TME · ASME · APME · PME · ALL 26 CARDS

Scorecard Index

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GROUP 1 · OUTCOMES 50 / T-TESS 30 / CULTURE AND CLIMATE 20

C01 Growth, MAP Achievement

Who is on this card: K-1 Math and Reading · K-1 Level Up caseloads · K-1 GT Enrichment · K-8 interventionist rosters

MEASURE	WHAT IT MEASURES	POINTS
STUDENT OUTCOMES		**50**
Growth measure	Percentage of your students who meet or exceed their expected growth	**30**
EOY MAP achievement	Percentage of spring MAP results at or above the 41st percentile (GT: 81st; case managers: stay on track or climb; interventionists: reach the 15th)	**20**
TEACHER PERFORMANCE (T-TESS)		**30**
T-TESS Summative Domains 2-3	Average of your Domain 2 and 3 summative ratings	**25**
T-TESS Summative Domain 1	Average of your Domain 1 ratings compared with the median for all teachers	**5**
CULTURE AND CLIMATE		**20**
Teacher attendance	Days absent	**5**
T-TESS Summative Domain 4	Average of your Domain 4 ratings compared with the median for all teachers	**5**
Student or family survey	Families (interventionists: students in grade 3 and up) answer six questions about you	**5**
Student attendance	Campus average daily attendance	**5**
Total		**100**

How each measure is calculated is on the pages that follow.

Several measures compare your result with the median: the middle result among teachers with the same measure and course type, from the two most recent years (or more years of results when a group is small; the survey uses spring 2027 results), recalculated each year. A result at the median earns half of the points; results above or below it earn more or fewer. T-TESS Domains 1 and 4 use one median for all teachers.

About your scorecard: We're sharing this scorecard early so you can see how your measures work. It is for information only. Your official TME scorecard will come later, after rosters are checked against the district's inclusion rules described in the IME guidebook.

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STUDENT OUTCOMES

Growth measure
30 points

The percentage of your students who meet growth from the beginning to the end of the year. Each student is compared with students across the district who took the same test, in the same course and course type, and started the year at a similar level. A student meets growth when their growth is at or above the middle (median) growth of that group.

In a regular or advanced class where more than 20% of the growth results belong to special education students, those students are compared with other special education students who took the same test in the same grade. Case managers: each caseload student is compared with other special education students in the same grade who took the same test. Interventionists: students are compared with other interventionist students in the same grade who took the same test in the same semester (beginning to middle of year, or middle to end of year); both semesters are pooled. A growth result requires at least 6 students with both a starting and an ending score (for interventionists, at the start and end of the semester).

EOY MAP achievement
20 points

Percentage at or above the 41st percentile

The percentage of your students' spring MAP results at the 41st national percentile or higher; math and reading pooled.

- Kindergarten and grade 1 Math and Reading: all classes (English, Spanish, and Dual)

Percentage at or above the 81st percentile

The percentage of your GT students' spring MAP results at the 81st national percentile or higher; math and reading pooled.

- GT Enrichment K and 1

Stay on track or climb (beginning to end of year)

A result counts when the student started below the 15th percentile and reached the 15th or higher; started at the 15th to 40th and maintained the 15th or higher; or started at the 41st or higher and maintained that level. Math and reading pooled into one result.

- SPED case managers: Level Up Caseload K and 1

Percentage at or above the 15th percentile at the end of the semester

Interventionist students start below the 15th percentile. A result counts when the student reaches the 15th percentile or higher at the end of the semester (middle of year for semester 1, end of year for semester 2). Both semesters pooled.

- Interventionists, grades K-8: Math, Reading, and Spanish Reading rosters

Each group is compared with its own median (the middle result among teachers in the same group over the two most recent years, recalculated each year); a roster with more than one grade or subject uses the median for each, weighted by the number of results. This measure requires at least 6 results.

TEACHER PERFORMANCE (T-TESS)

T-TESS Summative Domains 2-3
25 points

Only your final summative evaluation counts; walkthroughs and observations do not. Each dimension rating is converted to a number: Distinguished = 5, Accomplished = 4, Proficient = 3, Developing = 2, Improvement Needed = 1. Your result is the average of all your Domain 2 (Instruction) and Domain 3 (Learning Environment) dimension ratings together, not the average of the two domain averages, rounded to two decimal places. It is compared with the state's Teacher Incentive Allotment performance standards. Two district levels below the state minimum of 3.5 let an average under 3.5 still earn points. Domains 1 and 4 use the same numbers.

T-TESS Summative Domain 1
5 points

The average of your Domain 1 dimension ratings on your final summative, rounded to two decimal places, compared with the median for all teachers (the middle Domain 1 result among all teachers, recalculated each year). At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

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CULTURE AND CLIMATE

Teacher attendance
5 points

Days absent	10 days or fewer	More than 10 days
Points	5	0

This measure counts the days you are absent during the school year. Human Resources will determine the absences that count toward this measure.

T-TESS Summative Domain 4
5 points

The average of your Domain 4 dimension ratings on your final summative, rounded to two decimal places, compared with the median for all teachers (the middle Domain 4 result among all teachers, recalculated each year). At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

Student or family survey
5 points

In the spring, families of your K-1 students answer six questions about you (classroom teachers, GT pull-out teachers, and case managers). Interventionists are rated by their students in grades 3 and up instead.

Families

1. [Teacher] expects [Child] to do their best.
2. [Teacher] helps [Child] keep trying when the work is hard.
3. [Teacher] treats [Child] with respect.
4. I feel comfortable reaching out to [Teacher].
5. [Teacher] gives me ideas to help [Child] learn at home.
6. [Teacher] tells me how [Child] is doing and what comes next.

Students in grades 3 and up (interventionists)

1. [Teacher] expects me to do my best.
2. [Teacher] asks me to explain my answers.
3. When I want to give up, [Teacher] helps me keep trying.
4. [Teacher] treats me with respect.
5. When I work with [Teacher], it is OK to make mistakes.
6. I look forward to working with [Teacher].

Never	Almost never	Sometimes	Almost always	Always
Not counted		Counted in percent positive (neutral or positive)		

Your result measures the percentage of all responses about you that are rated Sometimes, Almost always, or Always, compared with the median teacher result at your campus level (early childhood and elementary; middle and high) from the spring 2027 survey. The survey requires at least 10 responses. If your student roster has 28 or fewer students, the minimum is 5 responses. Families may also answer Not sure, which is left out. Case managers' questions are worded for the case manager role.

Student attendance
5 points

Your campus's final average daily attendance (ADA) for the year, as reported in the state PEIMS summer report.

Campus	5 points	3.75 points	2.5 points	0 points
Elementary, middle	96.5% or higher	95.0%	94.0%	Lower
Early childhood, high school	93.5% or higher	93.0%	92.5%	Lower
Cardwell Career Prep	89.6% or higher	89.1%	88.6%	Lower

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GROUP 1 · OUTCOMES 50 / T-TESS 30 / CULTURE AND CLIMATE 20

C02 Growth, MAP Achievement, TELPAS

Who is on this card: Grade 2 Math and Reading · Grade 2 Level Up caseload · Grade 2 GT Enrichment

MEASURE	WHAT IT MEASURES	POINTS
STUDENT OUTCOMES		**50**
Growth measure	Percentage of your students who meet or exceed their expected growth	**30**
EOY MAP achievement	Percentage of spring MAP results at or above the 41st percentile (GT: 81st; case managers: stay on track or climb)	**15**
TELPAS reading	Ranked among grade 2 teachers on the percentage of emergent bilingual students at Intermediate or above	**5**
TEACHER PERFORMANCE (T-TESS)		**30**
T-TESS Summative Domains 2-3	Average of your Domain 2 and 3 summative ratings	**25**
T-TESS Summative Domain 1	Average of your Domain 1 ratings compared with the median for all teachers	**5**
CULTURE AND CLIMATE		**20**
Teacher attendance	Days absent	**5**
T-TESS Summative Domain 4	Average of your Domain 4 ratings compared with the median for all teachers	**5**
Family survey	Families answer six questions about you	**5**
Student attendance	Campus average daily attendance	**5**
Total		**100**

How each measure is calculated is on the pages that follow.

Several measures compare your result with the median: the middle result among teachers with the same measure and course type, from the two most recent years (or more years of results when a group is small; the survey uses spring 2027 results), recalculated each year. A result at the median earns half of the points; results above or below it earn more or fewer. T-TESS Domains 1 and 4 use one median for all teachers.

About your scorecard: We're sharing this scorecard early so you can see how your measures work. It is for information only. Your official TME scorecard will come later, after rosters are checked against the district's inclusion rules described in the IME guidebook.

STUDENT OUTCOMES

Growth measure
30 points

The percentage of your students who meet growth from the beginning to the end of the year. Each student is compared with students across the district who took the same test, in the same course and course type, and started the year at a similar level. A student meets growth when their growth is at or above the middle (median) growth of that group.

In a regular or advanced class where more than 20% of the growth results belong to special education students, those students are compared with other special education students who took the same test in the same grade. Case managers: each caseload student is compared with other special education students in the same grade who took the same test. A growth result requires at least 6 students with both a beginning- and end-of-year score.

EOY MAP achievement
15 points

Percentage at or above the 41st percentile

The percentage of your students' spring MAP results at the 41st national percentile or higher; math and reading pooled.

- Grade 2 Math and Reading: all classes (English, Spanish, and Dual)

Percentage at or above the 81st percentile

The percentage of your GT students' spring MAP results at the 81st national percentile or higher; math and reading pooled.

- GT Enrichment 2

Stay on track or climb (beginning to end of year)

A result counts when the student started below the 15th percentile and reached the 15th or higher; started at the 15th to 40th and maintained the 15th or higher; or started at the 41st or higher and maintained that level. Math and reading pooled into one result.

- SPED case managers: Level Up Caseload 2

Each group is compared with its own median (the middle result among teachers in the same group over the two most recent years, recalculated each year); a roster with more than one grade or subject uses the median for each, weighted by the number of results. This measure requires at least 6 results.

TELPAS reading
5 points

The percentage of your emergent bilingual grade 2 students rated Intermediate or higher on spring TELPAS Reading, ranked against every grade 2 teacher (classroom teachers, case managers, and GT pull-out teachers). The lowest rate earns 0 and the highest earns all of the points, spread evenly between.

This measure requires at least 10 eligible students to qualify. If fewer than 10 students are eligible, the points will be transferred to your other student outcome measures.

TEACHER PERFORMANCE (T-TESS)

T-TESS Summative Domains 2-3
25 points

Only your final summative evaluation counts; walkthroughs and observations do not. Each dimension rating is converted to a number: Distinguished = 5, Accomplished = 4, Proficient = 3, Developing = 2, Improvement Needed = 1. Your result is the average of all your Domain 2 (Instruction) and Domain 3 (Learning Environment) dimension ratings together, not the average of the two domain averages, rounded to two decimal places. It is compared with the state's Teacher Incentive Allotment performance standards. Two district levels below the state minimum of 3.5 let an average under 3.5 still earn points. Domains 1 and 4 use the same numbers.

T-TESS Summative Domain 1
5 points

The average of your Domain 1 dimension ratings on your final summative, rounded to two decimal places, compared with the median for all teachers (the middle Domain 1 result among all teachers, recalculated each year). At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

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CULTURE AND CLIMATE

Teacher attendance
5 points

Days absent	10 days or fewer	More than 10 days
Points	5	0

This measure counts the days you are absent during the school year. Human Resources will determine the absences that count toward this measure.

T-TESS Summative Domain 4
5 points

The average of your Domain 4 dimension ratings on your final summative, rounded to two decimal places, compared with the median for all teachers (the middle Domain 4 result among all teachers, recalculated each year). At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

Family survey
5 points

In the spring, families of your grade 2 students answer six questions about you:

1. [Teacher] expects [Child] to do their best.
2. [Teacher] helps [Child] keep trying when the work is hard.
3. [Teacher] treats [Child] with respect.
4. I feel comfortable reaching out to [Teacher].
5. [Teacher] gives me ideas to help [Child] learn at home.
6. [Teacher] tells me how [Child] is doing and what comes next.

Never	Almost never	Sometimes	Almost always	Always
Not counted		Counted in percent positive (neutral or positive)		

Your result measures the percentage of all responses about you that are rated Sometimes, Almost always, or Always, compared with the median teacher result at your campus level (early childhood and elementary; middle and high) from the spring 2027 survey. The survey requires at least 10 responses. If your student roster has 28 or fewer students, the minimum is 5 responses. Families may also answer Not sure, which is left out. Case managers' questions are worded for the case manager role.

Student attendance
5 points

Your campus's final average daily attendance (ADA) for the year, as reported in the state PEIMS summer report.

Campus	5 points	3.75 points	2.5 points	0 points
Elementary, middle	96.5% or higher	95.0%	94.0%	Lower
Early childhood, high school	93.5% or higher	93.0%	92.5%	Lower
Cardwell Career Prep	89.6% or higher	89.1%	88.6%	Lower

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GROUP 1 · OUTCOMES 50 / T-TESS 30 / CULTURE AND CLIMATE 20

C03 Growth, STAAR, TELPAS

Who is on this card: 3-8 Math and Reading · 3-5 GT Enrichment · Grade 5 Science · Grade 8 Science and Social Studies · Algebra I, English I, English II, Biology, and U.S. History · Reading I, II, and III · Level Up Caseload 3-5, SPED CM 6-8, and high school SPED CM (students who take STAAR)

MEASURE	WHAT IT MEASURES	POINTS
STUDENT OUTCOMES		**50**
Growth measure	Percentage of your students who meet or exceed their expected growth	**20**
STAAR performance	Transition Table score from 0 to 1, or percentage at Meets or Approaches where there is no prior-year STAAR	**20**
TELPAS reading	Percentage of your emergent bilingual students at Intermediate or above, plus a ranking among teachers with similar students	**10**
TEACHER PERFORMANCE (T-TESS)		**30**
T-TESS Summative Domains 2-3	Average of your Domain 2 and 3 summative ratings	**25**
T-TESS Summative Domain 1	Average of your Domain 1 ratings compared with the median for all teachers	**5**
CULTURE AND CLIMATE		**20**
Teacher attendance	Days absent	**5**
T-TESS Summative Domain 4	Average of your Domain 4 ratings compared with the median for all teachers	**5**
Student survey	Your students answer six questions about you	**5**
Student attendance	Campus average daily attendance	**5**
Total		**100**

How each measure is calculated is on the pages that follow.

