



# Ambassador Meeting #2

January 13, 2026

CARROLLTON-FARMERS BRANCH ISD

# Goals for Today

## **Deepening our understanding of CFB's TIA system:**

- \*Share CFB Feedback from November Ambassador presentation

- \*Update staff on the TIA Renewal Application process

- \*Review impact of STAAR on Growth Measures



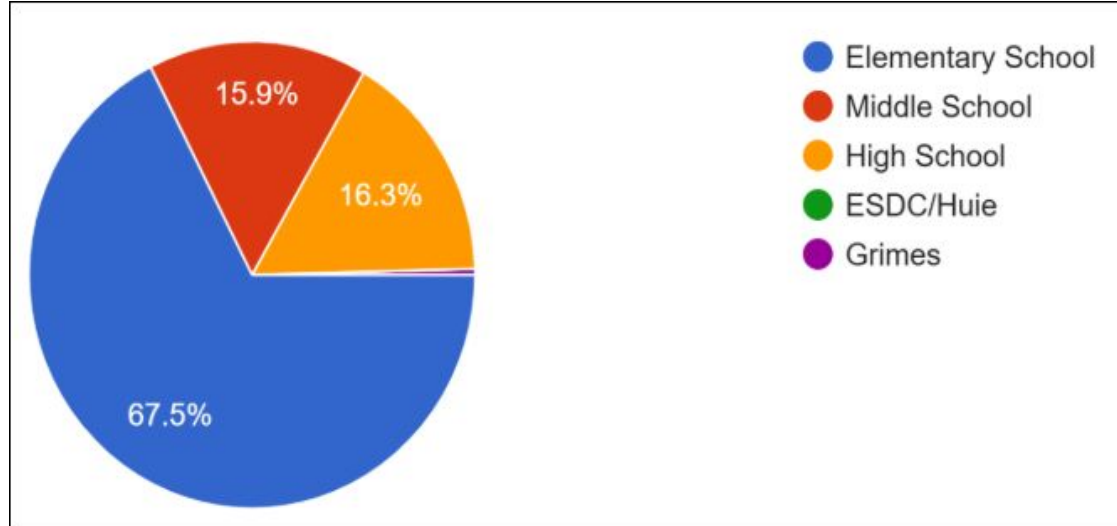
# Fall 2025 Staff Survey Results



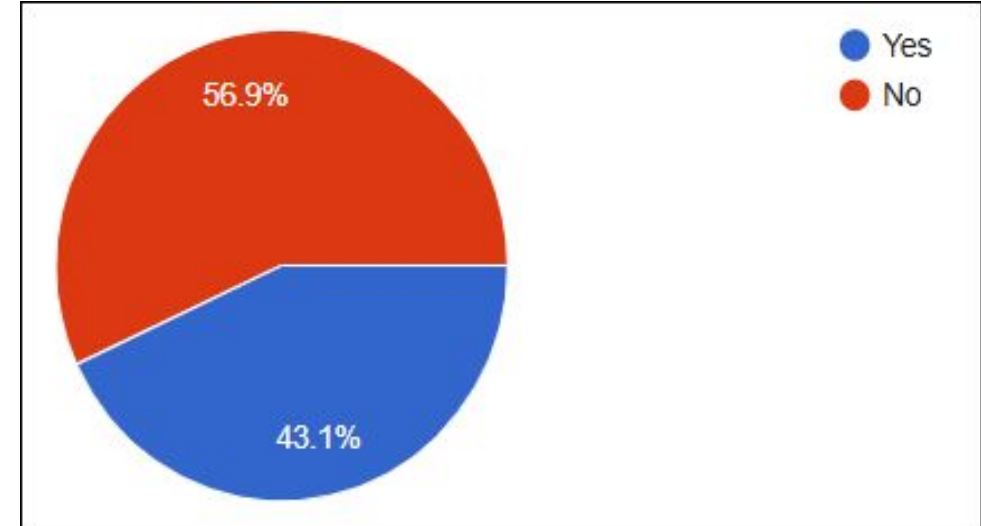
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# November Staff Survey - 246 Responses

