

The Teacher Incentive Allotment Program Handbook

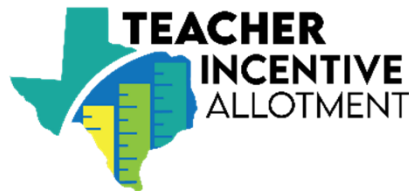


Table of Contents

Background.....	3
Eligibility Requirements	4
Testing Protocols & Oath of Security	5
TEA Performance Standards.....	6
TEA National Board Certification.....	6
TEA Designated Teacher.....	7
TEA Same Level Redesignation.....	7
ECISD Spending Plan.....	7
Allotment Payout Timeline.....	7
Allotment Amount	8
Allotment Payout and Calculation.....	8
ECISD Local System Performance Standards.....	9
Designation Submission and Parameters	9
Example Designation Rubric Scales	10
T-TESS Evaluation of Teacher Performance	11
Student Growth Performance & Calculation	12-15
Campus Student Growth Performance	15
ECISD TIA Report Card and Example	15-17
Draft Implementation Timeline	18
TIA Assessment Crosswalk	19
Contact Information	19

Teacher Incentive Allotment Background

The Teacher Incentive Allotment (TIA), established by Texas House Bill 3 in 2019 and expanded by House Bill 2 in 2025, is a state program designed to recruit, reward, and retain highly effective teachers. Grounded in Texas Education Code §§21.3521 and 48.112, TIA provides districts with additional annual funding of \$3,000 to \$36,000 per designated teacher through the Foundation School Program, with increased amounts for those serving in rural or high-need schools; at least 90% of these funds must be used for campus-level compensation. Central to TIA is a locally developed, annually approved designation system, validated by the Texas Education Agency and Texas Tech University, that identifies high-performing teachers as Acknowledged, Recognized, Exemplary, or Master based on teacher observation and student growth measures. Teachers with National Board Certification automatically earn a designation, and all designations remain valid for five years and are recorded on the educator's state certificate. [Designated Teacher Search](#)

ECISD was approved for a TIA Local Designation System in the Spring of 2020. The district has expanded over all Cohorts since the first Data Capture in the 2020-2021 school year, generating over \$17,000,000 to the teachers at our campuses

Eligibility Requirements

- To be eligible for designation submission and compensation, teachers must serve as the Teacher of Record (TOR) or Special Education Support Teacher (ST) for at least half of the school day in an eligible area for the entire data capture year, maintain at least 90% attendance during the 187-day contract, and be identified with a PEIMS role ID of 087 in both the October Snapshot and February Winter Class Roster for the data capture and submission years.
- A teacher is not eligible for TIA designation submission, designation, or compensation if they transfer from a TIA-eligible teaching position to a non-teaching role before or during the Data Capture or Submission Year, or if they leave the district before the end of the contract year.
- Teachers must be supervised and appraised on the T-TESS evaluation system by the principal or other designated appraiser of the Campus/District where he/she instructs students.
- All students enrolled in an eligible teacher's class must take the appropriate assessment(s) during the testing window established by ECISD Testing Guidelines.
- Missing student data or testing irregularities may jeopardize a teacher's eligibility for designation and compensation. An irregularity report must be submitted by the campus testing coordinator with details of the issue, reasons, and corrective actions taken. Reports will be reviewed by a District committee, and violations may result in disqualification from TIA and/or disciplinary actions up to termination.
- Designated teachers must be in good standing at the time of payout. Therefore, a designated teacher under investigation or reassigned pending investigation is not eligible for TIA compensation until he/she is cleared of any allegation. If the investigation is concluded with a confirmation of misconduct, the teacher will not be eligible to receive TIA compensation. A designated teacher is not eligible to receive TIA compensation if his/her contract is terminated or non-renewed during the school year or at the end of the school year.
- If a designated teacher meets all eligibility requirements for strategic compensation and retires or resigns from the District effective at the completion of the teacher's contract, the teacher **will** receive the allotment payout as scheduled.
- A designated teacher **will not** receive the allotment payout as scheduled if he/she resigns, retires, or employment is terminated before the completion of the teacher's contract.
- A teacher may not be submitted for an initial or higher designation if he/she does not meet the 90% attendance rule during the Data Capture Year. Personal, local, sick, and loss of pay days count towards the 90%. FMLA days run concurrently with Personal, local, sick, and loss of pay days, therefore count towards total absences. Ten percent of a 187-day contract is 18.7, therefore, teachers are allowed 19 absences per school year without penalty.
- If a designated teacher does not meet the 90% rule in any year after receiving an allotment, they are granted the allotment once as a "grace year." The teacher is then placed on probation for the remainder of their TIA designation on their SBEC certificate. If the teacher fails to meet the 90% rule again in a subsequent year, they will no longer receive the allotment. Instead, the allotment will be distributed to the campus.