Several measures compare your result with the median: the middle result among teachers with the same measure and course type, from the two most recent years (or more years of results when a group is small; the survey uses spring 2027 results), recalculated each year. A result at the median earns half of the points; results above or below it earn more or fewer. T-TESS Domains 1 and 4 use one median for all teachers.

About your scorecard: We're sharing this scorecard early so you can see how your measures work. It is for information only. Your official TME scorecard will come later, after rosters are checked against the district's inclusion rules described in the IME guidebook.

STUDENT OUTCOMES

Growth measure
20 points

The percentage of your students who meet growth from the beginning to the end of the year. Each student is compared with students across the district who took the same test, in the same course and course type, and started the year at a similar level. A student meets growth when their growth is at or above the middle (median) growth of that group.

In a regular or advanced class where more than 20% of the growth results belong to special education students, those students are compared with other special education students who took the same test in the same grade. Case managers: each caseload student is compared with other special education students in the same grade who took the same test. A growth result requires at least 6 students with both a beginning- and end-of-year score.

STAAR performance
20 points

Transition Table score (0 to 1)

This measure compares each student's STAAR performance level from last spring with their performance level this spring. Did Not Meet and Approaches are each split into low and high, so there are six levels. A student earns 1 point for moving up at least one level or holding at Meets or Masters, ½ point for holding at Did Not Meet (high), Approaches (low) or Approaches (high), and 0 otherwise. Your score is the average across your students.

Last spring ↓ This spring →	DNM low	DNM high	App. low	App. high	Meets	Masters
Did Not Meet (low)	0	**1**	**1**	**1**	**1**	**1**
Did Not Meet (high)	0	½	**1**	**1**	**1**	**1**
Approaches (low)	0	0	½	**1**	**1**	**1**
Approaches (high)	0	0	0	½	**1**	**1**
Meets	0	0	0	0	**1**	**1**
Masters	0	0	0	0	0	**1**

Applies to all STAAR assessments with a previous-year and current-year score:

- Reading and Math, grades 4-8: all course types
- Algebra I, English I, and English II: all course types
- SPED case managers, grades 4-8 and high school: Reading and Math; Algebra I, English I, and English II

Percentage Meets Grade Level or above

The percentage of your tested students who scored Meets Grade Level or above.

- Grade 3 Reading and Math: all course types
- Grade 8 Science and Social Studies: GT/Honors/Advanced
- Biology and U.S. History: Regular and GT/Honors/Advanced

Percentage Approaches Grade Level or above

The percentage of your tested students who scored Approaches Grade Level or above.

- Grade 5 Science: all course types
- Grade 8 Science and Social Studies: Regular
- Biology and U.S. History: Special program
- SPED case managers, grade 3: Reading and Math
- SPED case managers, high school: Biology and U.S. History

First-time testers only. Each test and course type is compared with its own median (the middle result among teachers in the same group over the two most recent years, recalculated each year), and the results are combined by the number of results. This measure requires at least 6 STAAR results.

TELPAS reading
10 points

The percentage of your emergent bilingual students (grades 3 and up, not in their first year in U.S. schools) rated Intermediate or higher on spring TELPAS Reading. 30% of the points compare your percentage with the state's performance levels; 70% rank your percentage against teachers with similar students, split by years in U.S. schools (2–3 years, 4+ years).

Special program classes (ESL, PRN, Resource, etc.) and caseloads are scored on the ranking only. This measure requires at least 10 eligible students to qualify. If fewer than 10 students are eligible, the points will be transferred to your other student outcome measures.

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TEACHER PERFORMANCE (T-TESS)

T-TESS Summative Domains 2-3

25 points

Only your final summative evaluation counts; walkthroughs and observations do not. Each dimension rating is converted to a number: Distinguished = 5, Accomplished = 4, Proficient = 3, Developing = 2, Improvement Needed = 1. Your result is the average of all your Domain 2 (Instruction) and Domain 3 (Learning Environment) dimension ratings together, not the average of the two domain averages, rounded to two decimal places. It is compared with the state's Teacher Incentive Allotment performance standards. Two district levels below the state minimum of 3.5 let an average under 3.5 still earn points. Domains 1 and 4 use the same numbers.

T-TESS Summative Domain 1

5 points

The average of your Domain 1 dimension ratings on your final summative, rounded to two decimal places, compared with the median for all teachers (the middle Domain 1 result among all teachers, recalculated each year). At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

CULTURE AND CLIMATE

Teacher attendance

5 points

Days absent	10 days or fewer	More than 10 days
Points	5	0

This measure counts the days you are absent during the school year. Human Resources will determine the absences that count toward this measure.

T-TESS Summative Domain 4

5 points

The average of your Domain 4 dimension ratings on your final summative, rounded to two decimal places, compared with the median for all teachers (the middle Domain 4 result among all teachers, recalculated each year). At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

Student survey

5 points

In the spring (or December for first-semester courses), students in grades 3-12 on your rosters answer six questions about you (each student may provide feedback for up to three teachers):

1. [Teacher] expects me to do my best.
2. [Teacher] asks me to explain my answers.
3. When I want to give up, [Teacher] helps me keep trying.
4. [Teacher] treats me with respect.
5. In [Teacher]'s class, it is OK to make mistakes.
6. I look forward to [Teacher]'s class.

Never	Almost never	Sometimes	Almost always	Always
Not counted		Counted in percent positive (neutral or positive)		

Your result measures the percentage of all responses about you that are rated Sometimes, Almost always, or Always, compared with the median teacher result at your campus level (early childhood and elementary; middle and high) from the spring 2027 survey. The survey requires at least 10 responses. If your student roster has 28 or fewer students, the minimum is 5 responses. Case managers' questions are worded for the case manager role.

Student attendance

5 points

Your campus's final average daily attendance (ADA) for the year, as reported in the state PEIMS summer report.

Campus	5 points	3.75 points	2.5 points	0 points
Elementary, middle	96.5% or higher	95.0%	94.0%	Lower
Early childhood, high school	93.5% or higher	93.0%	92.5%	Lower
Cardwell Career Prep	89.6% or higher	89.1%	88.6%	Lower

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GROUP 1 · OUTCOMES 50 / T-TESS 30 / CULTURE AND CLIMATE 20

C04 Growth, AP, TELPAS

Who is on this card: AP courses (AP Seminar, AP Research, AP Spanish Literature, and AP Physics C are not scored)

MEASURE	WHAT IT MEASURES	POINTS
STUDENT OUTCOMES		**50**
Growth measure	Percentage of your students who meet or exceed their expected growth	**20**
AP score	Percentage of enrolled students scoring 3 or higher, pooled over your two most recent years	**20**
TELPAS reading	Percentage of your emergent bilingual students at Intermediate or above, plus a ranking among teachers with similar students	**10**
TEACHER PERFORMANCE (T-TESS)		**30**
T-TESS Summative Domains 2-3	Average of your Domain 2 and 3 summative ratings	**25**
T-TESS Summative Domain 1	Average of your Domain 1 ratings compared with the median for all teachers	**5**
CULTURE AND CLIMATE		**20**
Teacher attendance	Days absent	**5**
T-TESS Summative Domain 4	Average of your Domain 4 ratings compared with the median for all teachers	**5**
Student survey	Your students answer six questions about you	**5**
Student attendance	Campus average daily attendance	**5**
Total		**100**

How each measure is calculated is on the pages that follow.

Several measures compare your result with the median: the middle result among teachers with the same measure and course type, from the two most recent years (or more years of results when a group is small; the survey uses spring 2027 results), recalculated each year. A result at the median earns half of the points; results above or below it earn more or fewer. T-TESS Domains 1 and 4 use one median for all teachers.

About your scorecard: We're sharing this scorecard early so you can see how your measures work. It is for information only. Your official TME scorecard will come later, after rosters are checked against the district's inclusion rules described in the IME guidebook.

STUDENT OUTCOMES

Growth measure
20 points

The percentage of your students who meet growth from the beginning to the end of the year. Each student is compared with students across the district who took the same test, in the same course and course type, and started the year at a similar level. A student meets growth when their growth is at or above the middle (median) growth of that group.

In a regular or advanced class where more than 20% of the growth results belong to special education students, those students are compared with other special education students who took the same test in the same grade. When only one teacher in the district gives a test, each student gets a target at the start of the year instead: the beginning-of-year score plus one-third of the points the student has left to reach 100%. For example, a student who starts at 40% has 60% left to reach 100%, so the target growth is one-third of 60%, or 20%. A growth result requires at least 6 students with both a beginning- and end-of-year score.

AP score
20 points

Percentage scoring 3 or higher

The percentage of your enrolled AP students who scored 3 or higher on the AP exam, pooled over your two most recent years. A student who meets the enrollment and attendance rules but does not take the exam counts as not scoring 3.

Your result is compared with the median (the middle result among teachers in the same group over the two most recent years, recalculated each year) for your course group:

- Group 1: Physics 1, Physics 2
- Group 2: Biology, Chemistry, Environmental Science, Calculus AB, Statistics, Computer Science A, Computer Science Principles, Music Theory, Art History
- Group 3: World History: Modern, Human Geography
- Group 4: English Language, English Literature, U.S. History, Macroeconomics, Psychology, Calculus BC, 3-D Art and Design
- Group 5: Precalculus, U.S. Government and Politics, European History
- Group 6: Spanish Language and Culture (including Dual Language), Drawing, 2-D Art and Design

A teacher in their first year teaching the course is scored on that year's results only. This measure requires at least 10 students.

TELPAS reading
10 points

The percentage of your emergent bilingual students (grades 3 and up, not in their first year in U.S. schools) rated Intermediate or higher on spring TELPAS Reading. 30% of the points compare your percentage with the state's performance levels; 70% rank your percentage against teachers with similar students, split by years in U.S. schools (2–3 years, 4+ years).

Special program classes (ESL, PRN, Resource, etc.) and caseloads are scored on the ranking only. This measure requires at least 10 eligible students to qualify. If fewer than 10 students are eligible, the points will be transferred to your other student outcome measures.

TEACHER PERFORMANCE (T-TESS)

T-TESS Summative Domains 2-3
25 points

Only your final summative evaluation counts; walkthroughs and observations do not. Each dimension rating is converted to a number: Distinguished = 5, Accomplished = 4, Proficient = 3, Developing = 2, Improvement Needed = 1. Your result is the average of all your Domain 2 (Instruction) and Domain 3 (Learning Environment) dimension ratings together, not the average of the two domain averages, rounded to two decimal places. It is compared with the state's Teacher Incentive Allotment performance standards. Two district levels below the state minimum of 3.5 let an average under 3.5 still earn points. Domains 1 and 4 use the same numbers.

T-TESS Summative Domain 1
5 points

The average of your Domain 1 dimension ratings on your final summative, rounded to two decimal places, compared with the median for all teachers (the middle Domain 1 result among all teachers, recalculated each year). At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

DRAFT

CULTURE AND CLIMATE

Teacher attendance
5 points

Days absent	10 days or fewer	More than 10 days
Points	5	0

This measure counts the days you are absent during the school year. Human Resources will determine the absences that count toward this measure.

T-TESS Summative Domain 4
5 points

The average of your Domain 4 dimension ratings on your final summative, rounded to two decimal places, compared with the median for all teachers (the middle Domain 4 result among all teachers, recalculated each year). At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

Student survey
5 points

In the spring (or December for first-semester courses), students in grades 3-12 on your rosters answer six questions about you (each student may provide feedback for up to three teachers):

1. [Teacher] expects me to do my best.
2. [Teacher] asks me to explain my answers.
3. When I want to give up, [Teacher] helps me keep trying.
4. [Teacher] treats me with respect.
5. In [Teacher]'s class, it is OK to make mistakes.
6. I look forward to [Teacher]'s class.

Never	Almost never	Sometimes	Almost always	Always
Not counted		Counted in percent positive (neutral or positive)		

Your result measures the percentage of all responses about you that are rated Sometimes, Almost always, or Always, compared with the median teacher result at your campus level (early childhood and elementary; middle and high) from the spring 2027 survey. The survey requires at least 10 responses. If your student roster has 28 or fewer students, the minimum is 5 responses.

Student attendance
5 points

Your campus's final average daily attendance (ADA) for the year, as reported in the state PEIMS summer report.

Campus	5 points	3.75 points	2.5 points	0 points
Elementary, middle	96.5% or higher	95.0%	94.0%	Lower
Early childhood, high school	93.5% or higher	93.0%	92.5%	Lower
Cardwell Career Prep	89.6% or higher	89.1%	88.6%	Lower

DRAFT

GROUP 2 · OUTCOMES 35 / T-TESS 40 / CULTURE AND CLIMATE 25

C05 Growth, TELPAS

Who is on this card: Grades 2 and 5 Art and Music · Grades 3-5 PE · K-5 Library and STEM · 6-12 TME core courses with no STAAR test and TME electives not listed elsewhere · high school resource (PRN) courses with no STAAR test · 9-12 SPED CMNS caseloads (students who do not take STAAR) · EOC retester courses

MEASURE	WHAT IT MEASURES	POINTS
STUDENT OUTCOMES		**35**
Growth measure	Percentage of your students who meet or exceed their expected growth	**25**
TELPAS reading	Percentage of your emergent bilingual students at Intermediate or above, plus a ranking among teachers with similar students	**10**
TEACHER PERFORMANCE (T-TESS)		**40**
T-TESS Summative Domains 2-3	Average of your Domain 2 and 3 summative ratings	**30**
T-TESS Summative Domain 1	Average of your Domain 1 ratings compared with the median for all teachers	**10**
CULTURE AND CLIMATE		**25**
Teacher attendance	Days absent	**5**
T-TESS Summative Domain 4	Average of your Domain 4 ratings compared with the median for all teachers	**10**
Student survey	Your students answer six questions about you	**5**
Student attendance	Campus average daily attendance	**5**
Total		**100**

How each measure is calculated is on the pages that follow.