## Campus Level of Respondent

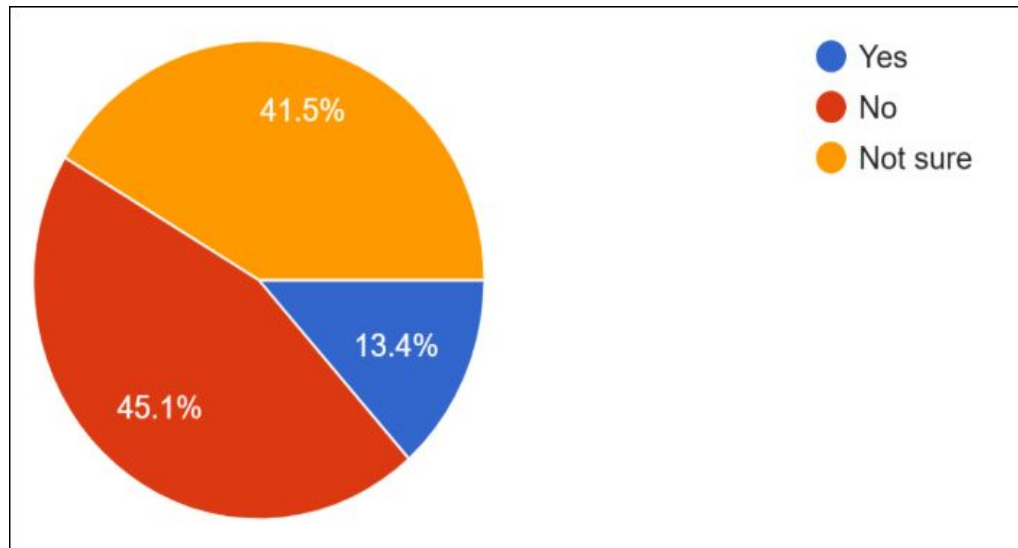


## Do you hold TIA Designation?



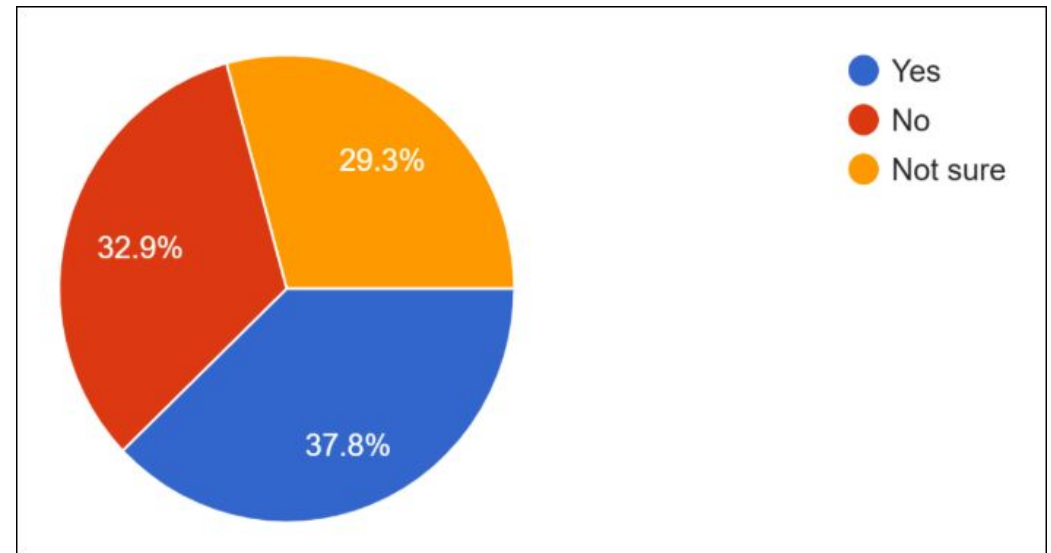
# Staff Survey - 246 Responses

**Would you consider moving to a higher needs campus to earn more TIA funds?**



[Teacher Incentive Allotment Funding Map](#)

