



Ambassador Meeting #3

March 10, 2026

CARROLLTON-FARMERS BRANCH ISD

Goals for Today

*2026 Data Validation

*TIA Renewal Application for April 2026

-Expanded courses, T-TESS and Spending Plan

*Roster Verification Process

*Feedback on Proficiency Requirements



Data Validation



CARROLLTON-FARMERS BRANCH ISD

2026 DATA VALIDATION - APPROVED!



PROCESS
IS NOT
COMPLETE

- Designation will be awarded if
 - * Still employed by the district as a teacher (087 in PEIMS) on February 27, 2026
 - * Employed and compensated for a creditable year of service in 2025-26
 - **90+ days at 100% of the day
 - **180+ days at 50% or more of the day, or the equivalent of one semester

- Designation will not be awarded
 - X - Separated from the district before February 27th, 2026
 - X - Moved to a non-teaching role for 2025-2026
 - X - For part time teachers, less than 50% of duties tie to their 087 Teacher Role

- ****Reminder**** - To receive the TIA payment, employees **MUST** still be employed with CFB in August 2026. If a designated teacher resigns at the end of the school year, his/her payment will be distributed to teachers on his/her campus. Retirees will receive their payment in August 2026.



DESIGNATION
FOR
TEACHERS IS
STILL PENDING



Data Validation & Payouts 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.



Renewal Application



CARROLLTON-FARMERS BRANCH ISD

Expansion/Modification vs System Renewal

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

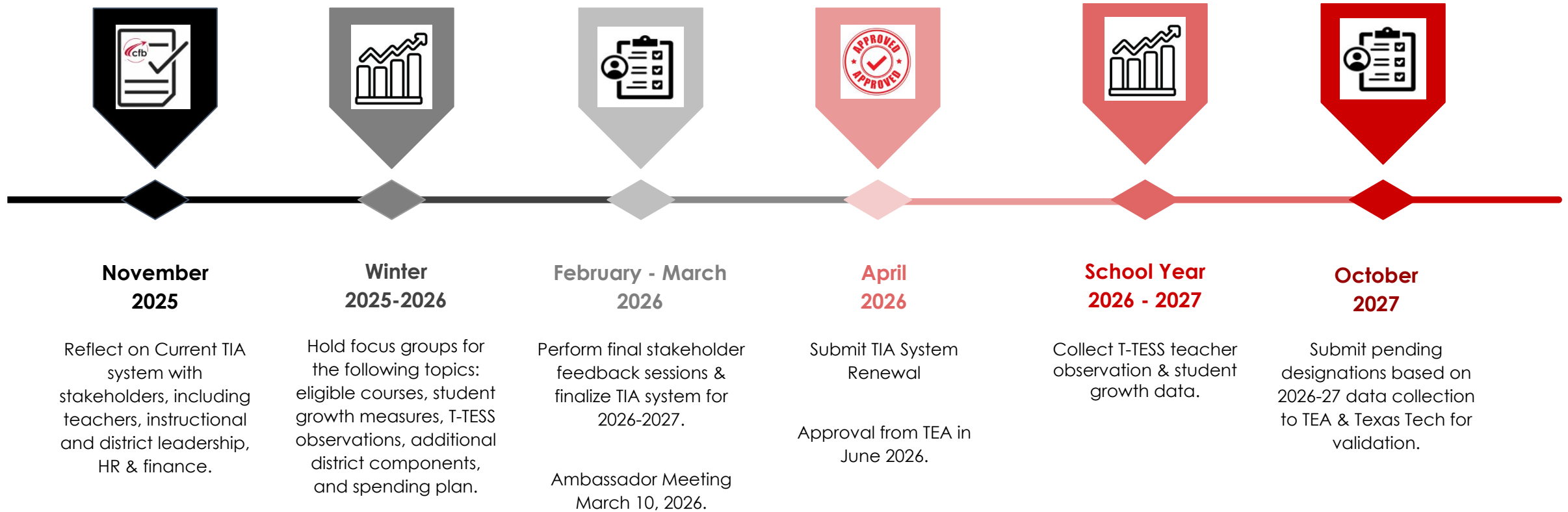
System Renewal Application

- 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



TIA System Renewal Timeline



PLAN FOR OUR FUTURE TIA SYSTEM

**SYSTEM
APPROVAL**

VALIDATE & DESIGNATE

Overview of TIA Criteria

State Requirements:

- *Student Growth Measure from the Eligible Courses
- *Appraisal Scores - T-TESS Domains 2 & 3

CFB Additional Components:

- *T-TESS Domains 1 & 4
- *Student Attendance of 85% or higher



Proposed Additional Courses – 2026-2027

Twenty-three (23) courses to give 89% of teachers a pathway to designation.