The survey compares your result with the median: the middle result among teachers at your campus level on the spring 2027 survey. A result at the median earns half of the survey points; results above or below it earn more or fewer. T-TESS Domains 1 and 4 use one median for all teachers.

About your scorecard: We're sharing this scorecard early so you can see how your measures work. It is for information only. Your official TME scorecard will come later, after rosters are checked against the district's inclusion rules described in the IME guidebook.

STUDENT OUTCOMES

Growth measure
25 points

The percentage of your students who meet growth from the beginning to the end of the year. Each student is compared with students across the district who took the same test, in the same course and course type, and started the year at a similar level. A student meets growth when their growth is at or above the middle (median) growth of that group.

Courses with no growth test of their own, such as library and STEM, use their students' results from district testing. When only one teacher in the district gives a test, each student gets a target at the start of the year instead: the beginning-of-year score plus one-third of the points the student has left to reach 100%. For example, a student who starts at 40% has 60% left to reach 100%, so the target growth is one-third of 60%, or 20%. In a regular or advanced class where more than 20% of the growth results belong to special education students, those students are compared with other special education students who took the same test in the same grade. Case managers: each caseload student is compared with other special education students in the same grade who took the same test. A growth result requires at least 6 students with both a beginning- and end-of-year score.

TELPAS reading
10 points

The percentage of your emergent bilingual students (grades 3 and up, not in their first year in U.S. schools) rated Intermediate or higher on spring TELPAS Reading. 30% of the points compare your percentage with the state's performance levels; 70% rank your percentage against teachers with similar students, split by years in U.S. schools (2–3 years, 4+ years).

Special program classes (ESL, PRN, Resource, etc.) and caseloads are scored on the ranking only. This measure requires at least 10 eligible students to qualify. If fewer than 10 students are eligible, the points will be transferred to your other student outcome measures.

TEACHER PERFORMANCE (T-TESS)

T-TESS Summative Domains 2-3
30 points

Only your final summative evaluation counts; walkthroughs and observations do not. Each dimension rating is converted to a number: Distinguished = 5, Accomplished = 4, Proficient = 3, Developing = 2, Improvement Needed = 1. Your result is the average of all your Domain 2 (Instruction) and Domain 3 (Learning Environment) dimension ratings together, not the average of the two domain averages, rounded to two decimal places. It is compared with the state's Teacher Incentive Allotment performance standards. Two district levels below the state minimum of 3.5 let an average under 3.5 still earn points. Domains 1 and 4 use the same numbers.

T-TESS Summative Domain 1
10 points

The average of your Domain 1 dimension ratings on your final summative, rounded to two decimal places, compared with the median for all teachers (the middle Domain 1 result among all teachers, recalculated each year). At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

DRAFT

CULTURE AND CLIMATE

Teacher attendance
5 points

Days absent	10 days or fewer	More than 10 days
Points	5	0

This measure counts the days you are absent during the school year. Human Resources will determine the absences that count toward this measure.

T-TESS Summative Domain 4
10 points

The average of your Domain 4 dimension ratings on your final summative, rounded to two decimal places, compared with the median for all teachers (the middle Domain 4 result among all teachers, recalculated each year). At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

Student survey
5 points

In the spring (or December for first-semester courses), students in grades 3-12 on your rosters answer six questions about you (each student may provide feedback for up to three teachers):

1. [Teacher] expects me to do my best.
2. [Teacher] asks me to explain my answers.
3. When I want to give up, [Teacher] helps me keep trying.
4. [Teacher] treats me with respect.
5. In [Teacher]'s class, it is OK to make mistakes.
6. I look forward to [Teacher]'s class.

Never	Almost never	Sometimes	Almost always	Always
Not counted		Counted in percent positive (neutral or positive)		

Your result measures the percentage of all responses about you that are rated Sometimes, Almost always, or Always, compared with the median teacher result at your campus level (early childhood and elementary; middle and high) from the spring 2027 survey. The survey requires at least 10 responses. If your student roster has 28 or fewer students, the minimum is 5 responses. Case managers' questions are worded for the case manager role. Specials teachers, librarians, and STEM teachers are rated by their students in grades 3 and up.

Student attendance
5 points

Your campus's final average daily attendance (ADA) for the year, as reported in the state PEIMS summer report.

Campus	5 points	3.75 points	2.5 points	0 points
Elementary, middle	96.5% or higher	95.0%	94.0%	Lower
Early childhood, high school	93.5% or higher	93.0%	92.5%	Lower
Cardwell Career Prep	89.6% or higher	89.1%	88.6%	Lower

DRAFT

GROUP 2 · OUTCOMES 35 / T-TESS 40 / CULTURE AND CLIMATE 25

C06 Growth, Ensemble, TELPAS

Who is on this card: Directors and co-directors of rated band, choir, and orchestra ensembles named by the Fine Arts Department (all of their courses that would otherwise be on C05)

MEASURE	WHAT IT MEASURES	POINTS
STUDENT OUTCOMES		**35**
Growth measure	Percentage of your students who meet or exceed their expected growth	**15**
Ensemble rating	Average of UIL Concert and Sight-Reading ratings	**10**
TELPAS reading	Percentage of your emergent bilingual students at Intermediate or above, plus a ranking among teachers with similar students	**10**
TEACHER PERFORMANCE (T-TESS)		**40**
T-TESS Summative Domains 2-3	Average of your Domain 2 and 3 summative ratings	**30**
T-TESS Summative Domain 1	Average of your Domain 1 ratings compared with the median for all teachers	**10**
CULTURE AND CLIMATE		**25**
Teacher attendance	Days absent	**5**
T-TESS Summative Domain 4	Average of your Domain 4 ratings compared with the median for all teachers	**10**
Student survey	Your students answer six questions about you	**5**
Student attendance	Campus average daily attendance	**5**
Total		**100**

How each measure is calculated is on the pages that follow.

The survey compares your result with the median: the middle result among teachers at your campus level on the spring 2027 survey. A result at the median earns half of the survey points; results above or below it earn more or fewer. T-TESS Domains 1 and 4 use one median for all teachers.

About your scorecard: We're sharing this scorecard early so you can see how your measures work. It is for information only. Your official TME scorecard will come later, after rosters are checked against the district's inclusion rules described in the IME guidebook.

STUDENT OUTCOMES

Growth measure
15 points

The percentage of your students who meet growth from the beginning to the end of the year. Each student is compared with students across the district who took the same test, in the same course and course type, and started the year at a similar level. A student meets growth when their growth is at or above the middle (median) growth of that group.

When only one teacher in the district gives a test, each student gets a target at the start of the year instead: the beginning-of-year score plus one-third of the points the student has left to reach 100%. For example, a student who starts at 40% has 60% left to reach 100%, so the target growth is one-third of 60%, or 20%. In a regular or advanced class where more than 20% of the growth results belong to special education students, those students are compared with other special education students who took the same test in the same grade. A growth result requires at least 6 students with both a beginning- and end-of-year score.

Ensemble rating
10 points

Each of your ensemble's final UIL Concert and Sight-Reading ratings is converted to points, from Division I (all of the points) to Division V (none), and the two are averaged. A director with more than one rated ensemble receives the average across ensembles.

Ratings are provided by the Fine Arts Department, which also makes decisions on special cases such as a missing Sight-Reading rating.

TELPAS reading
10 points

The percentage of your emergent bilingual students (grades 3 and up, not in their first year in U.S. schools) rated Intermediate or higher on spring TELPAS Reading. 30% of the points compare your percentage with the state's performance levels; 70% rank your percentage against teachers with similar students, split by years in U.S. schools (2–3 years, 4+ years).

Special program classes (ESL, PRN, Resource, etc.) and caseloads are scored on the ranking only. This measure requires at least 10 eligible students to qualify. If fewer than 10 students are eligible, the points will be transferred to your other student outcome measures.

TEACHER PERFORMANCE (T-TESS)

T-TESS Summative Domains 2-3
30 points

Only your final summative evaluation counts; walkthroughs and observations do not. Each dimension rating is converted to a number: Distinguished = 5, Accomplished = 4, Proficient = 3, Developing = 2, Improvement Needed = 1. Your result is the average of all your Domain 2 (Instruction) and Domain 3 (Learning Environment) dimension ratings together, not the average of the two domain averages, rounded to two decimal places. It is compared with the state's Teacher Incentive Allotment performance standards. Two district levels below the state minimum of 3.5 let an average under 3.5 still earn points. Domains 1 and 4 use the same numbers.

T-TESS Summative Domain 1
10 points

The average of your Domain 1 dimension ratings on your final summative, rounded to two decimal places, compared with the median for all teachers (the middle Domain 1 result among all teachers, recalculated each year). At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

DRAFT

CULTURE AND CLIMATE

Teacher attendance
5 points

Days absent	10 days or fewer	More than 10 days
Points	5	0

This measure counts the days you are absent during the school year. Human Resources will determine the absences that count toward this measure.

T-TESS Summative Domain 4
10 points

The average of your Domain 4 dimension ratings on your final summative, rounded to two decimal places, compared with the median for all teachers (the middle Domain 4 result among all teachers, recalculated each year). At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

Student survey
5 points

In the spring (or December for first-semester courses), students in grades 3-12 on your rosters answer six questions about you (each student may provide feedback for up to three teachers):

1. [Teacher] expects me to do my best.
2. [Teacher] asks me to explain my answers.
3. When I want to give up, [Teacher] helps me keep trying.
4. [Teacher] treats me with respect.
5. In [Teacher]'s class, it is OK to make mistakes.
6. I look forward to [Teacher]'s class.

Never	Almost never	Sometimes	Almost always	Always
Not counted		Counted in percent positive (neutral or positive)		

Your result measures the percentage of all responses about you that are rated Sometimes, Almost always, or Always, compared with the median teacher result at your campus level (early childhood and elementary; middle and high) from the spring 2027 survey. The survey requires at least 10 responses. If your student roster has 28 or fewer students, the minimum is 5 responses.

Student attendance
5 points

Your campus's final average daily attendance (ADA) for the year, as reported in the state PEIMS summer report.

Campus	5 points	3.75 points	2.5 points	0 points
Elementary, middle	96.5% or higher	95.0%	94.0%	Lower
Early childhood, high school	93.5% or higher	93.0%	92.5%	Lower
Cardwell Career Prep	89.6% or higher	89.1%	88.6%	Lower

DRAFT

GROUP 2 · OUTCOMES 35 / T-TESS 40 / CULTURE AND CLIMATE 25

C07 Growth, MTA, TELPAS

Who is on this card: K-5 Level Up Res (dyslexia) rosters · 6-8 Multisensory Reading · 9-12 Level Up (dyslexia) rosters

MEASURE	WHAT IT MEASURES	POINTS
STUDENT OUTCOMES		**35**
Growth measure	Percentage of your students who meet or exceed their expected growth	**15**
MTA kit mastery	Percentage of expected MTA kits your students master (two per student)	**10**
TELPAS reading	Percentage of your emergent bilingual students at Intermediate or above, plus a ranking among teachers with similar students	**10**
TEACHER PERFORMANCE (T-TESS)		**40**
T-TESS Summative Domains 2-3	Average of your Domain 2 and 3 summative ratings	**30**
T-TESS Summative Domain 1	Average of your Domain 1 ratings compared with the median for all teachers	**10**
CULTURE AND CLIMATE		**25**
Teacher attendance	Days absent	**5**
T-TESS Summative Domain 4	Average of your Domain 4 ratings compared with the median for all teachers	**10**
Student survey	Your students in grade 3 and up answer six questions about you	**5**
Student attendance	Campus average daily attendance	**5**
Total		**100**

How each measure is calculated is on the pages that follow.

The survey compares your result with the median: the middle result among teachers at your campus level on the spring 2027 survey. A result at the median earns half of the survey points; results above or below it earn more or fewer. T-TESS Domains 1 and 4 use one median for all teachers.

About your scorecard: We're sharing this scorecard early so you can see how your measures work. It is for information only. Your official TME scorecard will come later, after rosters are checked against the district's inclusion rules described in the IME guidebook.

STUDENT OUTCOMES

Growth measure
15 points

The percentage of your students who meet growth from the beginning to the end of the year. Each student is compared with students across the district who took the same test, in the same course and course type, and started the year at a similar level. A student meets growth when their growth is at or above the middle (median) growth of that group.

Dyslexia teachers use their students' results from district reading tests. A growth result requires at least 6 students with both a beginning- and end-of-year score.

MTA kit mastery
10 points

Each student is expected to master two MTA kits per year. A kit is mastered when the student scores 80% or higher on the end-of-kit assessment. Each student earns 1 point per kit mastered, up to 2 (up to 1 for a student who starts the year on kit 7). Your result is points earned ÷ points possible.

A student who masters kit 7 and leaves services counts for the teacher who taught kit 7. This measure requires at least 6 students.

TELPAS reading
10 points

The percentage of your emergent bilingual students (grades 3 and up, not in their first year in U.S. schools) rated Intermediate or higher on spring TELPAS Reading. 30% of the points compare your percentage with the state's performance levels; 70% rank your percentage against teachers with similar students, split by years in U.S. schools (2–3 years, 4+ years).

Special program classes (ESL, PRN, Resource, etc.) and caseloads are scored on the ranking only. This measure requires at least 10 eligible students to qualify. If fewer than 10 students are eligible, the points will be transferred to your other student outcome measures.

TEACHER PERFORMANCE (T-TESS)

T-TESS Summative Domains 2-3
30 points

Only your final summative evaluation counts; walkthroughs and observations do not. Each dimension rating is converted to a number: Distinguished = 5, Accomplished = 4, Proficient = 3, Developing = 2, Improvement Needed = 1. Your result is the average of all your Domain 2 (Instruction) and Domain 3 (Learning Environment) dimension ratings together, not the average of the two domain averages, rounded to two decimal places. It is compared with the state's Teacher Incentive Allotment performance standards. Two district levels below the state minimum of 3.5 let an average under 3.5 still earn points. Domains 1 and 4 use the same numbers.

