



Fredericksburg ISD

Teacher Incentive Allotment FAQ

1. What is the hiring deadline for a teacher to be eligible for data capture if they are hired after the first day of school?
 - *Teachers must be the “teacher of record” by the October PEIMS snapshot date (last Friday in October).*
2. Will teachers who take leave (FMLA) remain eligible for TIA?
 - *Yes, however the teacher must be in attendance for the equivalent of at least three grading periods (135 days).*
3. If a student changes teachers during the school year, which teacher receives the student’s growth measure?
 - *For a student’s growth data to count toward a teacher’s growth measure, the student must have the same teacher of record at all three points:*
 - *October snapshot (last Friday in October)*
 - *Winter PEIMS submission (last Friday of February)*
 - *End-of-Year (EOY) assessment*
 - *If the student does not have the same teacher of record at all three points, the student’s data will be excluded from the teacher’s growth measure calculation.*
 - *Reminder: The student must also have both beginning-of-year (BOY) and end-of-year (EOY) assessment data for their growth to be calculated.*
4. Should students who miss significant instructional days be included when calculating a teacher’s student growth rating?
 - *Yes, students will be counted for growth regardless of the number of days absent. There may be special circumstances which would be determined on a case-by-case basis.*
5. Can I waive my T-TESS formal observation?
 - *No, all teachers must have a formal observation each year per Local Policy.*



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6. If a student is enrolled but out of class for an extended period of time in DAEP or receiving Homebound services, will they be included when calculating a teacher's student growth rating?
 - *Yes, if the student was not in an off campus placement more than the equivalent number of days as the beginning of year to the October snapshot date.*
7. By what date must a student be enrolled to factor into a teacher's growth rating?
 - *If a new student enrolls at least 3 days prior to the end of the BOY assessment window, they must test and will be included in the growth data for the teacher. Every attempt should be made to test a newly enrolled student before the end of the assessment window.*
8. What is the minimum number of data points required to determine a teacher's growth rating?
 - *5 for special populations, such as SpEd and EB; 10 for all others*
9. How will the district capture data for teachers in multiple TIA-eligible teaching assignments?
 - *If you have multiple TIA eligible teaching assignments, the subject that has the highest percentage of student growth will be used for TIA purposes.*
10. Can teachers earn a designation if they leave the district after data capture?
 - *Districts may not designate teachers who have resigned, retired, or moved to a full-time non-teaching role before data submission. Additionally, teachers may not earn a designation if they leave after a district submits them for designation but prior to the last Friday in February of the designation year. Please refer to the TIA Handbook for details.*
11. How long does a designation last?
 - *5 years*



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12. How will student growth be calculated for teachers who serve small numbers of students, such as Basic, Resource, Inclusion, or Dyslexia teachers?

- *Teachers with multiple assignments that use the same student growth measure: Student data from all applicable assignments will be combined to calculate the teacher's overall student growth percentage. (*see current TIA Guidebook for eligible teacher categories)*
 - *Example: A teacher provides Basic ELA instruction to students in grades 6, 7, and 8. Because all three assignments use STAAR Transition Tables to measure student growth, the students from all three grade levels will be combined into one group. The total number of students will serve as the denominator when calculating the teacher's student growth percentage.*
- *Teachers with multiple assignments that use different student growth measures: Student growth will be calculated separately for each eligible teacher category. The category with the highest student growth percentage will be used for TIA purposes.*
 - *Example: A teacher provides Kinder Dyslexia, 2nd Grade Math Inclusion, and 5th Grade Resource RLA services. Because these assignments use different student growth measures, CIRCLE, MAP Growth, and STAAR, student growth will be calculated separately for each category.*

**See the current TIA Guidebook for eligible teacher categories and their assigned student growth measures.*

13. If I meet a designation level one year, am I eligible to be submitted for a higher designation within the 5 year timeline?

- *Yes, and the 5 year designation term will start over.*

14. Will I still be eligible for TIA designation if I move to a non-eligible course after the data capture year?

- *Yes. If you have been approved for designation in an eligible course but are re-assigned to a non-eligible course the following year (and still coded as a teacher - 087), you should still receive TIA funds.*