Level	Course
PE	Grades 3, 7, and HS - Lifetime Fitness & Wellness Course - Fitnessgram
Science	Anatomy & Physiology - Local Assessment
AP Courses	12 courses - AP Exams
CTE	7 courses - NOCTI Assessments
Salazar	Students will count for home campus teacher and Salazar teacher.
Dyslexia Teachers	Reading Course - *Must be appraised with T-TESS Rubric.
LOTE	Pilot - 26-27 - Spanish 1 & French 1 - Local Assessment Korean 1 & Japanese 1- AVANT



Proposed AP Courses – 2026-2027

Content	Currently Eligible Courses	Courses to Add	Assessment
English	AP English 3 - Lang & Comp AP English 4 - Liter and Comp	None	BOY - AP Classroom Assessment - Multiple Choice only EOY - AP Exam
Math	none	AP Calculus A/B AP Calculus B/C AP PreCalculus AP Statistics	BOY - AP Classroom Assessment - Multiple Choice only EOY - AP Exam
Science	none	AP Biology AP Chemistry AP Environmental AP Physics 1 AP Physics C	BOY - AP Classroom Assessment - Multiple Choice only EOY - AP Exam
Social Studies	AP Microeconomics AP Macroeconomics AP US Government AP US History AP Psychology AP Human Geo AP World History	AP Comparative Government	BOY - AP Classroom Assessment - Multiple Choice only EOY - AP Exam
CTE	none	AP Computer Science AP Computer Science Principles	BOY - AP Classroom Assessment - Multiple Choice only EOY - AP Exam



Additional CTE Proposed Courses – 2026-2027

Content	Courses to Add	Assessment
Teaching & Training	Principles of Education and Training	NOCTI - Fundamentals of Teaching Assessment
Business	Entrepreneurship Principles of Business Marketing & Finance	NOCTI - General Management Assessment NOCTI - General Management Assessment
Culinary	Intro to Culinary Arts	NOCTI - Commercial Foods Assessment
Biomed	Principles of Health Science Practicum of Health Science	NOCTI - Health Informatics Assessment NOCTI - Health Assisting Assessment
Cosmetology	Cosmetology I	NOCTI - Cosmetology Assessment



Salazar Teachers

*Students must be enrolled at Salazar a minimum of 20 days to count for the teacher.

*BOY & EOY data for the student (taken on home campus or at Salazar, if enrolled at Salazar during district-wide assessment window) will be the same assessment used for the eligible course. (MAP/STAAR/local assessment/NOCTI/etc.)

*Students enrolled at Salazar would count for **both** the home campus teacher and the Salazar teacher.

*Teachers must have a minimum of 5 student assessment scores to count for TIA.

T-TESS Appraisal - No Changes

T-TESS Summative Document - Domains 2 & 3

CFB Local Requirement - Domains 1 & 4

Observation requirements:

*one - 45 min observation

*two - 10 min walk thru observations

District Calibration Plan:

*Annually for all appraisers

*Calibration Walks on Campus



Spending Plan - No Changes

90% of the allotment goes to the teacher in a lump sum (August)

10% of the allotment retained by the district

*Staff must be employed with CFB at the time of the payout in order to receive the funds (August). If no longer employed with CFB, the funds are redistributed to other teachers on that campus. Retirees will receive their payout in their final paycheck (August).

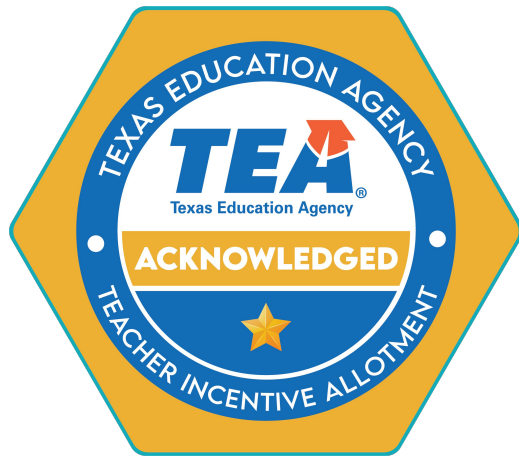


Changes from TEA



CARROLLTON-FARMERS BRANCH ISD

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

Final District Standards Are Subject to Change.