T-TESS Summative Domain 1
10 points

The average of your Domain 1 dimension ratings on your final summative, rounded to two decimal places, compared with the median for all teachers (the middle Domain 1 result among all teachers, recalculated each year). At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

DRAFT

CULTURE AND CLIMATE

Teacher attendance
5 points

Days absent	10 days or fewer	More than 10 days
Points	5	0

This measure counts the days you are absent during the school year. Human Resources will determine the absences that count toward this measure.

T-TESS Summative Domain 4
10 points

The average of your Domain 4 dimension ratings on your final summative, rounded to two decimal places, compared with the median for all teachers (the middle Domain 4 result among all teachers, recalculated each year). At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

Student survey
5 points

In the spring, your students in grades 3-12 answer six questions about you (each student may provide feedback for up to three teachers):

1. [Teacher] expects me to do my best.
2. [Teacher] asks me to explain my answers.
3. When I want to give up, [Teacher] helps me keep trying.
4. [Teacher] treats me with respect.
5. When I work with [Teacher], it is OK to make mistakes.
6. I look forward to working with [Teacher].

Never	Almost never	Sometimes	Almost always	Always
Not counted		Counted in percent positive (neutral or positive)		

Your result measures the percentage of all responses about you that are rated Sometimes, Almost always, or Always, compared with the median teacher result at your campus level (early childhood and elementary; middle and high) from the spring 2027 survey. The survey requires at least 10 responses. If your student roster has 28 or fewer students, the minimum is 5 responses. Dyslexia teachers are not on the family survey.

Student attendance
5 points

Your campus's final average daily attendance (ADA) for the year, as reported in the state PEIMS summer report.

Campus	5 points	3.75 points	2.5 points	0 points
Elementary, middle	96.5% or higher	95.0%	94.0%	Lower
Early childhood, high school	93.5% or higher	93.0%	92.5%	Lower
Cardwell Career Prep	89.6% or higher	89.1%	88.6%	Lower

DRAFT

GROUP 2 · OUTCOMES 35 / T-TESS 40 / CULTURE AND CLIMATE 25

C08 Growth, TSI, TELPAS

Who is on this card: 9-12 AVID

MEASURE	WHAT IT MEASURES	POINTS
STUDENT OUTCOMES		**35**
Growth measure	Percentage of your students who meet or exceed their expected growth	**15**
On track and met TSI	AVID 1-2: spring MAP Reading score of 224 or higher. AVID 3-4: TSI Met without College Prep	**10**
TELPAS reading	Percentage of your emergent bilingual students at Intermediate or above, plus a ranking among teachers with similar students	**10**
TEACHER PERFORMANCE (T-TESS)		**40**
T-TESS Summative Domains 2-3	Average of your Domain 2 and 3 summative ratings	**30**
T-TESS Summative Domain 1	Average of your Domain 1 ratings compared with the median for all teachers	**10**
CULTURE AND CLIMATE		**25**
Teacher attendance	Days absent	**5**
T-TESS Summative Domain 4	Average of your Domain 4 ratings compared with the median for all teachers	**10**
Student survey	Your students answer six questions about you	**5**
Student attendance	Campus average daily attendance	**5**
Total		**100**

How each measure is calculated is on the pages that follow.

Several measures compare your result with the median: the middle result among teachers with the same measure and course type, from the two most recent years (or more years of results when a group is small; the survey uses spring 2027 results), recalculated each year. A result at the median earns half of the points; results above or below it earn more or fewer. T-TESS Domains 1 and 4 use one median for all teachers.

About your scorecard: We're sharing this scorecard early so you can see how your measures work. It is for information only. Your official TME scorecard will come later, after rosters are checked against the district's inclusion rules described in the IME guidebook.

STUDENT OUTCOMES

Growth measure
15 points

The percentage of your students who meet growth from the beginning to the end of the year. Each student is compared with students across the district who took the same test, in the same course and course type, and started the year at a similar level. A student meets growth when their growth is at or above the middle (median) growth of that group.

AVID teachers use their students' results from district reading tests. In a regular or advanced class where more than 20% of the growth results belong to special education students, those students are compared with other special education students who took the same test in the same grade. A growth result requires at least 6 students with both a beginning- and end-of-year score.

On track and met TSI
10 points

Percentage on track or college ready

The percentage of your students who meet the success criteria for their AVID course:

- AVID 1 and 2: spring MAP Reading score of 224 or higher (on track)
- AVID 3 and 4: TSI Met without College Prep (college ready)

Each AVID course is compared with its own median (the middle result among teachers in the same group over the two most recent years, recalculated each year). This measure requires at least 6 students.

TELPAS reading
10 points

The percentage of your emergent bilingual students (grades 3 and up, not in their first year in U.S. schools) rated Intermediate or higher on spring TELPAS Reading. 30% of the points compare your percentage with the state's performance levels; 70% rank your percentage against teachers with similar students, split by years in U.S. schools (2–3 years, 4+ years).

Special program classes (ESL, PRN, Resource, etc.) and caseloads are scored on the ranking only. This measure requires at least 10 eligible students to qualify. If fewer than 10 students are eligible, the points will be transferred to your other student outcome measures.

TEACHER PERFORMANCE (T-TESS)

T-TESS Summative Domains 2-3
30 points

Only your final summative evaluation counts; walkthroughs and observations do not. Each dimension rating is converted to a number: Distinguished = 5, Accomplished = 4, Proficient = 3, Developing = 2, Improvement Needed = 1. Your result is the average of all your Domain 2 (Instruction) and Domain 3 (Learning Environment) dimension ratings together, not the average of the two domain averages, rounded to two decimal places. It is compared with the state's Teacher Incentive Allotment performance standards. Two district levels below the state minimum of 3.5 let an average under 3.5 still earn points. Domains 1 and 4 use the same numbers.

T-TESS Summative Domain 1
10 points

The average of your Domain 1 dimension ratings on your final summative, rounded to two decimal places, compared with the median for all teachers (the middle Domain 1 result among all teachers, recalculated each year). At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

DRAFT

CULTURE AND CLIMATE

Teacher attendance
5 points

Days absent	10 days or fewer	More than 10 days
Points	5	0

This measure counts the days you are absent during the school year. Human Resources will determine the absences that count toward this measure.

T-TESS Summative Domain 4
10 points

The average of your Domain 4 dimension ratings on your final summative, rounded to two decimal places, compared with the median for all teachers (the middle Domain 4 result among all teachers, recalculated each year). At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

Student survey
5 points

In the spring (or December for first-semester courses), students in grades 3-12 on your rosters answer six questions about you (each student may provide feedback for up to three teachers):

1. [Teacher] expects me to do my best.
2. [Teacher] asks me to explain my answers.
3. When I want to give up, [Teacher] helps me keep trying.
4. [Teacher] treats me with respect.
5. In [Teacher]'s class, it is OK to make mistakes.
6. I look forward to [Teacher]'s class.

Never	Almost never	Sometimes	Almost always	Always
Not counted		Counted in percent positive (neutral or positive)		

Your result measures the percentage of all responses about you that are rated Sometimes, Almost always, or Always, compared with the median teacher result at your campus level (early childhood and elementary; middle and high) from the spring 2027 survey. The survey requires at least 10 responses. If your student roster has 28 or fewer students, the minimum is 5 responses.

Student attendance
5 points

Your campus's final average daily attendance (ADA) for the year, as reported in the state PEIMS summer report.

Campus	5 points	3.75 points	2.5 points	0 points
Elementary, middle	96.5% or higher	95.0%	94.0%	Lower
Early childhood, high school	93.5% or higher	93.0%	92.5%	Lower
Cardwell Career Prep	89.6% or higher	89.1%	88.6%	Lower

DRAFT

GROUP 3 · OUTCOMES 30 / T-TESS 40 / CULTURE AND CLIMATE 30

C09 Growth, Circle On Track

Who is on this card: PreK4 Math and Reading

MEASURE	WHAT IT MEASURES	POINTS
STUDENT OUTCOMES		**30**
Growth measure	Percentage of your students who meet or exceed their expected growth	**20**
Circle On Track	Percentage of your PreK4 students' CIRCLE results On Track	**10**
TEACHER PERFORMANCE (T-TESS)		**40**
T-TESS Summative Domains 2-3	Average of your Domain 2 and 3 summative ratings	**30**
T-TESS Summative Domain 1	Average of your Domain 1 ratings compared with the median for all teachers	**10**
CULTURE AND CLIMATE		**30**
Teacher attendance	Days absent	**5**
T-TESS Summative Domain 4	Average of your Domain 4 ratings compared with the median for all teachers	**5**
Family survey	Families answer six questions about you	**5**
Student attendance	Campus average daily attendance	**5**
PK environmental checklist	Classroom rated on the PK checklist rubric	**10**
Total		**100**

How each measure is calculated is on the pages that follow.

Several measures compare your result with the median: the middle result among teachers with the same measure and course type, from the two most recent years (or more years of results when a group is small; the survey uses spring 2027 results), recalculated each year. A result at the median earns half of the points; results above or below it earn more or fewer. T-TESS Domains 1 and 4 use one median for all teachers.

About your scorecard: We're sharing this scorecard early so you can see how your measures work. It is for information only. Your official TME scorecard will come later, after rosters are checked against the district's inclusion rules described in the IME guidebook.

STUDENT OUTCOMES

Growth measure
20 points

The percentage of your students who meet growth from the beginning to the end of the year. Each student is compared with students across the district who took the same test, in the same course and course type, and started the year at a similar level. A student meets growth when their growth is at or above the middle (median) growth of that group.

In a regular or advanced class where more than 20% of the growth results belong to special education students, those students are compared with other special education students who took the same test in the same grade. A growth result requires at least 6 students with both a beginning- and end-of-year score.

Circle On Track
10 points

The percentage of your PreK4 students' end-of-year CIRCLE results that are On Track in Math, Rapid Letter Naming, and Rapid Vocabulary (each part counts once per student), compared with the median (the middle result among teachers in the same group over the two most recent years, recalculated each year).

This measure requires at least 6 results.

TEACHER PERFORMANCE (T-TESS)

T-TESS Summative Domains 2-3
30 points

Only your final summative evaluation counts; walkthroughs and observations do not. Each dimension rating is converted to a number: Distinguished = 5, Accomplished = 4, Proficient = 3, Developing = 2, Improvement Needed = 1. Your result is the average of all your Domain 2 (Instruction) and Domain 3 (Learning Environment) dimension ratings together, not the average of the two domain averages, rounded to two decimal places. It is compared with the state's Teacher Incentive Allotment performance standards. Two district levels below the state minimum of 3.5 let an average under 3.5 still earn points. Domains 1 and 4 use the same numbers.

T-TESS Summative Domain 1
10 points

The average of your Domain 1 dimension ratings on your final summative, rounded to two decimal places, compared with the median for all teachers (the middle Domain 1 result among all teachers, recalculated each year). At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

DRAFT

CULTURE AND CLIMATE

Teacher attendance
5 points

Days absent	10 days or fewer	More than 10 days
Points	5	0

This measure counts the days you are absent during the school year. Human Resources will determine the absences that count toward this measure.

T-TESS Summative Domain 4
5 points

The average of your Domain 4 dimension ratings on your final summative, rounded to two decimal places, compared with the median for all teachers (the middle Domain 4 result among all teachers, recalculated each year). At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

Family survey
5 points

In the spring, families of your PreK4 students answer six questions about you:

1. [Teacher] expects [Child] to do their best.
2. [Teacher] helps [Child] keep trying when the work is hard.
3. [Teacher] treats [Child] with respect.
4. I feel comfortable reaching out to [Teacher].
5. [Teacher] gives me ideas to help [Child] learn at home.
6. [Teacher] tells me how [Child] is doing and what comes next.

Never	Almost never	Sometimes	Almost always	Always
Not counted		Counted in percent positive (neutral or positive)		

Your result measures the percentage of all responses about you that are rated Sometimes, Almost always, or Always, compared with the median teacher result at your campus level (early childhood and elementary; middle and high) from the spring 2027 survey. The survey requires at least 10 responses. If your student roster has 28 or fewer students, the minimum is 5 responses. Families may also answer Not sure, which is left out.

Student attendance
5 points

Your campus's final average daily attendance (ADA) for the year, as reported in the state PEIMS summer report.

Campus	5 points	3.75 points	2.5 points	0 points
Elementary, middle	96.5% or higher	95.0%	94.0%	Lower
Early childhood, high school	93.5% or higher	93.0%	92.5%	Lower
Cardwell Career Prep	89.6% or higher	89.1%	88.6%	Lower

PK environmental checklist
10 points

Your classroom's total score on the Early Childhood PK Environmental Checklist rubric (entered in Aware) places it in one of five bands: Distinguished, Accomplished, Proficient, Developing, or Needs Improvement. Higher bands earn more points.

DRAFT

GROUP 3 · OUTCOMES 30 / T-TESS 40 / CULTURE AND CLIMATE 30

C10 Growth, District Benchmark

Who is on this card: PreK3 Math and Reading · PreK3 and PreK FND/FNDAL

MEASURE	WHAT IT MEASURES	POINTS
STUDENT OUTCOMES		**30**
Growth measure	Percentage of your students who meet or exceed their expected growth	**20**
District benchmark	Percentage of end-of-year District Assessment results (ECSE DCA for FND/FNDAL) at or above the district cut score	**10**
TEACHER PERFORMANCE (T-TESS)		**40**
T-TESS Summative Domains 2-3	Average of your Domain 2 and 3 summative ratings	**30**
T-TESS Summative Domain 1	Average of your Domain 1 ratings compared with the median for all teachers	**10**
CULTURE AND CLIMATE		**30**
Teacher attendance	Days absent	**5**
T-TESS Summative Domain 4	Average of your Domain 4 ratings compared with the median for all teachers	**5**
Family survey	Families answer six questions about you	**5**
Student attendance	Campus average daily attendance	**5**
PK environmental checklist	Classroom rated on the PK checklist rubric	**10**
Total		**100**

How each measure is calculated is on the pages that follow.

Several measures compare your result with the median: the middle result among teachers with the same measure, recalculated each year. The district benchmark and the survey use 2026-27 results, because there are no past results. A result at the median earns half of the points; results above or below it earn more or fewer. T-TESS Domains 1 and 4 use one median for all teachers.