Testing Protocol Requirements

Teachers must follow all State, District, and Campus policies, regulations, and procedures outlined in ECISD District Policy, Employee Handbook, Campus Handbook, TIA Handbook and/or departmental handbook/guidelines.

Student Growth Measure Security and Confidentiality

Maintaining security and confidentiality of student growth measures is the responsibility of the teachers, Campus Testing Coordinator, and Campus Administration.

To maintain student growth measure security and confidentiality:

- Student growth measure test content shall not be shared/discussed.
- Student growth measure test administration procedures shall be followed exactly as provided by the test provider and/or according to ECISD District Testing Guidelines.
- Student growth measure test materials or student products shall be maintained in a secure location before, during, and after test administration.
- Students must be actively monitored during student growth measure test administrations.
- Students may not receive assistance to complete student growth measure assessments beyond what is allowable by the test provider and/or ECISD District Testing Guidelines.

Serious Student Growth Measure Testing Violations

The following educator conduct represents serious student growth measure testing violations to security and confidentiality:

- Failure to follow all ECISD District Testing Guidelines.
- Failure to ensure all students enrolled in an eligible teacher's class take the appropriate assessment(s) to measure Student Growth during the Fall and Spring of the data capture years.
- Failure to report testing irregularities per the ECISD District Testing Guidelines.
- Directly or indirectly assisting students with responses to test questions.
- Tampering with or falsifying student responses.
- Discussing or disclosing test content or student responses, except as needed for data analysis and/or instructional decision-making.
- Duplicating, recording, or electronically capturing test content or student responses, unless authorized to do so by test provider.
- Failure to implement sufficient procedures to prevent student cheating.
- Failure to report an individual that has engaged in or is suspected of engaging in any conduct described above.
- Encouraging or assisting an individual to engage in any conduct described above.

Response to Testing Violations

- Suspected educator misconduct must be reported in a timely manner to the Campus Test Coordinator and/or Campus Principal and the District Testing Department.
- Suspected educator or administrator misconduct will be investigated by a District committee. A finding of misconduct could lead to disciplinary actions up to and including termination.

Texas Education Agency (TEA) Performance Standards

In order to be eligible for Teacher Incentive Allotment (TIA) designation, TEA has established minimum performance standards for T-TESS and student growth outcomes. Refer to <https://tiatexas.org/>

Teacher Observation Minimums

Domain 2 (Instruction) and Domain 3 (Learning Environment) have been established as priority areas of emphasis by TIA. Based on statewide observations data, TEA has also identified minimum score averages as measured across both domains of T-TESS using a five-point scale.

- Acknowledged designation ≥ 3.5
- Recognized designation ≥ 3.7
- Exemplary designation ≥ 3.9
- Master designation ≥ 4.0

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

Student Growth Minimums

To be eligible for a TIA designation, teachers must earn a minimum student growth outcome. Based on statewide performance expectations, TEA established minimum expectations as follows:

- Acknowledged designation $\geq 50\%$
- Recognized designation $\geq 55\%$
- Exemplary designation $\geq 60\%$
- Master designation $\geq 70\%$

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

Designation Overview

Master Teacher: Indicates the teacher has achieved an appraisal and student growth performance that places them in a level commensurate with the top 5% of teachers statewide.

Exemplary Teacher: Indicates the teacher has achieved an appraisal and student growth performance that places them in a level commensurate with the top 20% of teachers statewide.

Recognized Teacher: Indicates the teacher has achieved an appraisal and student growth performance that places them in a level commensurate with the top 33% of teachers statewide.

Acknowledged Teacher: Indicates the teacher has achieved an appraisal and student growth performance that places them in a level commensurate with the top 50% of teachers statewide.

National Board Certification- NBCT

A TIA designation may also be earned through National Board Certification. <https://www.nbpts.org/>. With the passage of HB2 in 2025, current NBCTs with a TIA “Recognized” designation are automatically redesignated as “Nationally Board Certified.” The funding allotment aligns with the “Acknowledged” designation level.

SBEC will review the National Board Certification process for alignment with Texas standards and may reauthorize or revoke this pathway for future TIA designations.