CARROLLTON-FARMERS BRANCH ISD

Designation Timeline Update - Year 4 Data

*Beginning in Fall 2026, districts may put forth teachers for a new designation who are currently:

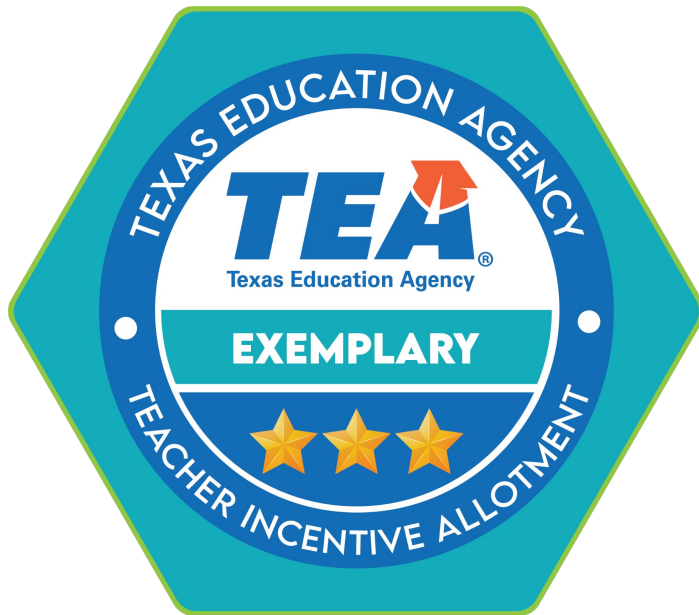


*in year 4 of designation (**expires 7.31.27**)



*working in an eligible teaching assignment

The teacher's 2025-26 performance data must ***requalify at the same designation level*** based on the district's local performance standards.



Redesignation Timeline

	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
Designation Status with current policy Designation expires: 7/31/2027	Exemplary Y1	Exemplary Y2	Exemplary Y3	Exemplary Y4	Exemplary Y5 Requalifying Year (26-27 data)	No active designation for 27-28* District may submit new designation at any level Fall 2027.
New Rule Change Designation expires: 7/31/2027	Exemplary Y1	Exemplary Y2	Exemplary Y3	Exemplary Y4 Requalifying Year (25-26 data)	Exemplary Y5 Fall 2026 - Submit for a new Exemplary designation*	Exemplary Y1 of 5

* contingent on district data validation results and teacher eligibility checks



Student Roster Verification



CARROLLTON-FARMERS BRANCH ISD

Student Class Roster Verification Coming Mid-April

Campus: ██████████

TIA Student Class Roster

Date: ██████████

FY: ██████████

Time: 9:36:22 AM

Calendar: 1

Course	Description	Duration	Section	Teacher Name	Room	Term/Day/Period		
HRKG	Kindergarten	YR	KG2	██████████	██████████	██████████		
Student Name	ID	Gender	Enrolled Days	Absent Days	Percentage	Attendance	Grade	Bilingual
██████████	██████████	██████████	██████████	15	89.36		KG	
██████████	██████████	██████████	██████████	16	88.65		KG	
██████████	██████████	██████████	██████████	3	97.82		KG	
██████████	██████████	██████████	██████████	14	90.07		KG	
██████████	██████████	██████████	██████████	5	96.45		KG	
██████████	██████████	██████████	██████████	41	70.92	Exclude	KG	
██████████	██████████	██████████	██████████	5	96.45		KG	
██████████	██████████	██████████	██████████	8	91.66		KG	
██████████	██████████	██████████	██████████	9	93.61		KG	
██████████	██████████	██████████	██████████	5	96.45		KG	
██████████	██████████	██████████	██████████	4	97.16		KG	
██████████	██████████	██████████	██████████	9	93.61		KG	
██████████	██████████	██████████	██████████	3	97.87		KG	
██████████	██████████	██████████	██████████	9	93.61		KG	
██████████	██████████	██████████	██████████	4	97.16		KG	
██████████	██████████	██████████	██████████	2	98.58		KG	
Student Total:							16	



Feedback Needed



CARROLLTON-FARMERS BRANCH ISD

T-TESS Proficiency Levels

Current performance standard:

For a teacher to earn a designation they must have a minimum of Proficient on all observable dimensions (i.e., Score of 3 on Domains 2 & 3 of T-TESS)



- This performance standard **is removed**, beginning with Fall 2026 data submission.
- Districts may still choose to implement local performance minimums for each designation level.