**Does the T-TESS process accurately reflect your teaching?**



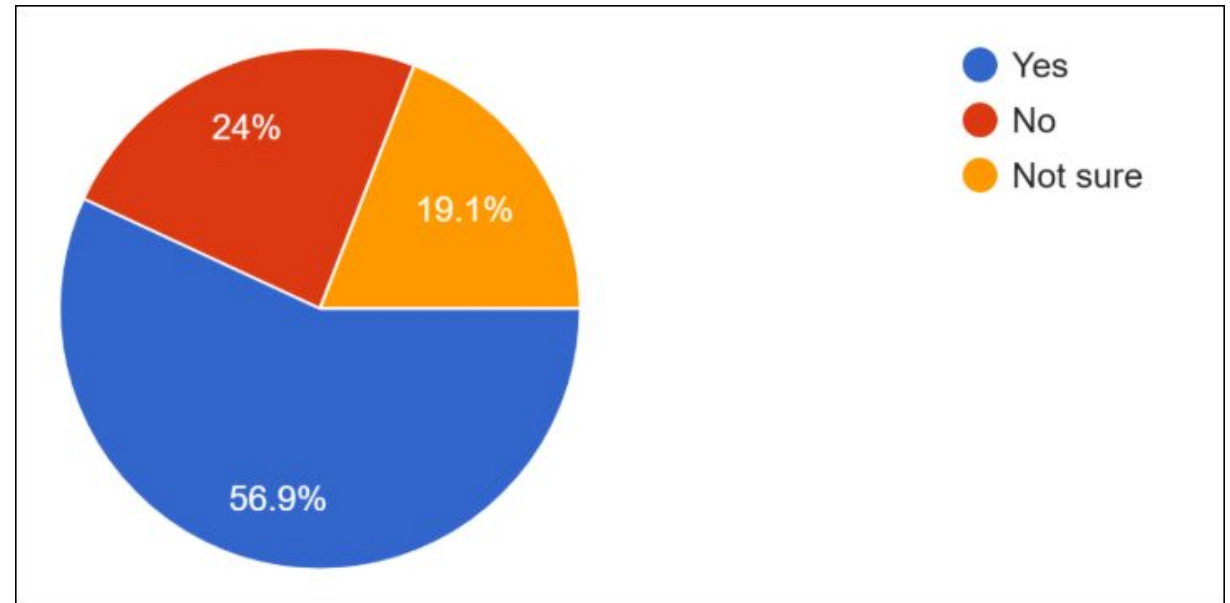
# Ideas for Improving T-TESS

- Provide more support and training on the T-TESS/TIA process, especially for first-year teachers.
- Spread the T-TESS cycle across the year with clear checkpoints instead of concentrating it in one 45 minute observation.
- Make goal setting and feedback more collaborative and frequent between teachers and administrators.
- Improve appraiser training and calibration to ensure fair and consistent evaluations.
- Increase the number and variety of observations, including different times of day and multiple appraisers.



# Staff Survey - 246 Responses

Should student attendance of 85% or higher continue to be a requirement for a student to be included in a teacher's data set?



# Other Ideas to Improve TIA

- Ensure testing environments are conducive for BOY and EOY assessments.
- Offer a T-TESS waiver for TIA teachers.
- Improve communication between teacher and appraiser on how to achieve a higher designation level(s).
- Provide support and mentoring for teachers who narrowly miss TIA.
- Utilize TIA teachers to support new and non-designated teachers.
- Continue working to expand eligible courses to include more teachers.
- Work to develop a system for Grime and Salazar teachers to be included.
- Increase clarity and consistency in the T-TESS process.



# What is working well with the TIA System?

- Teachers are receiving more money.
- CFB is working to include more teachers each year.
- More teachers each year are earning designations.
- Teachers are staying in the classroom.
- TIA is an incentive for retention.
- Appraisers are working with teachers to know exactly what needs to be targeted to move designation levels.
- Good communication regarding the TIA system.



# How are the 10% of TIA Funds Retained Used?

- Purchase of test banks to create the local assessments.
- Purchase of MAP assessments.
- Funds to pay the outside graders for the Fine Arts performance assessments.
- Funds to pay the “deposit” required when recommending new or higher TIA designations.
- Consulting fees - to ensure our data meets validation requirements.



# Renewal Application Process



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# Renewal Application Meetings

- Additional courses to add for 26-27
- Grimes and Salazar teachers
- T-TESS appraisal process
- Spending plan



# 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



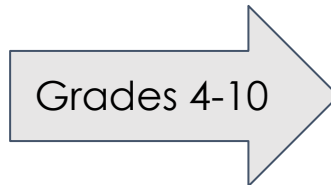
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# Impact of STAAR Data on TIA Growth Measures



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# Changes in Assessments - 2025-2026



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# STAAR Growth Measure

CFB will use prior year to current year STAAR scores to determine student growth for TIA.

