 15th
- Only components that are new or changed are submitted

NOTE: CFB has done an expansion/ modification every year as additional teacher assignments were added to our TIA system

System Renewal Application

- Due April 15th
- Full system review of all components must be completed
- Goals/Reflection section can be added (similar to annual program submission)

Required for CFB in Spring 2026

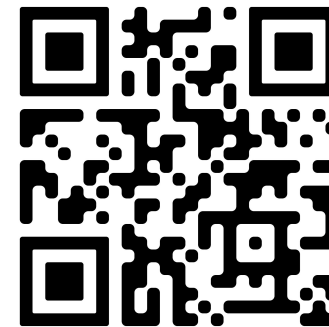
Ambassador Presentation & Campus Feedback

Please share this presentation with your campus prior to Thanksgiving Break.

Staff - please take a few minutes to answer the questions on the [Feedback Form](#) below. These questions will assist with our renewal process.



Due - December 5, 2025.



[Feedback Form](#)



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TIA Ambassador Meetings

Save the Dates:

Tuesday, November 4, 2025

Tuesday, January 13, 2026

Tuesday, March 10, 2026



All meetings are virtual from 4:15-5:15.



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CFB's TIA District Leadership Committee

Committee Member	Role
Daniel Herndon Cassandra Cordova Katy Bondies	Data & Technology
Sherie Skruch Kim Galvez	TIA Lead TIA Data Specialist
Kim Holcomb Joe LaPuma / Francisco Miranda Dr. Chris Julian / Priscilla Monroy	Leadership and Learning
Dr. Tamy Smalskas	Human Resources
Carla Settle	Finance
Carin Rodriguez	Communications



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