Designated Teacher Certificate

Once approved by TEA, a teacher’s designation level is added to their active, sanction-free SBEC certificate in late May. The designation remains valid for five years. During this period, designated teachers will receive the annual allotment as long as they serve as a Teacher of Record in a Texas public school and continue to meet local and state eligibility requirements.

Same-Level Redesignation Policy

Beginning in the Fall 2026 data submission for teachers whose current Designation expires on or after July 31, 2027, districts may choose to submit qualifying teachers entering their **final year** of designation for a same-level redesignation, allowing the new designation to begin immediately after the original expires—without a gap period during data validation. This policy change addresses HB1416 and students required tutoring.

ECISD SPENDING PLAN

Allotment

The TIA Spending Plan is included as part of the District’s compensation plan adopted each year according to the ECISD Board calendar.

TEA Statute requires that 90% of TIA funds be distributed directly to teachers.

TEA Statute allows 10% of the TIA funds to be retained by the District for program implementation.

ECISD will retain 10% of the total allotment.

Pursuant to Texas Education Code (TEC) Section 48.112(i)(1)(A)(B), a District shall annually certify that funds received under this section were used as follows: At least 90% of each allotment received was used for the compensation of teachers employed on the campus at which the teacher for whom the District received the allotment is employed and any other funds received under this section were used for costs associated with implementing Section 21.3521(Local Optional Teacher Designation System), including efforts to support teachers in obtaining designations.

100% of generated funds are paid by August 31st each year according to the TEA Guidebook Spending Requirements.

Allotment Payout Timeline

TEA notifies the District in February if the data submission from the previous October has been fully accepted or not. If full acceptance of the data submission is granted, teachers will receive the 90% of the generated allotment in one lump sum in June. The allotment is TRS eligible and subject to Federal, State, local fees and taxes.

- If a designated teacher meets all eligibility requirements for strategic compensation and then retires or resigns from the District effective at the completion of the teacher's contract, the teacher will receive the allotment payout as scheduled.
- If a designated teacher resigns or employment is terminated after the Winter Class Roster and before the end of the contract year the generated allotment will be distributed to the campus.
- If a designated teacher does not meet ECISD local eligibility of 90% attendance after a grace year, the generated allotment is distributed to the campus.
- If a designated or a NBCT moves to the district, the same eligibility and guidelines are used for allotment distribution as with current designated teachers in the districts.

Allotment Amount

The allotment amount generated for a designated teacher is determined by TEA based on the campus location of the Teacher of Record (TOR/ST) at Winter Class Roster submission in February. TEA generates the amount according to the TIA funding website at <https://tiatexas.org/funding/#>.

Allotment Payout and Calculation

The "net" allotment amount received by the teacher in June is approximately 56% of the total allotment generated by the designation after Federal, State, and local taxes and fees are applied.

The taxes and fees amount that total to approximate 44% are:

- 12% is deducted from 90% of the total allotment. The 12% is known as employer fees. This 12% is deducted before the new total amount is entered for the employee.

The new total is the amount shown on the employee's pay stub titled "Bonus-Other". Personal employee taxes and fees are then deducted in the approximate amounts dependent upon changes in tax statutes:

- 8.25% TRS
- 0.65% TRS Care (Insurance)
- 1.45% Medicare
- 22.0% Federal withholding

Therefore, by adding 12% + 8.90% + 1.45% + 22% = approximately 44% of the total generated allotment.

EXAMPLE of actual allotment:

+ \$7,827.00 Total Award Amount from State TIA
 - 782.70 10% retained by District
 = 7044.30 Total Amount Awarded to campus
 - 845.32 12% Employer Fees – this is a high estimate
 = 6,198.98 Total gross awarded to employee on pay stub titled "Bonus-Other"

From the pay stub, the employee will see:

+ \$6,198.98 Bonus-Other
 - 89.89 Medicare (1.45%)
 - 1,363.78 Federal Tax (22.00%)
 - 511.42 TRS (8.25%)
 - 40.29 TRSINS (0.65%)
 = \$2,005.37 TOTAL deductions in employee taxes and fees

Therefore:

\$6,198.98 - \$2005.37 = **\$4,193.31 TOTAL NET** received by the employee which is approximately 54% of \$7,827.00.

There is a possible 2% fluctuation due to deduction variance for non-retirees and retirees. Most net amounts fall in the 56%-58% range.