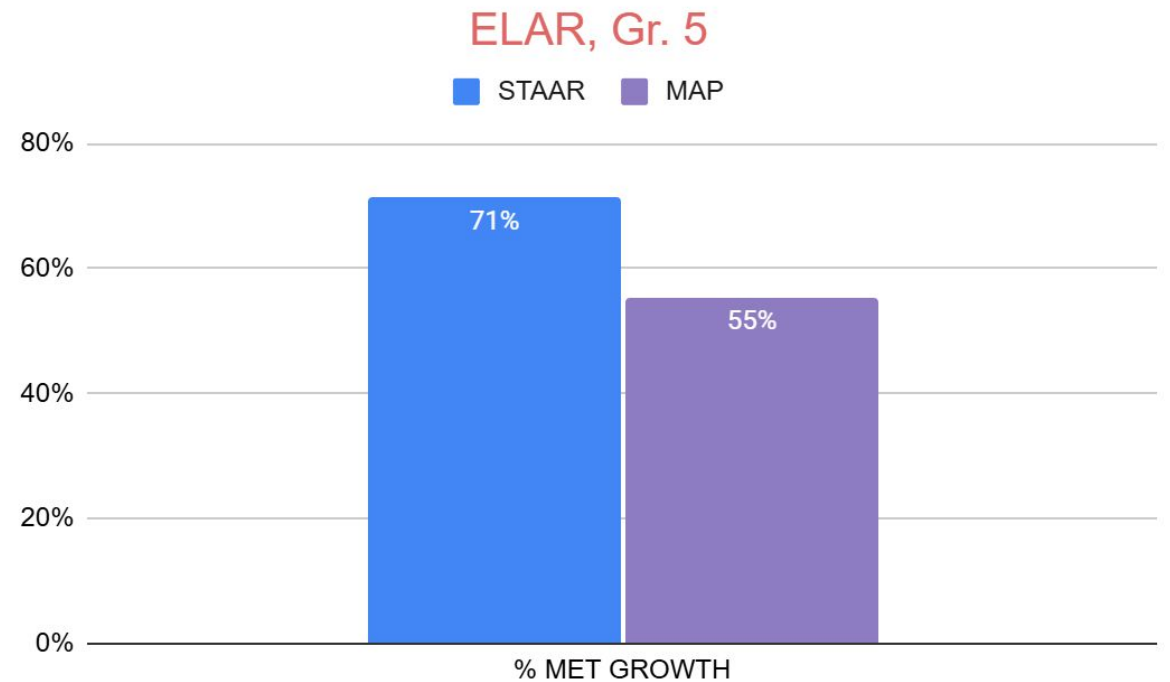
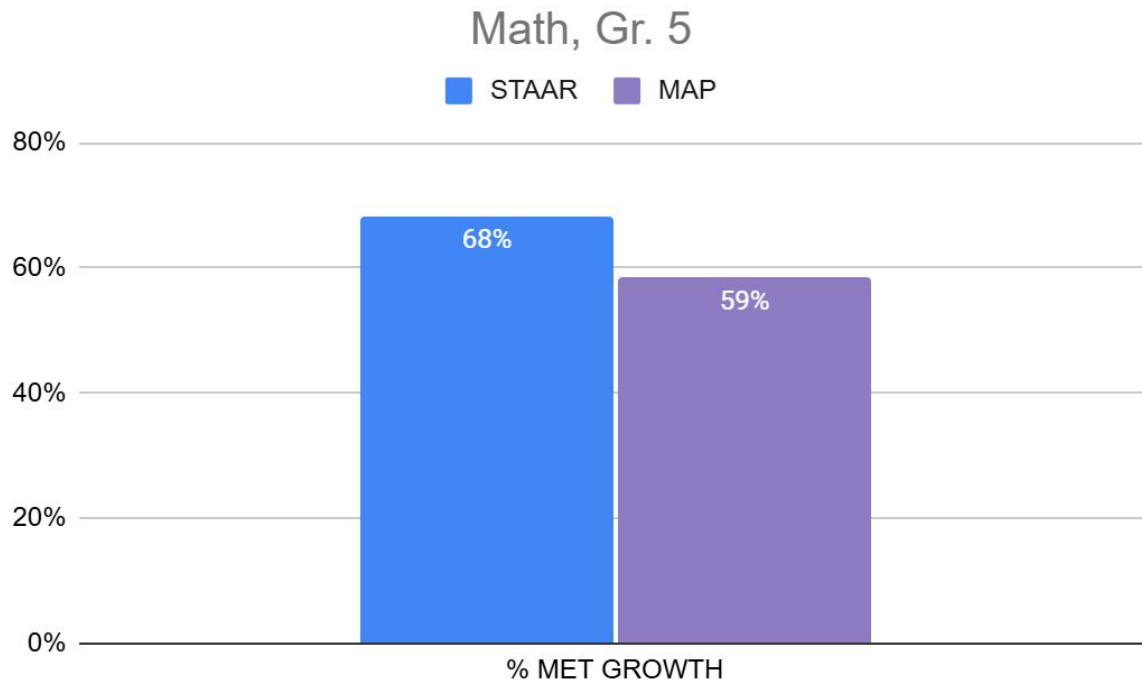
Students do not have to earn Meets or Masters to show growth.