About your scorecard: We're sharing this scorecard early so you can see how your measures work. It is for information only. Your official TME scorecard will come later, after rosters are checked against the district's inclusion rules described in the IME guidebook.

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STUDENT OUTCOMES

Growth measure
20 points

The percentage of your students who meet growth from the beginning to the end of the year. Each student is compared with students across the district who took the same test, in the same course and course type, and started the year at a similar level. A student meets growth when their growth is at or above the middle (median) growth of that group.

FND and FNDAL classes are compared with other FND and FNDAL classes that take the same test. In a regular or advanced class where more than 20% of the growth results belong to special education students, those students are compared with other special education students who took the same test in the same grade. A growth result requires at least 6 students with both a beginning- and end-of-year score.

District benchmark
10 points

Percentage at or above the district cut

- PreK3 classes: end-of-year District Common Assessment (DCA) results, across subtests
- P3 and PK FND/FNDAL classes: end-of-year ECSE DCA results, math and literacy combined.

Each group is compared with its own median (the middle result among teachers in the same group, recalculated each year). Since no past results are available for these assessments, the 2026-27 median is based on 2026-27 results. This measure requires at least 6 results.

TEACHER PERFORMANCE (T-TESS)

T-TESS Summative Domains 2-3
30 points

Only your final summative evaluation counts; walkthroughs and observations do not. Each dimension rating is converted to a number: Distinguished = 5, Accomplished = 4, Proficient = 3, Developing = 2, Improvement Needed = 1. Your result is the average of all your Domain 2 (Instruction) and Domain 3 (Learning Environment) dimension ratings together, not the average of the two domain averages, rounded to two decimal places. It is compared with the state's Teacher Incentive Allotment performance standards. Two district levels below the state minimum of 3.5 let an average under 3.5 still earn points. Domains 1 and 4 use the same numbers.

T-TESS Summative Domain 1
10 points

The average of your Domain 1 dimension ratings on your final summative, rounded to two decimal places, compared with the median for all teachers (the middle Domain 1 result among all teachers, recalculated each year). At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

DRAFT

CULTURE AND CLIMATE

Teacher attendance
5 points

Days absent	10 days or fewer	More than 10 days
Points	5	0

This measure counts the days you are absent during the school year. Human Resources will determine the absences that count toward this measure.

T-TESS Summative Domain 4
5 points

The average of your Domain 4 dimension ratings on your final summative, rounded to two decimal places, compared with the median for all teachers (the middle Domain 4 result among all teachers, recalculated each year). At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

Family survey
5 points

In the spring, families of your PreK students answer six questions about you:

1. [Teacher] expects [Child] to do their best.
2. [Teacher] helps [Child] keep trying when the work is hard.
3. [Teacher] treats [Child] with respect.
4. I feel comfortable reaching out to [Teacher].
5. [Teacher] gives me ideas to help [Child] learn at home.
6. [Teacher] tells me how [Child] is doing and what comes next.

Never	Almost never	Sometimes	Almost always	Always
Not counted		Counted in percent positive (neutral or positive)		

Your result measures the percentage of all responses about you that are rated Sometimes, Almost always, or Always, compared with the median teacher result at your campus level (early childhood and elementary; middle and high) from the spring 2027 survey. The survey requires at least 10 responses. If your student roster has 28 or fewer students, the minimum is 5 responses. Families may also answer Not sure, which is left out.

Student attendance
5 points

Your campus's final average daily attendance (ADA) for the year, as reported in the state PEIMS summer report.

Campus	5 points	3.75 points	2.5 points	0 points
Elementary, middle	96.5% or higher	95.0%	94.0%	Lower
Early childhood, high school	93.5% or higher	93.0%	92.5%	Lower
Cardwell Career Prep	89.6% or higher	89.1%	88.6%	Lower

PK environmental checklist
10 points

Your classroom's total score on the Early Childhood PK Environmental Checklist rubric (entered in Aware) places it in one of five bands: Distinguished, Accomplished, Proficient, Developing, or Needs Improvement. Higher bands earn more points.

DRAFT

GROUP 3 · OUTCOMES 30 / T-TESS 40 / CULTURE AND CLIMATE 30

C11 Growth

Who is on this card: K-2 FND/FNDAL

MEASURE	WHAT IT MEASURES	POINTS
STUDENT OUTCOMES		**30**
Growth measure	Percentage of your students who meet or exceed their expected growth	**30**
TEACHER PERFORMANCE (T-TESS)		**40**
T-TESS Summative Domains 2-3	Average of your Domain 2 and 3 summative ratings	**30**
T-TESS Summative Domain 1	Average of your Domain 1 ratings compared with the median for all teachers	**10**
CULTURE AND CLIMATE		**30**
Teacher attendance	Days absent	**5**
T-TESS Summative Domain 4	Average of your Domain 4 ratings compared with the median for all teachers	**5**
Family survey	Families answer six questions about you	**15**
Student attendance	Campus average daily attendance	**5**
Total		**100**

How each measure is calculated is on the pages that follow.

The survey compares your result with the median: the middle result among teachers at your campus level on the spring 2027 survey. A result at the median earns half of the survey points; results above or below it earn more or fewer. T-TESS Domains 1 and 4 use one median for all teachers.

About your scorecard: We're sharing this scorecard early so you can see how your measures work. It is for information only. Your official TME scorecard will come later, after rosters are checked against the district's inclusion rules described in the IME guidebook.

DRAFT

STUDENT OUTCOMES

Growth measure
30 points

The percentage of your students who meet growth from the beginning to the end of the year. Each student is compared with students across the district who took the same test, in the same course and course type, and started the year at a similar level. A student meets growth when their growth is at or above the middle (median) growth of that group.

FND and FNDAL classes are compared with other FND and FNDAL classes that take the same test. A growth result requires at least 6 students with both a beginning- and end-of-year score.

TEACHER PERFORMANCE (T-TESS)

T-TESS Summative Domains 2-3
30 points

Only your final summative evaluation counts; walkthroughs and observations do not. Each dimension rating is converted to a number: Distinguished = 5, Accomplished = 4, Proficient = 3, Developing = 2, Improvement Needed = 1. Your result is the average of all your Domain 2 (Instruction) and Domain 3 (Learning Environment) dimension ratings together, not the average of the two domain averages, rounded to two decimal places. It is compared with the state's Teacher Incentive Allotment performance standards. Two district levels below the state minimum of 3.5 let an average under 3.5 still earn points. Domains 1 and 4 use the same numbers.

T-TESS Summative Domain 1
10 points

The average of your Domain 1 dimension ratings on your final summative, rounded to two decimal places, compared with the median for all teachers (the middle Domain 1 result among all teachers, recalculated each year). At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

DRAFT

CULTURE AND CLIMATE

Teacher attendance
5 points

Days absent	10 days or fewer	More than 10 days
Points	5	0

This measure counts the days you are absent during the school year. Human Resources will determine the absences that count toward this measure.

T-TESS Summative Domain 4
5 points

The average of your Domain 4 dimension ratings on your final summative, rounded to two decimal places, compared with the median for all teachers (the middle Domain 4 result among all teachers, recalculated each year). At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

Family survey
15 points

In the spring, families of your students answer six questions about you:

1. [Teacher] expects [Child] to do their best.
2. [Teacher] helps [Child] keep trying when the work is hard.
3. [Teacher] treats [Child] with respect.
4. I feel comfortable reaching out to [Teacher].
5. [Teacher] gives me ideas to help [Child] learn at home.
6. [Teacher] tells me how [Child] is doing and what comes next.

Never	Almost never	Sometimes	Almost always	Always
Not counted		Counted in percent positive (neutral or positive)		

Your result measures the percentage of all responses about you that are rated Sometimes, Almost always, or Always, compared with the median teacher result at your campus level (early childhood and elementary; middle and high) from the spring 2027 survey. The survey requires at least 10 responses. If your student roster has 28 or fewer students, the minimum is 5 responses. Families may also answer Not sure, which is left out.

Student attendance
5 points

Your campus's final average daily attendance (ADA) for the year, as reported in the state PEIMS summer report.

Campus	5 points	3.75 points	2.5 points	0 points
Elementary, middle	96.5% or higher	95.0%	94.0%	Lower
Early childhood, high school	93.5% or higher	93.0%	92.5%	Lower
Cardwell Career Prep	89.6% or higher	89.1%	88.6%	Lower

DRAFT

GROUP 3 · OUTCOMES 30 / T-TESS 40 / CULTURE AND CLIMATE 30

C12 Growth, STAAR Alt

Who is on this card: 3-8 FND/FNDAL Math and Reading · Grade 5 FND/FNDAL Science · Grade 8 FND/FNDAL Science and Social Studies · High school FND/FNDAL case management rosters

MEASURE	WHAT IT MEASURES	POINTS
STUDENT OUTCOMES		**30**
Growth measure	Percentage of your students who meet or exceed their expected growth	**20**
STAAR Alternate 2	Transition score from 0 to 1 on STAAR Alternate 2 Reading and Math	**10**
TEACHER PERFORMANCE (T-TESS)		**40**
T-TESS Summative Domains 2-3	Average of your Domain 2 and 3 summative ratings	**30**
T-TESS Summative Domain 1	Average of your Domain 1 ratings compared with the median for all teachers	**10**
CULTURE AND CLIMATE		**30**
Teacher attendance	Days absent	**5**
T-TESS Summative Domain 4	Average of your Domain 4 ratings compared with the median for all teachers	**5**
Family survey	Families answer six questions about you	**15**
Student attendance	Campus average daily attendance	**5**
Total		**100**

How each measure is calculated is on the pages that follow.

The survey compares your result with the median: the middle result among teachers at your campus level on the spring 2027 survey. A result at the median earns half of the survey points; results above or below it earn more or fewer. T-TESS Domains 1 and 4 use one median for all teachers.

About your scorecard: We're sharing this scorecard early so you can see how your measures work. It is for information only. Your official TME scorecard will come later, after rosters are checked against the district's inclusion rules described in the IME guidebook.

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STUDENT OUTCOMES

Growth measure
20 points

The percentage of your students who meet growth from the beginning to the end of the year. Each student is compared with students across the district who took the same test, in the same course and course type, and started the year at a similar level. A student meets growth when their growth is at or above the middle (median) growth of that group.

FND and FNDAL classes are compared with other FND and FNDAL classes that take the same test. High school FND/FNDAL case managers: each caseload student is compared with other special education students in the same grade who took the same test. A growth result requires at least 6 students with both a beginning- and end-of-year score.

STAAR Alternate 2
10 points

Each student's STAAR Alternate 2 Reading or Math result is compared with the previous year's result: 1 point for moving up a performance level or maintaining Satisfactory or Accomplished, ½ point for maintaining Developing (high), and 0 otherwise. A student without an Alternate 2 result last year earns 1 point if they score Satisfactory or above. Your score is the average, from 0 to 1.

- Eligible assessments: grades 3-8 Reading and Math, Algebra I, English I, and English II. Science and social studies are excluded.
- High school FND/FNDAL case managers: results pooled across the caseload

This measure requires at least 6 results.

TEACHER PERFORMANCE (T-TESS)

T-TESS Summative Domains 2-3
30 points

Only your final summative evaluation counts; walkthroughs and observations do not. Each dimension rating is converted to a number: Distinguished = 5, Accomplished = 4, Proficient = 3, Developing = 2, Improvement Needed = 1. Your result is the average of all your Domain 2 (Instruction) and Domain 3 (Learning Environment) dimension ratings together, not the average of the two domain averages, rounded to two decimal places. It is compared with the state's Teacher Incentive Allotment performance standards. Two district levels below the state minimum of 3.5 let an average under 3.5 still earn points. Domains 1 and 4 use the same numbers.

T-TESS Summative Domain 1
10 points

The average of your Domain 1 dimension ratings on your final summative, rounded to two decimal places, compared with the median for all teachers (the middle Domain 1 result among all teachers, recalculated each year). At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

DRAFT

CULTURE AND CLIMATE

Teacher attendance
5 points

Days absent	10 days or fewer	More than 10 days
Points	5	0

This measure counts the days you are absent during the school year. Human Resources will determine the absences that count toward this measure.

T-TESS Summative Domain 4
5 points

The average of your Domain 4 dimension ratings on your final summative, rounded to two decimal places, compared with the median for all teachers (the middle Domain 4 result among all teachers, recalculated each year). At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

Family survey
15 points

In the spring, families of your students answer six questions about you:

1. [Teacher] expects [Child] to do their best.
2. [Teacher] helps [Child] keep trying when the work is hard.
3. [Teacher] treats [Child] with respect.
4. I feel comfortable reaching out to [Teacher].
5. [Teacher] gives me ideas to help [Child] learn at home.
6. [Teacher] tells me how [Child] is doing and what comes next.

Never	Almost never	Sometimes	Almost always	Always
Not counted		Counted in percent positive (neutral or positive)		

Your result measures the percentage of all responses about you that are rated Sometimes, Almost always, or Always, compared with the median teacher result at your campus level (early childhood and elementary; middle and high) from the spring 2027 survey. The survey requires at least 10 responses. If your student roster has 28 or fewer students, the minimum is 5 responses. Families may also answer Not sure, which is left out. Case managers' questions are worded for the case manager role.

Student attendance
5 points

Your campus's final average daily attendance (ADA) for the year, as reported in the state PEIMS summer report.

Campus	5 points	3.75 points	2.5 points	0 points
Elementary, middle	96.5% or higher	95.0%	94.0%	Lower
Early childhood, high school	93.5% or higher	93.0%	92.5%	Lower
Cardwell Career Prep	89.6% or higher	89.1%	88.6%	Lower

DRAFT

GROUP 3 · OUTCOMES 30 / T-TESS 40 / CULTURE AND CLIMATE 30

C13 Student Survey

Who is on this card: SRC teachers (all content)

MEASURE	WHAT IT MEASURES	POINTS
STUDENT OUTCOMES		**30**
Teacher-specific climate survey	SRC students answer six questions about you three times a year	**30**
TEACHER PERFORMANCE (T-TESS)		**40**
T-TESS Summative Domains 2-3	Average of your Domain 2 and 3 summative ratings	**30**
T-TESS Summative Domain 1	Average of your Domain 1 ratings compared with the median for all teachers	**10**
CULTURE AND CLIMATE		**30**
Teacher attendance	Days absent	**5**
T-TESS Summative Domain 4	Average of your Domain 4 ratings compared with the median for all teachers	**5**
SRC student attendance	SRC student attendance while assigned to the SRC	**10**
Campus growth and reflection	SRC campus form: all SRC teachers receive the same result	**10**
Total		**100**

How each measure is calculated is on the pages that follow.