ECISD Local System Performance Standards

Components of the TIA evaluation designation submission

The ECISD TIA annual evaluation consists of three components:

- **Teacher Performance 30%** (T-TESS rubric based on observations of practice)
- **Student Growth 60%** (Student growth for the teacher of record)
- **Campus Growth 10%** (Student growth for the campus)

Each component is assigned a score on a distributed **100-point scale**:

- Teacher Performance: **0-30 points**
- Student Growth: **0-60 points**
- Campus Growth: **0-10 points**
-

TIA Designation Submission

Designation cut scores, calculations, point values, and percentages will be finalized in October of the Data Submission Year to ensure appropriate data distribution and submission that align with the State's recommended distribution: top 5% for Master, 20% for Exemplary, 33% for Recognized, and 50% for Acknowledged. Rubrics included in this document serve as examples to reflect how designation levels may be determined.

Teachers who score in the Total Points Range for a Designation are submitted for designation in the Fall following a data capture year based on the following parameters to ensure the appropriate distribution of District data submitted to the state for analysis and acceptance.

Designation Submission Parameters

- A teacher may not be submitted for a designation if the total points scored is below 69, even if both T-TESS and Student Growth points are in the designation rating range.
- A teacher may only be submitted for a designation whose total points earned fall into the appropriate range.
- A teacher whose total points equate to a designation can only be submitted for the lowest designation rating listed in either T-TESS or Student Growth. *If needed, this parameter is used to ensure state data validation.*
- A teacher who does not meet all State and Local eligibility requirements will not be submitted for a designation.
- Submission of data and/or a designation does not guarantee a teacher will receive the designation or allotment. TEA notifies the district in February following the Fall submission whether the data and submission are approved, or not. If the data is approved, the teacher will receive the designation and allotment the following June as long as eligibilities are met.
- New and Higher Designations are only received if the District's data is approved in the February Data Validation performed by TTU and TEA. In the case of non-approval, current Designation holders will receive an allotment, however, new and higher Designations will not be awarded.

Designation Rubric Scales

Below is an example of the Rubric Scales that may represent the calculation of a Designation.

The actual rubric scales determined after all data is analyzed for data validation will be distributed with the report cards in October.

Designation Category	T-TESS Average Score (8 Dimensions)	T-TESS Points Earned
Master	5.0	30
	4.5 - 4.9	29
Exemplary	4.2 - 4.4	27
Recognized	4.0 - 4.1	25
	3.7 - 3.9	24
Acknowledged	3.5 - 3.6	22
No Designation	<3.5	0
Designation Category	Student Growth Percentage	Student Growth Points Earned
Master	90% - 100%	60
	85% - 89%	58
	80% - 84%	57
	75% - 79%	56
	70% - 74%	55
Exemplary	65% - 69%	51
	60% - 64%	50
Recognized	57% - 59%	46
	55% - 56%	45
Acknowledged	50% - 54%	41
No Designation	<50%	0
Designation Category	Campus Growth Percentage	Campus Points Earned
Master	90% - 100%	10
	80% - 89%	9
Exemplary	70% - 79%	8
Recognized	65% - 69%	7
Acknowledged	60% - 64%	6
No Designation	< 60%	0
Designation Submission	Notification	Total Points = T-TESS Avg + Student Growth + Campus Growth
Master	<i>Rubrics are adjusted to align with state and district data as it pertains to the new HB2 thresholds, designation level, and the current district data distribution. The scales reflected are subject to change to ensure data meets TEA validation.</i>	90 - 100
Exemplary		83-89
Recognized		75-82
Acknowledged		69-74
No Designation		<69

T-TESS Evaluation of Teacher Performance

T-TESS Scoring (1-5 point scale)

Student Centered  Teacher Centered

5	4	3	2	1
Distinguished	Accomplished	Proficient	Developing	Needs Improvement

T-TESS Domains and Dimensions rated

DOMAIN 2

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

DOMAIN 3

1. Dimension 3.1: Classroom Environment, Routines, & Procedures
2. Dimension 3.2: Managing Student Behavior
3. Dimension 3.3: Classroom Culture

EXAMPLE T-TESS Scoring Rubric

Example T-TESS Scores: Total score of 8 dimensions divided by 8 equals 3.9. That number will be correlated to the appropriately distributed scoring scale when established.

Dimension Description	Rating	Points
2.1: Achieving Expectations	Accomplished	4
2.2: Content Knowledge & Expertise	Accomplished	4
2.3: Communication	Distinguished	5
2.4: Differentiation	Proficient	3
2.5: Monitor & Adjust	Proficient	3
3.1: Classroom Environment, Routines & Procedures	Accomplished	4
3.2: Managing Student Behavior	Accomplished	4
3.3: Classroom Culture	Accomplished	4
		3.9 AVG

Student Growth Performance

Student Growth Calculation used for TIA

$$\frac{\text{\#Students who MET Growth}}{\text{\#Students who took the test}} \times 100 = \%$$

Student growth is calculated based on a rigorous growth measure set by the State, nationally normed test, or the District.