Students who make progress from year to year will count as demonstrating growth for TIA.

Annual Growth (Performance Level Indicator)						
Prior Year	Current Year					
	Did Not Meet Low	Did Not Meet High	Approaches Low	Approaches High	Meets	Masters
Did Not Meet Low	No	Yes	Yes	Yes	Yes	Yes
Did Not Meet High	No	No	Yes	Yes	Yes	Yes
Approaches Low	No	No	No	Yes	Yes	Yes
Approaches High	No	No	No	No	Yes	Yes
Meets	No	No	No	No	Yes	Yes
Masters	No	No	No	No	No	Yes



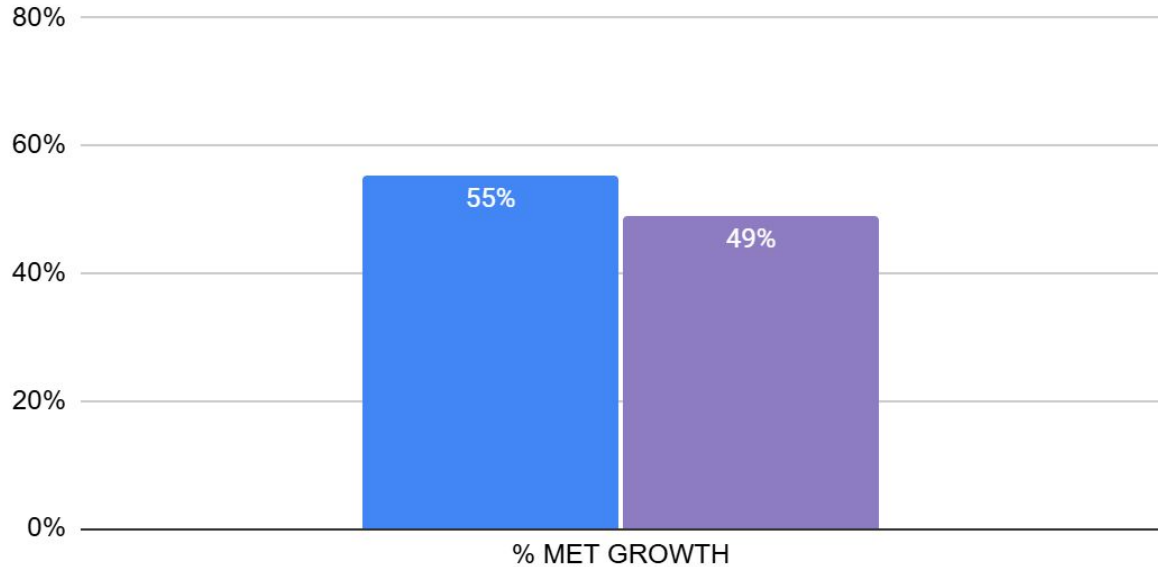
# 2024-25 STAAR to MAP % Met Growth Grade 5