The survey compares your result with the median: the middle result among teachers at your campus level on the spring 2027 survey. A result at the median earns half of the survey points; results above or below it earn more or fewer. T-TESS Domains 1 and 4 use one median for all teachers.

About your scorecard: We're sharing this scorecard early so you can see how your measures work. It is for information only. Your official TME scorecard will come later, after rosters are checked against the district's inclusion rules described in the IME guidebook.

DRAFT

STUDENT OUTCOMES

Teacher-specific climate survey
30 points

SRC students answer six questions about each teacher who taught them at the SRC, three times a year (end of the 2nd, 4th, and 6th six weeks); the three windows are combined into one result:

1. [Teacher] expects me to do my best.
2. [Teacher] asks me to explain my answers.
3. When I want to give up, [Teacher] helps me keep trying.
4. [Teacher] treats me with respect.
5. In [Teacher]'s class, it is OK to make mistakes.
6. I look forward to [Teacher]'s class.

Never	Almost never	Sometimes	Almost always	Always
Not counted		Counted in percent positive (neutral or positive)		

Your result measures the percentage of all responses about you that are rated Sometimes, Almost always, or Always, compared with the median middle and high school teacher result from the spring 2027 survey. The survey requires at least 10 responses. If your student roster has 28 or fewer students, the minimum is 5 responses. Each student counts once per teacher in each window.

TEACHER PERFORMANCE (T-TESS)

T-TESS Summative Domains 2-3
30 points

Only your final summative evaluation counts; walkthroughs and observations do not. Each dimension rating is converted to a number: Distinguished = 5, Accomplished = 4, Proficient = 3, Developing = 2, Improvement Needed = 1. Your result is the average of all your Domain 2 (Instruction) and Domain 3 (Learning Environment) dimension ratings together, not the average of the two domain averages, rounded to two decimal places. It is compared with the state's Teacher Incentive Allotment performance standards. Two district levels below the state minimum of 3.5 let an average under 3.5 still earn points. Domains 1 and 4 use the same numbers.

T-TESS Summative Domain 1
10 points

The average of your Domain 1 dimension ratings on your final summative, rounded to two decimal places, compared with the median for all teachers (the middle Domain 1 result among all teachers, recalculated each year). At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

CULTURE AND CLIMATE

Teacher attendance
5 points

Days absent	10 days or fewer	More than 10 days
Points	5	0

This measure counts the days you are absent during the school year. Human Resources will determine the absences that count toward this measure.

T-TESS Summative Domain 4
5 points

The average of your Domain 4 dimension ratings on your final summative, rounded to two decimal places, compared with the median for all teachers (the middle Domain 4 result among all teachers, recalculated each year). At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

SRC student attendance
10 points

Days present at the SRC ÷ days enrolled at the SRC, for SRC students while they are assigned to the SRC.

Attendance rate	89.5% or higher	89.0%	88.5%	Lower
Points	10	7.5	5	0

Campus growth and reflection
10 points

The SRC's result on the Campus Growth and Reflection form; every SRC teacher receives the same result.

What the form rates and how its result converts to points are still to be decided.

DRAFT

GROUP 4 · OUTCOMES 0 / T-TESS 60 / CULTURE AND CLIMATE 40

C14 No Outcomes

Who is on this card: Hired after September 30 · campus or schedule changes · approved leave · other special circumstances

MEASURE	WHAT IT MEASURES	POINTS
TEACHER PERFORMANCE (T-TESS)		**60**
T-TESS Summative Domains 2-3	Average of your Domain 2 and 3 summative ratings	**45**
T-TESS Summative Domain 1	Average of your Domain 1 ratings compared with the median for all teachers	**15**
CULTURE AND CLIMATE		**40**
Teacher attendance	Days absent	**10**
T-TESS Summative Domain 4	Average of your Domain 4 ratings compared with the median for all teachers	**10**
Student or family survey	Students or families answer six questions about you	**10**
Student attendance	Campus average daily attendance	**10**
Total		**100**

How each measure is calculated is on the pages that follow.

The survey compares your result with the median: the middle result among teachers at your campus level on the spring 2027 survey. A result at the median earns half of the survey points; results above or below it earn more or fewer. T-TESS Domains 1 and 4 use one median for all teachers.

About your scorecard: We're sharing this scorecard early so you can see how your measures work. It is for information only. Your official TME scorecard will come later, after rosters are checked against the district's inclusion rules described in the IME guidebook.

DRAFT

TEACHER PERFORMANCE (T-TESS)

T-TESS Summative Domains 2-3
45 points

Only your final summative evaluation counts; walkthroughs and observations do not. Each dimension rating is converted to a number: Distinguished = 5, Accomplished = 4, Proficient = 3, Developing = 2, Improvement Needed = 1. Your result is the average of all your Domain 2 (Instruction) and Domain 3 (Learning Environment) dimension ratings together, not the average of the two domain averages, rounded to two decimal places. It is compared with the state's Teacher Incentive Allotment performance standards. Two district levels below the state minimum of 3.5 let an average under 3.5 still earn points. Domains 1 and 4 use the same numbers.

T-TESS Summative Domain 1
15 points

The average of your Domain 1 dimension ratings on your final summative, rounded to two decimal places, compared with the median for all teachers (the middle Domain 1 result among all teachers, recalculated each year). At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

CULTURE AND CLIMATE

Teacher attendance
10 points

Days absent	10 days or fewer	More than 10 days
Points	10	0

This measure counts the days you are absent during the school year. Human Resources will determine the absences that count toward this measure.

T-TESS Summative Domain 4
10 points

The average of your Domain 4 dimension ratings on your final summative, rounded to two decimal places, compared with the median for all teachers (the middle Domain 4 result among all teachers, recalculated each year). At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

Student or family survey
10 points

In the spring, students or families answer six questions about you. The student questions are:

1. [Teacher] expects me to do my best.
2. [Teacher] asks me to explain my answers.
3. When I want to give up, [Teacher] helps me keep trying.
4. [Teacher] treats me with respect.
5. In [Teacher]'s class, it is OK to make mistakes.
6. I look forward to [Teacher]'s class.

Never	Almost never	Sometimes	Almost always	Always
Not counted		Counted in percent positive (neutral or positive)		

Your result measures the percentage of all responses about you that are rated Sometimes, Almost always, or Always, compared with the median teacher result at your campus level (early childhood and elementary; middle and high) from the spring 2027 survey. The survey requires at least 10 responses. If your student roster has 28 or fewer students, the minimum is 5 responses. Which students or families answer about these teachers is still to be decided.

Student attendance
10 points

Your campus's final average daily attendance (ADA) for the year, as reported in the state PEIMS summer report.

Campus	10 points	7.5 points	5 points	0 points
Elementary, middle	96.5% or higher	95.0%	94.0%	Lower
Early childhood, high school	93.5% or higher	93.0%	92.5%	Lower
Cardwell Career Prep	89.6% or higher	89.1%	88.6%	Lower

DRAFT

ACADEMIC SPECIALIST SCORECARD · STUDENT OUTCOMES 60 / T-PESS 40

S1 Academic Specialist · Early Childhood

Who is on this card: The early childhood academic specialist, who serves three early childhood campuses. Each student outcome measure is calculated for each campus and averaged across the three campuses.

MEASURE	WHAT IT MEASURES	POINTS
STUDENT OUTCOMES		**60**
PreK4 CIRCLE growth	Average CIRCLE growth earned by PreK4 teachers across your three campuses	**20**
PreK3 DCA growth	Average DCA growth earned by PreK3 teachers across your three campuses	**20**
Circle On Track	Percentage of PreK4 CIRCLE results On Track, averaged across your three campuses and compared with the 89% target	**20**
T-PESS		**40**
T-PESS Summative Domains 2, 4, and 5	Average of your three domain averages compared with the median for assistant/associate principals and academic specialists	**20**
T-PESS Summative Domains 1 and 3	Average of your two domain averages compared with the median for assistant/associate principals and academic specialists	**20**
Total		**100**

How each measure is calculated is on the pages that follow.

DRAFT

STUDENT OUTCOMES

PreK4 CIRCLE growth
20 points

For each of your three campuses, the average CIRCLE growth percentage that the campus's PreK4 teachers earn on their own scorecards; each teacher counts once. Your result is the average of your three campus results, each campus weighted equally, rounded to two decimal places.

PreK FND teachers whose students take ULS are excluded.

PreK3 DCA growth
20 points

For each of your three campuses, the average District Common Assessment (DCA) growth percentage that the campus's PreK3 teachers earn on their own scorecards; each teacher counts once. Your result is the average of your three campus results, each campus weighted equally, rounded to two decimal places.

PreK FND teachers whose students take ULS are excluded.

Circle On Track
20 points

For each of your three campuses, the percentage of all end-of-year CIRCLE results that are On Track in Math, Rapid Vocabulary, and Rapid Letter Naming (each PreK4 student counts once for each part taken). Your result is the average of the three campus percentages, each campus weighted equally, compared with the 89% target (the same target as the early childhood principal).

T-PESS

T-PESS Summative Domains 2, 4, and 5
20 points

The average of your Domain 2, Domain 4, and Domain 5 averages on your final T-PESS summative, with each domain weighted equally, rounded to two decimal places.

Your result is compared with the median (the middle result) for Domains 2, 4, and 5 among all assistant/associate principals and academic specialists combined. The median is recalculated each year. Assistant/associate principals' results are calculated the same way so the comparison group is large enough for a stable median. At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

T-PESS Summative Domains 1 and 3
20 points

The average of your Domain 1 and Domain 3 averages on your final T-PESS summative, with each domain weighted equally, rounded to two decimal places.

Your result is compared with the median (the middle result) for Domains 1 and 3 among all assistant/associate principals and academic specialists combined. The median is recalculated each year. Assistant/associate principals' results are calculated the same way so the comparison group is large enough for a stable median. At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

Each dimension rating on your final T-PESS summative is converted to a number (Distinguished = 5, Accomplished = 4, Proficient = 3, Developing = 2, Improvement Needed = 1) and averaged within each domain. Only your final summative evaluation counts; walkthroughs and observations do not.

DRAFT

ACADEMIC SPECIALIST SCORECARD · STUDENT OUTCOMES 60 / T-PESS 40

S2 Academic Specialist · Elementary and Middle

Who is on this card: Academic specialists at elementary and middle campuses. One card for every campus, whatever the campus's rating last year.

MEASURE	WHAT IT MEASURES	POINTS
STUDENT OUTCOMES		**60**
STAAR Domain 1	TEA Student Achievement scaled score, 0 to 100	**10**
STAAR Domain 2A	TEA Academic Growth scaled score, 0 to 100	**20**
STAAR Domain 3	TEA Closing the Gaps scaled score, 0 to 100	**15**
TIA growth measure	Average growth earned by campus teachers on their scorecards	**15**
T-PESS		**40**
T-PESS Summative Domains 2, 4, and 5	Average of your three domain averages compared with the median for assistant/associate principals and academic specialists	**20**
T-PESS Summative Domains 1 and 3	Average of your two domain averages compared with the median for assistant/associate principals and academic specialists	**20**
Total		**100**

How each measure is calculated is on the pages that follow.

DRAFT

STUDENT OUTCOMES	
STAAR Domain 1 10 points	TEA's Student Achievement scaled score for the campus, from 0 to 100. The score is used as a percentage of the 10 points: a score of 80 earns 80% of 10 points, or 8 points.
STAAR Domain 2A 20 points	TEA's Academic Growth scaled score for the campus, from 0 to 100. The score is used as a percentage of the 20 points: a score of 80 earns 80% of 20 points, or 16 points.
STAAR Domain 3 15 points	TEA's Closing the Gaps scaled score for the campus, from 0 to 100. The score is used as a percentage of the 15 points: a score of 80 earns 80% of 15 points, or 12 points.
TIA growth measure 15 points	Each teacher's growth result is the percentage of the teacher's students who met growth, from the teacher's own scorecard. Your result is the average of those percentages for the campus's teachers. Each teacher in the district's TIA file for the campus who has a growth result counts once; if a teacher has more than one scorecard, the results are combined the same way as for the teacher's overall score.

T-PESS	
T-PESS Summative Domains 2, 4, and 5 20 points	The average of your Domain 2, Domain 4, and Domain 5 averages on your final T-PESS summative, with each domain weighted equally, rounded to two decimal places. Your result is compared with the median (the middle result) for Domains 2, 4, and 5 among all assistant/associate principals and academic specialists combined. The median is recalculated each year. Assistant/associate principals' results are calculated the same way so the comparison group is large enough for a stable median. At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.
T-PESS Summative Domains 1 and 3 20 points	The average of your Domain 1 and Domain 3 averages on your final T-PESS summative, with each domain weighted equally, rounded to two decimal places. Your result is compared with the median (the middle result) for Domains 1 and 3 among all assistant/associate principals and academic specialists combined. The median is recalculated each year. Assistant/associate principals' results are calculated the same way so the comparison group is large enough for a stable median. At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer. Each dimension rating on your final T-PESS summative is converted to a number (Distinguished = 5, Accomplished = 4, Proficient = 3, Developing = 2, Improvement Needed = 1) and averaged within each domain. Only your final summative evaluation counts; walkthroughs and observations do not.

DRAFT

ACADEMIC SPECIALIST SCORECARD · STUDENT OUTCOMES 60 / T-PESS 40

S3 Academic Specialist · High School

Who is on this card: Academic specialists at high schools. One card for every campus, whatever the campus's rating last year.