Student Growth Measures used for TIA

Student Growth Instruments will be used to determine student growth for both the teacher student growth score and the campus student growth score of the composite TIA score.

Student growth performance will be associated with a teacher based on the following enrollment criteria:

- Teacher of Record at the October PEIMS Snapshot date AND the EOY assessment date enrollment
- Roster of special education students served by Support Teacher on both the October PEIMS Snapshot and EOY assessment date
- For semester (1/2 year) courses, enrollment at the beginning and end of each semester based on the teacher's roster.

Calculating Student Growth

All students in eligible teachers' classes must take the assessment if enrolled and present during the testing and make up window as determined by the ECISD District Testing Guidelines.

Only students on the TOR/ST roster at October Snapshot date and the Spring during the assessment will be calculated for the TOR/ST student growth.

Students who are enrolled on different teacher rosters on the October Snapshot date and Spring test date will be attributed to the campus growth, not the individual teacher.

MAP and/or STAAR Growth Instrument Calculation

The October 2026 Data Submission is the last year MAP will be used. iReady will replace MAP in the 2026-2027 Data Capture Year according to the Academics Department's crosswalk that outlines the transition. See p. 19.

MAP Growth is calculated as the percentage of students that meet or exceed their MAP projected growth either from the Spring-to-Spring administration or the Fall-to-Spring administration in appropriate circumstances. If student data is not available from the previous Spring, then the Beginning of Year and End of Year assessment (Fall-to-Spring) will be used.

- **Kinder and 1st grade Bilingual classes:** Spanish Reading, Math, and English Reading MAP assessments are used for student growth and weighted equally.
- **2nd – 5th grade Bilingual Classes:** Only English Reading, and Math are used for TIA purposes.

STAAR Growth measure is used for subjects who have STAAR measure on both the previous year test and the EOY test as determined by the state. In this case, the STAAR transition table is used to determine growth. In areas where STAAR and MAP are both measured, growth will be a calculation of MAP and STAAR growth therefore, each count approximately 50%. STAAR growth is awarded for students who qualify with a “yes” in the transition table above. In 2027-2028, the combination of two growth measures will be evaluated for use or not.

Elementary: Student growth will be combined across ELAR and/or Math which the teacher has assigned teaching responsibilities, for example: in a 2nd grade self-contained classroom only ELAR and Math are used. Student growth for a departmentalized classroom setting will use ~~for~~ the content assigned to the teacher, for example 5th grade science teacher. Growth for both ELAR and Science, or Math and Science assessments are used for departmentalized teachers of two subjects. The teacher must be the TOR as reflected on the students’ report card.

PreTest/PostTest

The district will use the Quartile/Quintile method or one of TEA’s other recommended statistical models measure to determine student growth that yield the most valid data to ensure validation.

- **Pre-K classes:** CLI (Circle) Rapid Letter Naming (RLN), Rapid Vocabulary (RV), and Math Composite assessments are used for TIA calculations.
- **Pre-K Bilingual classes:** Only Spanish CLI (Circle) assessments are used for TIA purposes.

Quartile/Quintile Process:

1. BOY raw scores for the district are grouped into quartile/quintiles (four or five score ranges).
2. BOY raw scores are subtracted from EOY raw scores to obtain a value reflecting the difference.
3. The difference values for each quartile/quintile are averaged.
4. Growth is attributed for students in a quartile/quintile if a student scores at or above the average for the respective quartile/quintile.
5. The overall student growth is the percentage of students who met expected growth, measured either from Fall-to-Spring or Spring-to-Spring, depending on the situation.

Advanced Placement (AP) Test Threshold

A Teacher of Record (TOR) in an eligible AP category who only teaches AP course(s) must have at least 12 students enrolled at both the October Snapshot and end-of-year (EOY) testing to qualify for student growth calculations. The same 12 students must be present at both checkpoints. For single-semester AP courses, the snapshot occurs at the start of the semester and end of semester.

If the teacher also teaches other eligible courses, student growth from AP classes will be added to the total student count of rostered students to calculate student growth. For example: if a teacher has 100 students in a regular class, and 20 students in an AP class, the total number students who showed growth is divided by 120 and multiplied by 100 to get the overall percentage growth.