T-TESS Proficiency

Teacher Observation -- T-TESS Domain 2 & 3							
Domain 2			Domain 3			Average	TIA Designation Level
2.1	Proficient	3	3.1	Accomplished	4	3.75	Recognized
2.2	Accomplished	4	3.2	Developing	2		
2.3	Accomplished	4	3.3	Accomplished	4		
2.4	Accomplished	4					
2.5	Distinguished	5					

Teacher Observation -- T-TESS Domain 1 & 4						
Domain 1			Domain 4			Criteria: All scores Proficient (3) or Above
1.1	Proficient	3	4.1	Proficient	3	YES
1.2	Proficient	3	4.2	Proficient	3	
1.3	Proficient	3	4.3	Proficient	3	
1.4	Proficient	3	4.4			



Feedback Needed

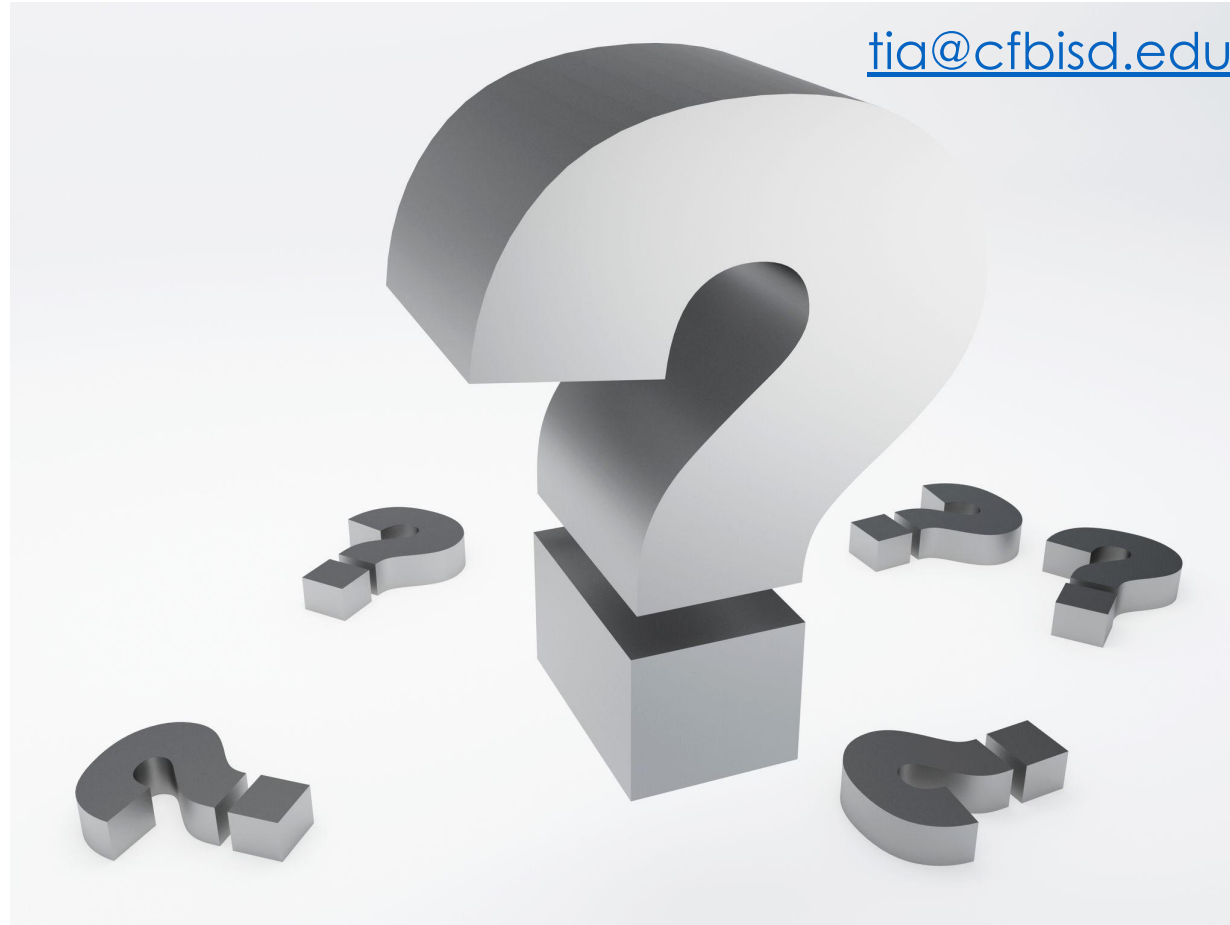
[TIA Proficiency Level Feedback Survey](#)



The survey will close March 31st at 4:00 pm.

Questions?

tia@cfbisd.edu



CARROLLTON-FARMERS BRANCH ISD

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