MEASURE	WHAT IT MEASURES	POINTS
STUDENT OUTCOMES		**60**
STAAR Domain 1	TEA Student Achievement scaled score, 0 to 100	**5**
STAAR Domain 2A	TEA Academic Growth scaled score, 0 to 100	**20**
STAAR Domain 3	TEA Closing the Gaps scaled score, 0 to 100	**15**
TIA growth measure	Average growth earned by campus teachers on their scorecards	**15**
TSI	Percentage of graduates who are TSI Met without College Prep	**5**
T-PESS		**40**
T-PESS Summative Domains 2, 4, and 5	Average of your three domain averages compared with the median for assistant/associate principals and academic specialists	**20**
T-PESS Summative Domains 1 and 3	Average of your two domain averages compared with the median for assistant/associate principals and academic specialists	**20**
Total		**100**

How each measure is calculated is on the pages that follow.

DRAFT

STUDENT OUTCOMES	
STAAR Domain 1 5 points	TEA's Student Achievement scaled score for the campus, from 0 to 100. The score is used as a percentage of the 5 points: a score of 80 earns 80% of 5 points, or 4 points.
STAAR Domain 2A 20 points	TEA's Academic Growth scaled score for the campus, from 0 to 100. The score is used as a percentage of the 20 points: a score of 80 earns 80% of 20 points, or 16 points.
STAAR Domain 3 15 points	TEA's Closing the Gaps scaled score for the campus, from 0 to 100. The score is used as a percentage of the 15 points: a score of 80 earns 80% of 15 points, or 12 points.
TIA growth measure 15 points	Each teacher's growth result is the percentage of the teacher's students who met growth, from the teacher's own scorecard. Your result is the average of those percentages for the campus's teachers. Each teacher in the district's TIA file for the campus who has a growth result counts once; if a teacher has more than one scorecard, the results are combined the same way as for the teacher's overall score.
TSI 5 points	The percentage of the campus's graduates who are TSI Met without College Prep (college ready in both reading and math).

T-PESS	
T-PESS Summative Domains 2, 4, and 5 20 points	The average of your Domain 2, Domain 4, and Domain 5 averages on your final T-PESS summative, with each domain weighted equally, rounded to two decimal places. Your result is compared with the median (the middle result) for Domains 2, 4, and 5 among all assistant/associate principals and academic specialists combined. The median is recalculated each year. Assistant/associate principals' results are calculated the same way so the comparison group is large enough for a stable median. At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.
T-PESS Summative Domains 1 and 3 20 points	The average of your Domain 1 and Domain 3 averages on your final T-PESS summative, with each domain weighted equally, rounded to two decimal places. Your result is compared with the median (the middle result) for Domains 1 and 3 among all assistant/associate principals and academic specialists combined. The median is recalculated each year. Assistant/associate principals' results are calculated the same way so the comparison group is large enough for a stable median. At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer. Each dimension rating on your final T-PESS summative is converted to a number (Distinguished = 5, Accomplished = 4, Proficient = 3, Developing = 2, Improvement Needed = 1) and averaged within each domain. Only your final summative evaluation counts; walkthroughs and observations do not.

DRAFT

ASSISTANT/ASSOCIATE PRINCIPAL SCORECARD · OUTCOMES 30 / T-PESS 25 / LEADERSHIP 20 / OPERATIONS 25

A1 Assistant/Associate Principal · Early Childhood

Who is on this card: Assistant/associate principals at early childhood campuses

MEASURE	WHAT IT MEASURES	POINTS
STUDENT OUTCOMES		**30**
TIA growth measure	Average growth earned on the scorecards of the teachers you appraise	**30**
T-PESS		**25**
T-PESS Summative, all domains	Average of your five domain averages	**25**
INSTRUCTIONAL LEADERSHIP		**20**
Coaching: T-TESS reliability	Whether campus ratings are consistent across the kinds of classes teachers teach	**10**
Coaching: TIA correlation	How closely your teachers' T-TESS ratings align with their students' growth	**10**
OPERATIONAL EFFECTIVENESS		**25**
Student attendance	Campus average daily attendance	**10**
Focused goals	Three climate-survey goals, compared with the campus's result last year	**15**
Total		**100**

How each measure is calculated is on the pages that follow.

DRAFT

STUDENT OUTCOMES

TIA growth measure
30 points

Each teacher's growth result is the percentage of the teacher's students who met growth, from the teacher's own scorecard. Your result is the average for the teachers you appraise (you complete their final T-TESS summative); each teacher counts once. At early childhood campuses, this includes both CIRCLE (PreK4) and District Benchmark (PreK3) teachers; PreK FND teachers whose students take ULS are excluded.

If fewer than 10 of your teachers have a growth result, your score is based on the campus average.

T-PESS

T-PESS Summative, all domains
25 points

Each dimension rating on your final T-PESS summative is converted to a number (Distinguished = 5, Accomplished = 4, Proficient = 3, Developing = 2, Improvement Needed = 1) and averaged within each domain. Your result is the average of your five domain averages (Domains 1 to 5), with each domain weighted equally, rounded to two decimal places. It is compared with the median for all assistant/associate principals, recalculated each year. At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

INSTRUCTIONAL LEADERSHIP

Coaching: T-TESS reliability
10 points

Whether T-TESS ratings at the campus are consistent no matter what a teacher teaches, using every campus teacher in the TIA file. It compares average T-TESS ratings across teacher categories (the testing vendor used for each teacher's TIA growth). A lower result means more consistent ratings, which is better.

One campus score, shared by the principal and every assistant/associate principal on the campus.

Coaching: TIA correlation
10 points

How closely observation ratings align with student growth: the correlation (from −1 to 1) between each teacher's average T-TESS rating on dimensions 2.1–3.3 and the percentage of the teacher's students meeting growth in the TIA file, across the teachers you appraise. Higher is better.

If fewer than 10 of your teachers have both numbers, your score is based on the campus correlation.

DRAFT

OPERATIONAL EFFECTIVENESS

Student attendance
10 points

Your campus's final average daily attendance (ADA) for the year, as reported in the state PEIMS summer report.

Campus	10 points	7.5 points	5 points	0 points
Early childhood	93.5% or higher	93.0%	92.5%	Lower

Focused goals
15 points

Three goals from the district climate survey, 5 points each:

- Campus Goal (the same for every assistant/associate principal): Rigorous Expectations, from family answers about the teachers you appraise ([Teacher] expects [Child] to do their best; [Teacher] helps [Child] keep trying when the work is hard)
- Student Goal: one topic you choose from the families' campus questions
- Teacher Goal: one topic you choose (Feedback and Coaching, School Leadership, Evaluation, Student Behavior, Staff-Leadership Relationships, Professional Learning, or Well-being), from the questions answered by the teachers you appraise

Never	Almost never	Sometimes	Almost always	Always
Not counted		Counted in percent positive (neutral or positive)		

Each goal's result is the percentage of responses rated Sometimes, Almost always, or Always, averaged across the goal's questions, and is compared with the campus's result on the same goal last year. For 2026-27, that is the campus's 2025-26 result on the matching topic (early childhood: the 2025-26 family Staff-Family Relationships result). At early childhood campuses, the family survey is used instead of the student survey. There is no campus completion requirement. The Campus Goal and Student Goal each need at least 10 responses; the Teacher Goal needs answers from at least 5 of the teachers you evaluate. A goal below its minimum receives the campus result for that goal.

DRAFT

ASSISTANT/ASSOCIATE PRINCIPAL SCORECARD · OUTCOMES 30 / T-PESS 25 / LEADERSHIP 20 / OPERATIONS 25

A2 Assistant/Associate Principal · Elementary

Who is on this card: Assistant/associate principals at elementary campuses

MEASURE	WHAT IT MEASURES	POINTS
STUDENT OUTCOMES		**30**
STAAR Domain 2A	TEA Academic Growth scaled score, 0 to 100	**15**
STAAR Domain 3	TEA Closing the Gaps scaled score, 0 to 100	**5**
TIA growth measure	Average growth earned on the scorecards of the teachers you appraise	**10**
T-PESS		**25**
T-PESS Summative, all domains	Average of your five domain averages	**25**
INSTRUCTIONAL LEADERSHIP		**20**
Coaching: T-TESS reliability	Whether campus ratings are consistent across the kinds of classes teachers teach	**10**
Coaching: TIA correlation	How closely your teachers' T-TESS ratings align with their students' growth	**10**
OPERATIONAL EFFECTIVENESS		**25**
Student attendance	Campus average daily attendance	**10**
Focused goals	Three climate-survey goals, compared with the campus's result last year	**15**
Total		**100**

How each measure is calculated is on the pages that follow.

DRAFT

STUDENT OUTCOMES

STAAR Domain 2A 15 points	TEA's Academic Growth scaled score for the campus, from 0 to 100. The score is used as a percentage of the 15 points: a score of 80 earns 80% of 15 points, or 12 points.
STAAR Domain 3 5 points	TEA's Closing the Gaps scaled score for the campus, from 0 to 100. The score is used as a percentage of the 5 points: a score of 80 earns 80% of 5 points, or 4 points.
TIA growth measure 10 points	Each teacher's growth result is the percentage of the teacher's students who met growth, from the teacher's own scorecard. Your result is the average for the teachers you appraise (you complete their final T-TESS summative); each teacher counts once. If fewer than 10 of your teachers have a growth result, your score is based on the campus average.

T-PESS

T-PESS Summative, all domains 25 points	Each dimension rating on your final T-PESS summative is converted to a number (Distinguished = 5, Accomplished = 4, Proficient = 3, Developing = 2, Improvement Needed = 1) and averaged within each domain. Your result is the average of your five domain averages (Domains 1 to 5), with each domain weighted equally, rounded to two decimal places. It is compared with the median for all assistant/associate principals, recalculated each year. At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

INSTRUCTIONAL LEADERSHIP

Coaching: T-TESS reliability 10 points	Whether T-TESS ratings at the campus are consistent no matter what a teacher teaches, using every campus teacher in the TIA file. It makes two comparisons: • Teacher categories: whether average T-TESS ratings differ by the testing vendor used for each teacher's TIA growth • STAAR testing: whether average T-TESS ratings differ between teachers whose students take STAAR and teachers whose students do not The two effect sizes (TEA's Check 6 statistic) are averaged. A lower result means more consistent ratings, which is better. One campus score, shared by the principal and every assistant/associate principal on the campus.
Coaching: TIA correlation 10 points	How closely observation ratings align with student growth: the correlation (from −1 to 1) between each teacher's average T-TESS rating on dimensions 2.1–3.3 and the percentage of the teacher's students meeting growth in the TIA file, across the teachers you appraise. Higher is better. If fewer than 10 of your teachers have both numbers, your score is based on the campus correlation.

DRAFT

OPERATIONAL EFFECTIVENESS

Student attendance
10 points

Your campus's final average daily attendance (ADA) for the year, as reported in the state PEIMS summer report.

Campus	10 points	7.5 points	5 points	0 points
Elementary, middle	96.5% or higher	95.0%	94.0%	Lower

Focused goals
15 points

Three goals from the district climate survey, 5 points each:

- Campus Goal (the same for every assistant/associate principal): Rigorous Expectations, from student answers about the teachers you appraise ([Teacher] expects me to do my best; [Teacher] asks me to explain my answers; When I want to give up, [Teacher] helps me keep trying)
- Student Goal: one topic you choose (School Safety, School Climate, or Valuing of School), from the school questions answered by students of the teachers you appraise
- Teacher Goal: one topic you choose (Feedback and Coaching, School Leadership, Evaluation, Student Behavior, Staff-Leadership Relationships, Professional Learning, or Well-being), from the questions answered by the teachers you appraise

Never	Almost never	Sometimes	Almost always	Always
Not counted		Counted in percent positive (neutral or positive)		

Each goal's result is the percentage of responses rated Sometimes, Almost always, or Always, averaged across the goal's questions, and is compared with the campus's result on the same goal last year. For 2026-27, that is the campus's 2025-26 result on the matching topic. There is no campus completion requirement. The Campus Goal and Student Goal each need at least 10 responses; the Teacher Goal needs answers from at least 5 of the teachers you evaluate. A goal below its minimum receives the campus result for that goal.

DRAFT

ASSISTANT/ASSOCIATE PRINCIPAL SCORECARD · OUTCOMES 30 / T-PESS 25 / LEADERSHIP 20 / OPERATIONS 25

A3 Assistant/Associate Principal · Middle

Who is on this card: Assistant/associate principals at middle schools

MEASURE	WHAT IT MEASURES	POINTS
STUDENT OUTCOMES		**30**
STAAR Domain 2A	TEA Academic Growth scaled score, 0 to 100	**15**
STAAR Domain 3	TEA Closing the Gaps scaled score, 0 to 100	**5**
TIA growth measure	Average growth earned on the scorecards of the teachers you appraise	**10**
T-PESS		**25**
T-PESS Summative, all domains	Average of your five domain averages	**25**
INSTRUCTIONAL LEADERSHIP		**20**
Coaching: T-TESS reliability	Whether campus ratings are consistent across the kinds of classes teachers teach	**10**
Coaching: TIA correlation	How closely your teachers' T-TESS ratings align with their students' growth	**10**
OPERATIONAL EFFECTIVENESS		**25**
Student attendance	Campus average daily attendance	**10**
Focused goals	Three climate-survey goals, compared with the campus's result last year	**15**
Total		**100**

How each measure is calculated is on the pages that follow.

DRAFT

STUDENT OUTCOMES

STAAR Domain 2A 15 points	TEA's Academic Growth scaled score for the campus, from 0 to 100. The score is used as a percentage of the 15 points: a score of 80 earns 80% of 15 points, or 12 points.
STAAR Domain 3 5 points	TEA's Closing the Gaps scaled score for the campus, from 0 to 100. The score is used as a percentage of the 5 points: a score of 80 earns 80% of 5 points, or 4 points.
TIA growth measure 10 points	Each teacher's growth result is the percentage of the teacher's students who met growth, from the teacher's own scorecard. Your result is the average for the teachers you appraise (you complete their final T-TESS summative); each teacher counts once. If fewer than 10 of your teachers have a growth result, your score is based on the campus average.