EXAMPLE AP Student Growth Rubric

BOY “mock” Test Score	EOY Actual Test Score	Growth Attributed
1	2	YES
2	2	NO
3	3	NO
4	4	NO
5	5	YES
≤ 2	3	YES
3	4 OR 5	YES
4	5	YES
5	5	YES

TIA STAAR Growth Transition Table

ANNUAL GROWTH		STAAR Year 2					
		Low Does Not Meet Grade Level	High Does Not Meet Grade Level	Low Approaches Grade Level	High Approaches Grade Level	Meets Grade Level	Masters Grade Level
STAAR Year 1	Low Does Not Meet Grade Level	NO	YES	YES	YES	YES	YES
	High Does Not Meet Grade Level	NO	YES	YES	YES	YES	YES
	Low Approaches Grade Level	NO	NO	YES	YES	YES	YES
	High Approaches Grade Level	NO	NO	NO	YES	YES	YES
	Meets Grade Level	NO	NO	NO	NO	YES	YES
	Masters Grade Level	NO	NO	NO	NO	NO	YES

Portfolio Calculation

At the end of the year, each student portfolio of work will be assessed to determine the skill level on the skill progression rubric to which their work most closely aligns. Once the end of year skill level has been established, based on the portfolio of student artifacts, a comparison will be made to the expected skill level that was set for students at the beginning of the year. Students whose portfolio of work reflect that the skill level was met as determined at the beginning of the year will be deemed to have met expected growth. Teacher student growth percent will be calculated based on the percent of the validated number of students on the teachers’ roster at the October snapshot and end of year final portfolio evaluation.

Eligible Courses and Growth Instrument

2026-2027 Eligible Courses for Data Capture (Cohort I)

Cat	Course Description	Growth Instrument
1	K-3rd ELAR and Math	iReady
2	Pre-K4 Reading and Math	Circle
3	8th Social Studies and High School US History	Released / Actual
4	3rd Grade - 8th Grade Physical Education (not athletics)	Fitness Gram
5	Welding I, Welding II, Practicum in Manufacturing	Portfolio
6	4-8 ELAR and Math, 6-8 RDG Elective, 6-8 Math Elective (local), 6-8 Adv Math, Algebra I, English I, and English II, ESL 6th, ESL 7th, ESL 8th Eng I SOL, Eng II SOL	Previous STAAR/EOY STAAR
7	Advanced Placement: English III, English IV, US History, Government, Macroeconomics, Chemistry, Physics, Biology, Human Geography, Human Geography (elective), World History, Calculus, Statistics, Spanish Language, Spanish Literature, Latin, Psychology, Environmental Science, Music Theory, Art History, Computer Science A (LOTE), Computer Science A (MATH), Comp Sci Principles, Precalculus	Mock AP / EOY AP
8	Eng III, Eng IV, Spanish I, Spanish II, 6th Social Studies, 7th Social Studies, World Geography, World History, Integrated Physics & Chemistry (IPC), Chemistry, Physics, Precalculus, Statistics, Astronomy, Aquatic Science, Environmental Systems, Economics, Government, Psychology, Sociology, Anatomy & Physiology, AV Production, BIM, Fundamentals of Computer Science, Graphic Design & Illustration, Medical Terminology, Principles of Agriculture, Principles of Applied Engineering, Principles of Business Marketing & Finance, Principles of Hospitality & Tourism, Professional Communications, 3rd - 8th Science, Biology, Alg II, Geometry, Math Models, Algebraic Reasoning, Princ Art / AV, 5th Music, 5th Art, HS Art 1, Intro to Welding I, Princ. Health Sciences, Digital Arts & Animation, Floral Design, Financial Math, 6th Gr Tech Apps	TEKSready
9	College Prep Math, College Prep English	TSIA2
10	6-8 Dance Level 2, 6-8 Theatre Level 2, HS Dance 1 Principles 1, HS Theatre 1 theatre arts 1, 6-8 Art Middle School 2	MusicFirst

Campus Student Growth Performance

Campus Growth Calculation

Campus growth will include TIA growth assessments of students enrolled on the October snap shot and the end of the year roster on the same campus.

ECISD - TIA Teacher Report Card

TIA eligible teachers will receive an annual report card in the fall of the Data Submission Year, based on performance data from the previous Data Capture Year. The report card provides transparency into ECISD's TIA system and is not required by the State. Teachers should review the report card for accuracy and immediately report any concerns to their principal, who will contact the TIA office for review if needed. New rubric scales will be released when report cards are distributed in October.

