

SAMPLE: Teacher Incentive Allotment Teacher Score Card

Teacher Name: **Eligible Teacher**

2025-26 Teacher Campus: **Best Elementary**

Calculations and Recommended Designation			
Teacher Observation Component	Average of Domains 2&3		Points Earned from Observation
T-TESS Dimensions of Domains 2 & 3	4.48		1.34
Student Growth Component	Growth Percentage	Scale Score	Points Earned from Growth
Student Performance	66.67%	4.25	2.98
Total Score			4.32
2026-27 Recommended Designation Level			Exemplary
2025-26 Designation Level			No Designation

Teacher Observation Component Calculation:

Pearland ISD converts the individual ratings on each of the 8 Dimensions in Domains 2 and 3 of T-TESS to a numerical score. Distinguished is assigned a score of a “5”; Accomplished is assigned a score of a “4”; Proficient is assigned a score of a “3”; Developing is assigned a score of a “2”; and Needs Improvement is assigned a score of a “1”. The numerical scores are averaged equally for a final numerical score. This will be a number between 1 and 5 and rounded to the nearest hundredths decimal place (for example: 2.87, 3.66, etc). A minimum rating of at least a 3 (proficient) is required on all dimensions in domains 2 & 3 to be eligible for a TIA designation. **Example: If the Average of Domains 2 and 3 is 4.48, multiply the average by 30%, then round to the nearest hundredths (4.48 x 30% = 1.34).**

Student Growth Component Calculation:

Pearland ISD utilizes the growth targets established by TEA for STAAR using the Transition Tables. To calculate the classroom student growth score for a teacher, the district uses a numerical scoring process based on a 5-point rating scale. For each eligible teacher, the district will first compute the percentage of students who met their expected growth target. **Example: If a teacher has 24 students and 16 met growth, divide the number of students that met growth by the total number of students, multiply by 100 to calculate the percentage, then round to the nearest hundredths ((16 ÷ 24 = 0.6667) x 100% = 66.67).** The district will then convert those percentages to scale scores utilizing the metrics below:

% of Students that Met Expected Growth Target	Classroom Student Growth Scale Score
Less than 30%	1
31% - 40%	3
41% - 50%	3.25
51% - 55%	3.5
56% - 60%	3.75
61% - 65%	4
66% - 70%	4.25
71% - 75%	4.5
76% - 80%	4.75
Greater than 80%	5

Total Score Calculation:

Pearland ISD uses a teacher’s scores on Teacher Observation and Classroom Student Growth and applies the weights of Teacher Observation 30% and Classroom Student Growth 70% to determine a final score. **Example: T-TESS score - 4.48 x 30% = 1.34 and Student growth score – 4.25 x 70% = 2.98. Add the T-TESS score and Student growth score for total points (1.34 + 2.98 = 4.32).** The district utilizes the table below to determine whether a teacher reaches a minimum score for a TIA Designation.

TIA Designation	Eligibility Criteria
Master	4.5
Exemplary	3.9
Recognized	3.7

*Note: Because the approval of our designations by the State is dependent on the positive correlation between the two components of teacher performance data, student growth and teacher evaluation, the District reserves the right to adjust the local designation system including the teacher and student growth performance standards. These adjustments may include but are not limited to, the weighting system, setting expected student growth targets, creating locally developed conversion and transition tables, and setting designation cut points prior to yearly data submissions.