# 2024-25 STAAR to MAP % Met Growth Grade 7

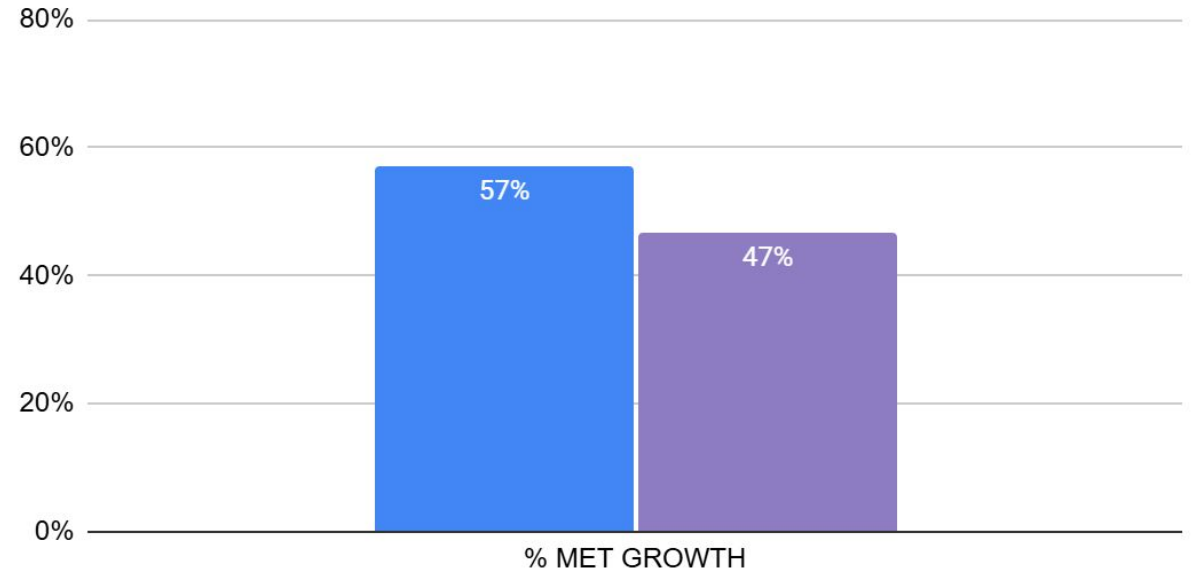
Math, Gr. 7

■ STAAR ■ MAP



ELAR, Gr. 7

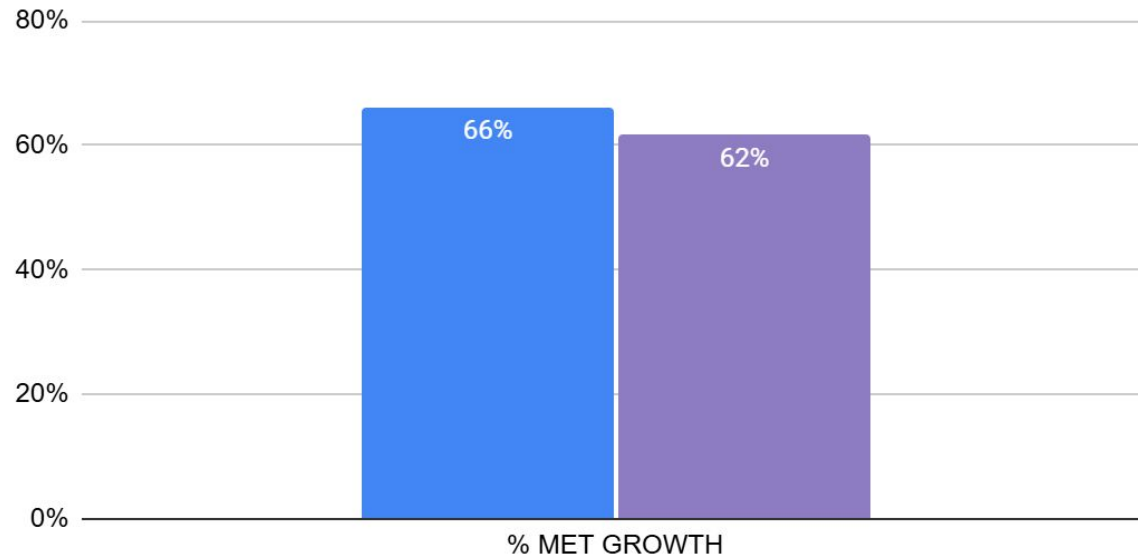
■ STAAR ■ MAP



# 2024-25 STAAR to MAP % Met Growth Grade 9

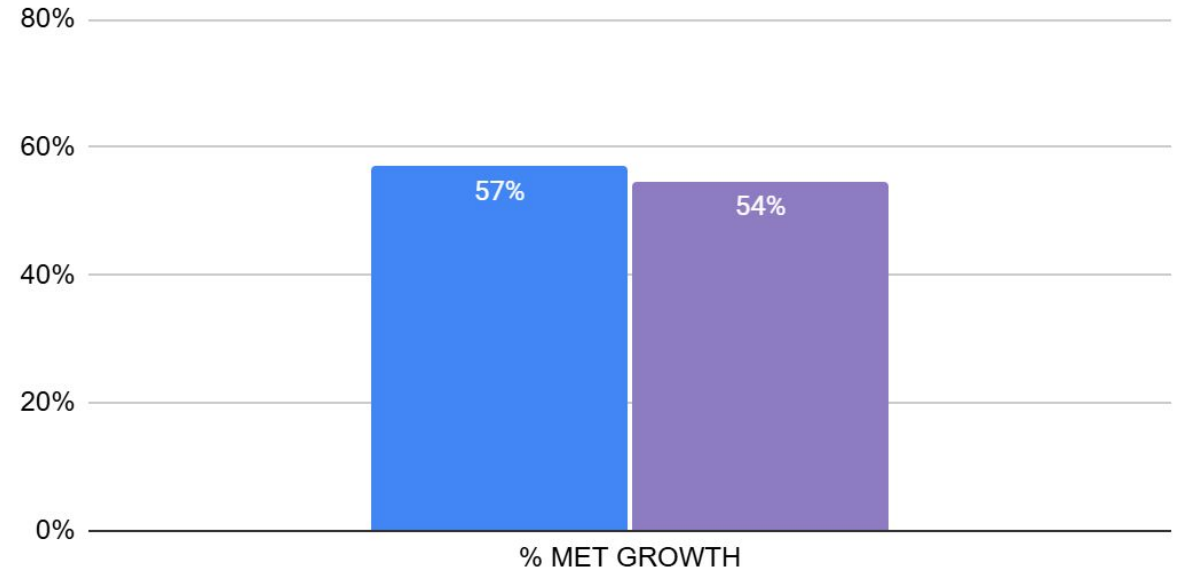
## Algebra I

■ STAAR ■ MAP



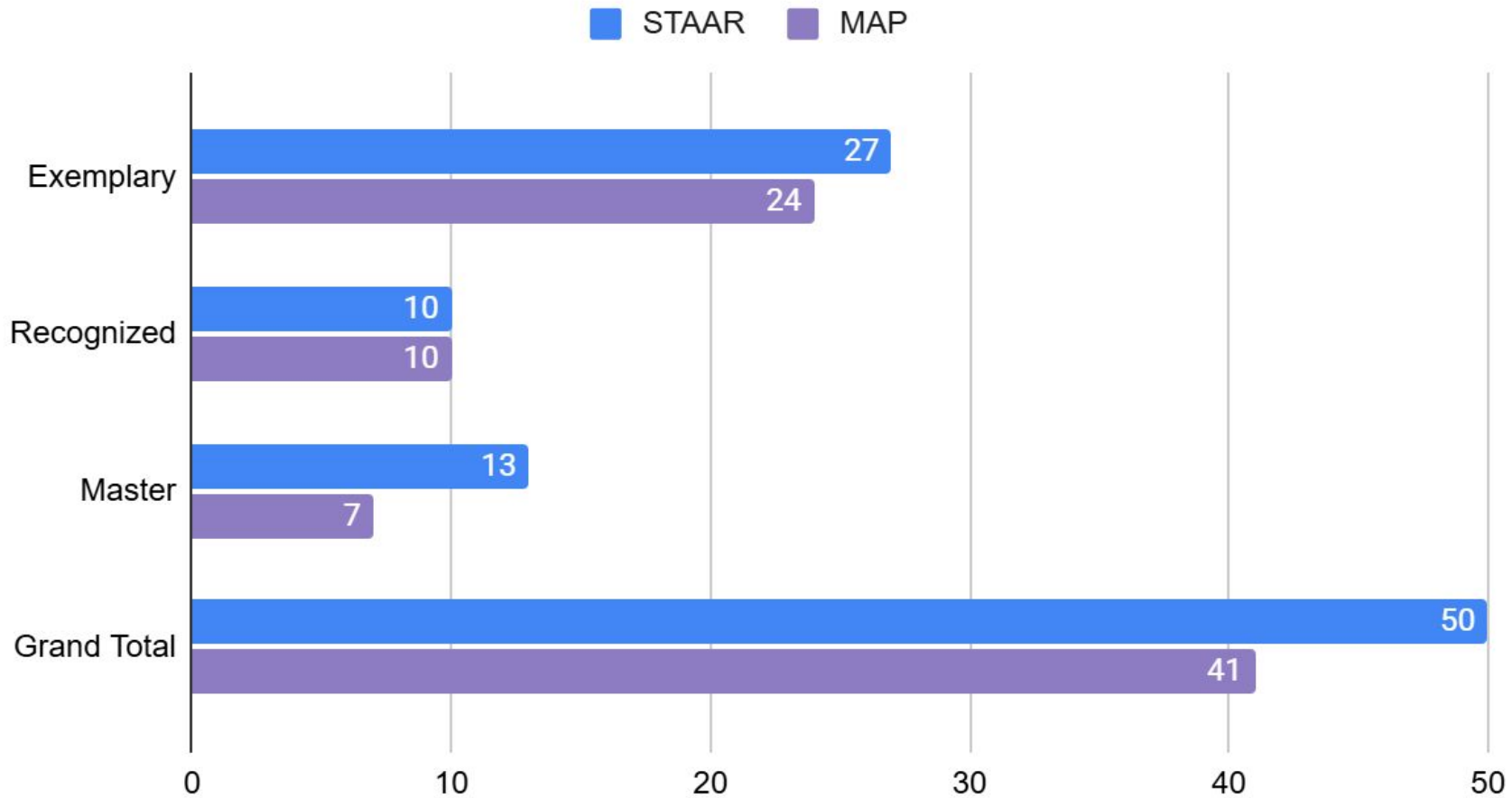