Report Card scored data elements will include:

- T-TESS performance averaged score across Domains 2 and 3, points earned, and rating
- Teacher's Student growth percentage, points earned, and rating
- Campus growth percentage, points earned, and rating
- Whether Teacher met TIA Eligibility Requirements for a submission (including attendance)
- Total TIA designation score out of 100 total points
- TIA PRELIMINARY (PROPOSED) designation submission level, if appropriate

TIA Report Card Components – *report card design may change year to year*

1	Employee ID: 99999		
	Teacher Name: Snow White		
	2024-2025 Campus: Goofy Elementary School		
	2025-2026 Campus: Happy Elementary School		

T-TESS		2	3	4
Average Domains 2&3		Points Earned		Rating Assigned
4.0		24		Recognized

Student Growth		7	8	9
5	% Student Met Growth MAP ONLY	Total % Growth	Points Earned	Rating Assigned
	55	60	49	Exemplary
6	% Student Met Growth STAAR/CJi/PTPT/AP			
	65			

Campus Growth		10	11
10	% Campus Met Growth	Points Earned	Rating Assigned
	55	6	Recognized

Summary		12	13	14
District Eligibility (including attendance)		202X-202X TOTAL Points Earned		202X-202X Preliminary Designation Submission
Met		79		Recognized

15	DESIGNATION SUBMISSION PARAMETERS (see TIA Handbook)
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TIA Report Card KEY

1. **Teacher info:** Employee ID#, Teacher full legal name in Munis, Data Capture Year and Data Submission Year
2. **T-TESS:** Average of Domains 2 and 3
3. **Points earned** for T-TESS average per example chart in Handbook
4. **Rating assigned** per the released rubric scales
5. **MAP % Student Met Growth.** If no MAP growth is collected, the value will be n/a.
6. **% Student Met Growth** for either STAAR or other assessment instrument. If no STAAR or other assessment instrument is collected, the value will be n/a.
7. **Total % Growth:** Averaged growth % if MAP and STAAR are calculated. If only one instrument is used then that % is the Total Growth %.
8. **Points earned** for Total Growth % per the released rubric scales
9. **Rating Assigned** per-the released rubric scales
10. **% Campus Met Growth** Combination of all student growth used for TIA
11. **Rating Assigned** per the released scales
12. **District Eligibility**, including attendance noted as “met” or “not met”. If “not met” then teacher is not submitted for a “new or higher designation.”
13. **Total points** earned by adding all values of points earned in three categories: T-TESS, Student Growth, and Campus Growth
14. **Preliminary Designation Submission.** This is the “new or higher” designation earned per the released scales
Teachers with “no designation” or “no submission” means they did not receive a new or higher designation.
15. Refer to the section under Local System Performance Standards.

ECISD DRAFT Implementation Timeline of TIA Eligible Groups

Grayed columns denote allotment payout and finalized Cohort.

Green cells denote scheduled benchmarks for possible expansion in 2027-2028.

Departments are responsible for proposing student growth measures and platform for benchmark before courses can be added as an eligible group.

COHORT	C	D	E	F	G	H	I	J
APPLICATION SUBMITTED	2020 APRIL	2021 APRIL	2022 APRIL	2023 APRIL	2024 APRIL	2025 APRIL	2026 APRIL	2027 APRIL
ASSESSMENT USED	MAP/CIRCLE	MAP	MAP	PRE TEST-POST TESTS (PTPT)	PTPT / Portfolio	PTPT / Portfolio	PTPT / Portfolio	PTPT / Portfolio
BENCHMARK ASSESSMENTS	N/A	N/A	N/A	STAAR/AP released and actual test	2023-2024 PTPT	2024-2025 PTPT	2025-2026 PTPT	2026-2027 SCHEDULED BENCHMARKS
DATA CAPTURE YEAR	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
DATA SUBMISSION	OCT - 2021	OCT - 2022	OCT - 2023	OCT - 2024	OCT - 2025	OCT - 2026	OCT - 2027	OCT - 2028
ALLOTMENT PAYOUT	2022 JUNE	2023 JUNE	2024 JUNE	2025 JUNE	2026 JUNE	2027 JUNE	2028 JUNE	2029 JUNE
ELIGIBLE GROUP(S)	3-8 ELAR	3-8 SCIENCE	BIOLOGY	US HISTORY 8TH	WELDING I, II, III	AP PRECALCULUS	ALGEBRAIC REASONING	CTE: Multiple
	3-8 MATH			US HISTORY HS	3-8 PHYS. EDUCATION	AQUATIC SCIENCE	5TH MUSIC & ART	SPED SC
	ALG I			AP BIOLOGY	SPED Co-TEACH/INC	ENV. SYSTEMS	6-8 DANCE 2	FORENSICS
	ENG I			AP CHEMISTRY	ALG II, GEOM, CPMath	ASTRONOMY	6-8 THEATRE 2	MS MUSIC
	ENG II			AP ENG III (LANG)	MATH MODELS	ANAT & PHYSIOLOGY	6-8 ART 2	HS MUSIC
	PK-4			AP ENG IV (LIT)	ENGLISH III, IV, CP ENG	PRECALCULUS	HS ART 1	
				AP GOVERNMENT	SPANISH I, II	STATISTICS	HS DANCE 1	
				AP MACROECON	6TH & 7TH SOC STUDIES	ECONOMICS	HS THEATRE 1	
				AP PHYSICS	WORLD GEO, W. HIST	GOVERNMENT	AP PRINC COMP SCIENCE	
				AP US HISTORY	IPC, CHEM, PHYSICS	PSYCHOLOGY	INTRO TO WELDING I	
					AP ART HISTOSRY	SOCIOLOGY	PRINC HEALTH SCI	
					AP CALCULUS	AV PRODUCTION	DIGITAL ARTS&ANIM	
					AP COMPUTER SCI A	BIM	FINANCIAL MATH	
					AP ENVIRON. SCIENCE	FUND COMP SCI	FLORAL DESIGN	
					AP HUMAN GEOG.	GRAPHIC DESIGN & ILL	PRINC ART,VID,TECH&COMM	
					AP LATIN	MEDICAL TERM	6th TECH APPS	
					AP MUSIC THEORY	AGRICULTURE		
					AP PSYCHOLOGY	APPLIED ENGINEERING		
					AP SPANISH LANG.	BUS/MKTN/FINANCE		
					AP SPANISH LIT.	HOSP & TOURISM		
					AP STATISTICS	PROF COMM		
					AP WORLD HISTORY			

TIA Assessment CrossWalk									
	RLA 25-26	Proposed RLA 26-27	RLA HB 8 27- 28	Math 25-26	Proposed Math 26-27	Math HB 8 27- 28	Science 25-26	Proposed Science 26- 27	Science HB 8 27-28
Pre-K	Circle	Circle	Circle	Circle	Circle	Circle	n/a	n/a	n/a
K	MAP	i-ready	i-ready	MAP	i-ready	i-ready	n/a	n/a	n/a
1	MAP	i-ready	i-ready	MAP	i-ready	i-ready	n/a	n/a	n/a
2	MAP	i-ready	i-ready	MAP	i-ready	i-ready	n/a	n/a	n/a
3	MAP	i-ready	SST	MAP	i-ready	SST	MAP	TEKSReady	TEKSReady
4	MAP / STAAR	STAAR	SST	MAP / STAAR	STAAR	SST	MAP	TEKSReady	TEKSReady
5	MAP / STAAR	STAAR	SST	MAP / STAAR	STAAR	SST	MAP	TEKSReady	SST
6	MAP / STAAR	STAAR	SST	MAP / STAAR	STAAR	SST	MAP	TEKSReady	TEKSReady
7	MAP / STAAR	STAAR	SST	MAP / STAAR	STAAR	SST	MAP	TEKSReady	TEKSReady
8	MAP / STAAR	STAAR	SST	MAP / STAAR	STAAR	SST	MAP	TEKSReady	SST
9	MAP / STAAR	STAAR	SST	MAP / STAAR	STAAR (Alg 1) TEKSReady (All Others)	SST (Alg 1) TEKSReady (All Others)	MAP	TEKSReady	SST (Biology) TEKSReady (All Others)
10	MAP / STAAR	STAAR	SST	MAP	TEKSReady	TEKS Ready	TEKSReady	TEKSReady	TEKSReady
11	MAP	i-ready	TEKSready	MAP / TEKSReady	TEKSReady	TEKS Ready	TEKSReady	TEKSReady	TEKSReady
12	MAP	i-ready	TEKSready	MAP / TEKSReady	TEKSReady	TEKS Ready	TEKSReady	TEKSReady	TEKSReady
Note: There are no proposed changes to Social Studies or other TIA Content areas from the academics / accountability team / SST = Student Success Tool, STAAR Replacement									

Any questions or comments regarding the contents of this handbook should be submitted to:

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