## English I

■ STAAR ■ MAP



# “What If” Total TIA Designations Comparison

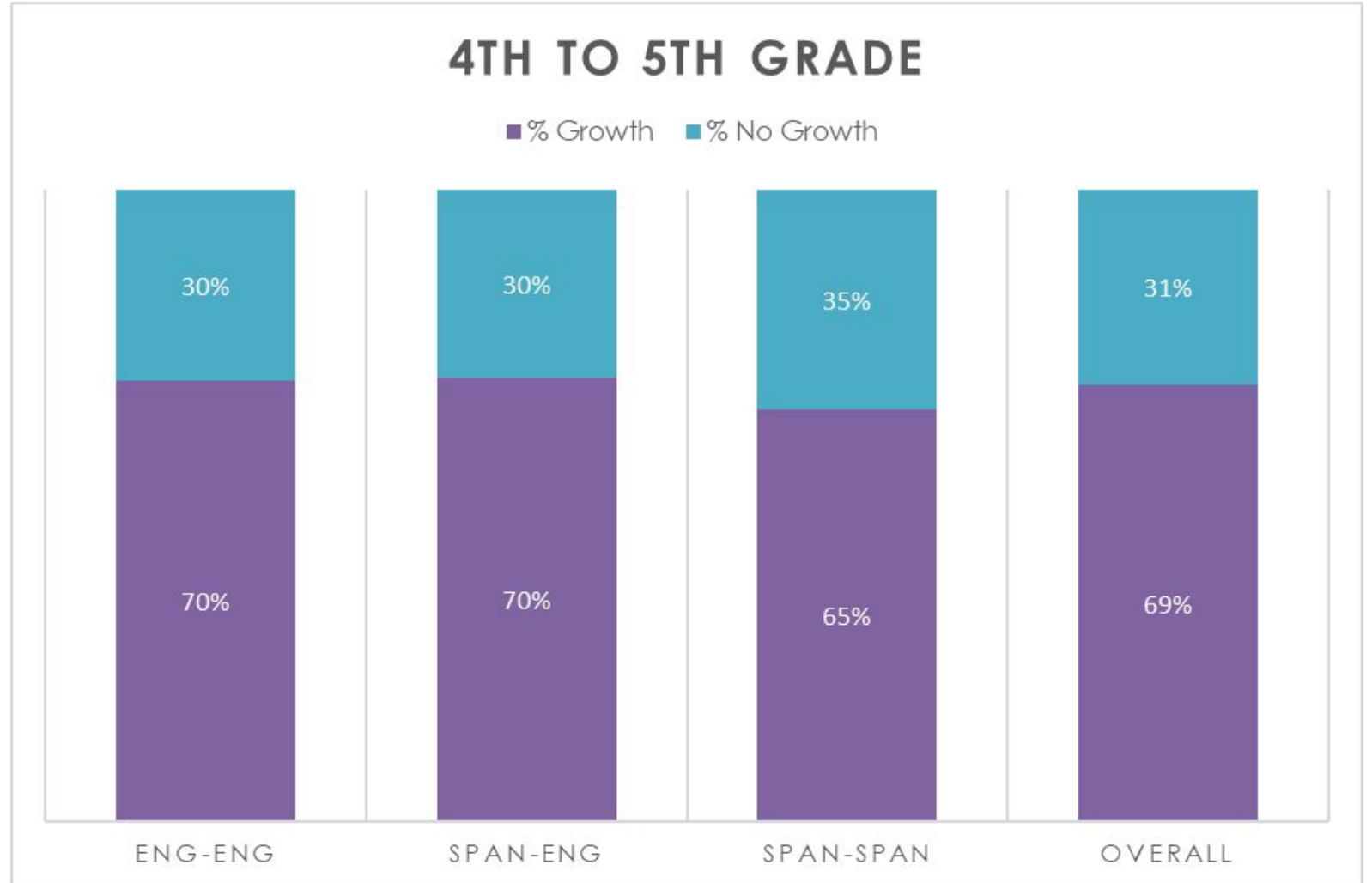
2024-25 Count of TIA Designations



# 2024-25 STAAR ELAR Growth Analysis

Student Count	
ENG - ENG	970
ENG - SPAN*	4
SPAN - ENG	162
SPAN - SPAN	176
OVERALL	1312

\*not included in chart due to small group size



# TIA Ambassador Meetings

Save the Dates:

Tuesday, March 10, 2026

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



Questions? - Email the TIA team at [tia@cfbisd.edu](mailto:tia@cfbisd.edu)



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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