T-PESS

T-PESS Summative, all domains 25 points	Each dimension rating on your final T-PESS summative is converted to a number (Distinguished = 5, Accomplished = 4, Proficient = 3, Developing = 2, Improvement Needed = 1) and averaged within each domain. Your result is the average of your five domain averages (Domains 1 to 5), with each domain weighted equally, rounded to two decimal places. It is compared with the median for all assistant/associate principals, recalculated each year. At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

INSTRUCTIONAL LEADERSHIP

Coaching: T-TESS reliability 10 points	Whether T-TESS ratings at the campus are consistent no matter what a teacher teaches, using every campus teacher in the TIA file. It makes two comparisons: • Teacher categories: whether average T-TESS ratings differ by the testing vendor used for each teacher's TIA growth • STAAR testing: whether average T-TESS ratings differ between teachers whose students take STAAR and teachers whose students do not The two effect sizes (TEA's Check 6 statistic) are averaged. A lower result means more consistent ratings, which is better. One campus score, shared by the principal and every assistant/associate principal on the campus.
Coaching: TIA correlation 10 points	How closely observation ratings align with student growth: the correlation (from −1 to 1) between each teacher's average T-TESS rating on dimensions 2.1–3.3 and the percentage of the teacher's students meeting growth in the TIA file, across the teachers you appraise. Higher is better. If fewer than 10 of your teachers have both numbers, your score is based on the campus correlation.

DRAFT

OPERATIONAL EFFECTIVENESS

Student attendance
10 points

Your campus's final average daily attendance (ADA) for the year, as reported in the state PEIMS summer report.

Campus	10 points	7.5 points	5 points	0 points
Elementary, middle	96.5% or higher	95.0%	94.0%	Lower

Focused goals
15 points

Three goals from the district climate survey, 5 points each:

- Campus Goal (the same for every assistant/associate principal): Rigorous Expectations, from student answers about the teachers you appraise ([Teacher] expects me to do my best; [Teacher] asks me to explain my answers; When I want to give up, [Teacher] helps me keep trying)
- Student Goal: one topic you choose (School Safety, School Climate, or Valuing of School), from the school questions answered by students of the teachers you appraise
- Teacher Goal: one topic you choose (Feedback and Coaching, School Leadership, Evaluation, Student Behavior, Staff-Leadership Relationships, Professional Learning, or Well-being), from the questions answered by the teachers you appraise

Never	Almost never	Sometimes	Almost always	Always
Not counted		Counted in percent positive (neutral or positive)		

Each goal's result is the percentage of responses rated Sometimes, Almost always, or Always, averaged across the goal's questions, and is compared with the campus's result on the same goal last year. For 2026-27, that is the campus's 2025-26 result on the matching topic. There is no campus completion requirement. The Campus Goal and Student Goal each need at least 10 responses; the Teacher Goal needs answers from at least 5 of the teachers you evaluate. A goal below its minimum receives the campus result for that goal.

DRAFT

ASSISTANT/ASSOCIATE PRINCIPAL SCORECARD · OUTCOMES 30 / T-PESS 25 / LEADERSHIP 20 / OPERATIONS 25

A4 Assistant/Associate Principal · High

Who is on this card: Assistant/associate principals at high schools, Singley, and Cardwell (Cardwell uses its own attendance levels)

MEASURE	WHAT IT MEASURES	POINTS
STUDENT OUTCOMES		**30**
STAAR Domain 2A	TEA Academic Growth scaled score, 0 to 100	**10**
STAAR Domain 3	TEA Closing the Gaps scaled score, 0 to 100	**5**
TIA growth measure	Average growth earned on the scorecards of the teachers you appraise	**10**
TSI	Percentage of graduates who are TSI Met without College Prep	**5**
T-PESS		**25**
T-PESS Summative, all domains	Average of your five domain averages	**25**
INSTRUCTIONAL LEADERSHIP		**20**
Coaching: T-TESS reliability	Whether campus ratings are consistent across the kinds of classes teachers teach	**10**
Coaching: TIA correlation	How closely your teachers' T-TESS ratings align with their students' growth	**10**
OPERATIONAL EFFECTIVENESS		**25**
Student attendance	Campus average daily attendance	**10**
Focused goals	Three climate-survey goals, compared with the campus's result last year	**15**
Total		**100**

How each measure is calculated is on the pages that follow.

DRAFT

STUDENT OUTCOMES

STAAR Domain 2A 10 points	TEA's Academic Growth scaled score for the campus, from 0 to 100. The score is used as a percentage of the 10 points: a score of 80 earns 80% of 10 points, or 8 points.
STAAR Domain 3 5 points	TEA's Closing the Gaps scaled score for the campus, from 0 to 100. The score is used as a percentage of the 5 points: a score of 80 earns 80% of 5 points, or 4 points.
TIA growth measure 10 points	Each teacher's growth result is the percentage of the teacher's students who met growth, from the teacher's own scorecard. Your result is the average for the teachers you appraise (you complete their final T-TESS summative); each teacher counts once. If fewer than 10 of your teachers have a growth result, your score is based on the campus average.
TSI 5 points	The percentage of the campus's graduates who are TSI Met without College Prep (college ready in both reading and math).

T-PESS

T-PESS Summative, all domains 25 points	Each dimension rating on your final T-PESS summative is converted to a number (Distinguished = 5, Accomplished = 4, Proficient = 3, Developing = 2, Improvement Needed = 1) and averaged within each domain. Your result is the average of your five domain averages (Domains 1 to 5), with each domain weighted equally, rounded to two decimal places. It is compared with the median for all assistant/associate principals, recalculated each year. At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

INSTRUCTIONAL LEADERSHIP

Coaching: T-TESS reliability 10 points	Whether T-TESS ratings at the campus are consistent no matter what a teacher teaches, using every campus teacher in the TIA file. It makes two comparisons: • Teacher categories: whether average T-TESS ratings differ by the testing vendor used for each teacher's TIA growth • STAAR testing: whether average T-TESS ratings differ between teachers whose students take STAAR and teachers whose students do not The two effect sizes (TEA's Check 6 statistic) are averaged. A lower result means more consistent ratings, which is better. One campus score, shared by the principal and every assistant/associate principal on the campus.
Coaching: TIA correlation 10 points	How closely observation ratings align with student growth: the correlation (from −1 to 1) between each teacher's average T-TESS rating on dimensions 2.1–3.3 and the percentage of the teacher's students meeting growth in the TIA file, across the teachers you appraise. Higher is better. If fewer than 10 of your teachers have both numbers, your score is based on the campus correlation.

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OPERATIONAL EFFECTIVENESS

Student attendance
10 points

Your campus's final average daily attendance (ADA) for the year, as reported in the state PEIMS summer report.

Campus	10 points	7.5 points	5 points	0 points
High school	93.5% or higher	93.0%	92.5%	Lower
Cardwell Career Prep	89.6% or higher	89.1%	88.6%	Lower

Focused goals
15 points

Three goals from the district climate survey, 5 points each:

- Campus Goal (the same for every assistant/associate principal): Rigorous Expectations, from student answers about the teachers you appraise ([Teacher] expects me to do my best; [Teacher] asks me to explain my answers; When I want to give up, [Teacher] helps me keep trying)
- Student Goal: one topic you choose (School Safety, School Climate, or Valuing of School), from the school questions answered by students of the teachers you appraise
- Teacher Goal: one topic you choose (Feedback and Coaching, School Leadership, Evaluation, Student Behavior, Staff-Leadership Relationships, Professional Learning, or Well-being), from the questions answered by the teachers you appraise

Never	Almost never	Sometimes	Almost always	Always
Not counted		Counted in percent positive (neutral or positive)		

Each goal's result is the percentage of responses rated Sometimes, Almost always, or Always, averaged across the goal's questions, and is compared with the campus's result on the same goal last year. For 2026-27, that is the campus's 2025-26 result on the matching topic. There is no campus completion requirement. The Campus Goal and Student Goal each need at least 10 responses; the Teacher Goal needs answers from at least 5 of the teachers you evaluate. A goal below its minimum receives the campus result for that goal.

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PRINCIPAL SCORECARD · CAMPUS STUDENT OUTCOMES 50 / ADMINISTRATOR PERFORMANCE 50

P1 Principal · Early Childhood

Who is on this card: Principals of early childhood campuses

MEASURE	WHAT IT MEASURES	POINTS
CAMPUS STUDENT OUTCOMES		**50**
PreK4 CIRCLE growth	Average CIRCLE growth earned by PreK4 teachers	15
PreK3 DCA growth	Average DCA growth earned by PreK3 teachers	20
Circle On Track	Campus percentage of PreK4 CIRCLE results On Track, compared with the 89% target	15
ADMINISTRATOR PERFORMANCE		**50**
T-PESS Summative Domains 2, 4, and 5	Average of your three domain averages compared with the median for all principals	15
T-PESS Summative Domain 1	Domain 1 average, compared with the median for all principals	10
T-PESS Summative Domain 3	Domain 3 average, compared with the median for all principals	5
Coaching: TIA correlation	How closely teachers' T-TESS ratings align with their students' growth	5
Coaching: T-TESS reliability	Whether ratings are consistent across the kinds of classes teachers teach	5
Campus climate survey	Percentage of neutral or positive answers from teachers and families	5
Student attendance	Campus average daily attendance	5
Total		**100**

How each measure is calculated is on the pages that follow.

DRAFT

CAMPUS STUDENT OUTCOMES

PreK4 CIRCLE growth
15 points

The average CIRCLE growth percentage that the campus's PreK4 teachers earn on their own scorecards; each teacher counts once.
PreK FND teachers whose students take ULS are excluded.

PreK3 DCA growth
20 points

The average District Common Assessment (DCA) growth percentage that the campus's PreK3 teachers earn on their own scorecards; each teacher counts once.
PreK FND teachers whose students take ULS are excluded.

Circle On Track
15 points

The percentage of all end-of-year CIRCLE results at the campus that are On Track, across Math, Rapid Vocabulary, and Rapid Letter Naming (each PreK4 student counts once for each part taken), compared with the 89% target.

ADMINISTRATOR PERFORMANCE

T-PESS Summative Domains 2, 4, and 5
15 points

Each dimension rating on your final T-PESS summative is converted to a number (Distinguished = 5, Accomplished = 4, Proficient = 3, Developing = 2, Improvement Needed = 1) and averaged within each domain. Your result is the average of your Domain 2, Domain 4, and Domain 5 averages, with each domain weighted equally, rounded to two decimal places. It is compared with the median for all principals (the middle result among all principals), recalculated each year. At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

T-PESS Summative Domain 1
10 points

Your average Domain 1 rating on your final T-PESS summative, on a scale from 1 (Improvement Needed) to 5 (Distinguished), rounded to two decimal places and compared with the median for all principals.

T-PESS Summative Domain 3
5 points

Your average Domain 3 rating on your final T-PESS summative, on a scale from 1 (Improvement Needed) to 5 (Distinguished), rounded to two decimal places and compared with the median for all principals.

Coaching: TIA correlation
5 points

How closely observation ratings align with student growth: the correlation (from −1 to 1) between each teacher's average T-TESS rating on dimensions 2.1–3.3 and the percentage of the teacher's students meeting growth in the TIA file, across every campus teacher in the TIA file. Higher is better.

Coaching: T-TESS reliability
5 points

Whether T-TESS ratings at the campus are consistent no matter what a teacher teaches, using every campus teacher in the TIA file. It compares average T-TESS ratings across teacher categories (the testing vendor used for each teacher's TIA growth). A lower result means more consistent ratings, which is better.

Campus climate survey
5 points

Teachers and the families of PreK students answer the district climate survey in the spring:

- Families: questions about their child's teachers and about the campus
- Teachers: 8 questions about their evaluator and 9 about the campus

Never	Almost never	Sometimes	Almost always	Always
Not counted		Counted in percent positive (neutral or positive)		

For each question, the percentage of responses rated Sometimes, Almost always, or Always is calculated; your result is the average across all questions, each question counting equally. Families may also answer Not sure, which is left out. You earn 0 points if fewer than 90% of teachers complete the survey.

Student attendance
5 points

Your campus's final average daily attendance (ADA) for the year, as reported in the state PEIMS summer report.

Campus	5 points	3.75 points	2.5 points	0 points
Early childhood	93.5% or higher	93.0%	92.5%	Lower

DRAFT

PRINCIPAL SCORECARD · CAMPUS STUDENT OUTCOMES 50 / ADMINISTRATOR PERFORMANCE 50

P2 Principal · Elementary and Middle, A–C

Who is on this card: Principals of elementary and middle campuses rated A to C last year, or with no rating

MEASURE	WHAT IT MEASURES	POINTS
CAMPUS STUDENT OUTCOMES		**50**
Accountability rating	Campus A–F rating from TEA	**5**
STAAR Domain 1	TEA Student Achievement scaled score, 0 to 100	**10**
STAAR Domain 2A	TEA Academic Growth scaled score, 0 to 100	**15**
STAAR Domain 3	TEA Closing the Gaps scaled score, 0 to 100	**10**
TIA growth measure	Average growth earned by campus teachers on their scorecards	**10**
ADMINISTRATOR PERFORMANCE		**50**
T-PESS Summative Domains 2, 4, and 5	Average of your three domain averages compared with the median for all principals	**15**
T-PESS Summative Domain 1	Domain 1 average, compared with the median for all principals	**10**
T-PESS Summative Domain 3	Domain 3 average, compared with the median for all principals	**5**
Coaching: TIA correlation	How closely teachers' T-TESS ratings align with their students' growth	**5**
Coaching: T-TESS reliability	Whether ratings are consistent across the kinds of classes teachers teach	**5**
Campus climate survey	Percentage of neutral or positive answers from students, teachers, and families	**5**
Student attendance	Campus average daily attendance	**5**
Total		**100**

How each measure is calculated is on the pages that follow.

DRAFT

CAMPUS STUDENT OUTCOMES

Accountability rating 5 points	The campus's overall A–F accountability rating from TEA for the current school year, released in August. Ratings of A, B, or C earn points, with A earning the most. Ratings of D or F earn 0 points.
STAAR Domain 1 10 points	TEA's Student Achievement scaled score for the campus, from 0 to 100. The score is used as a percentage of the 10 points: a score of 80 earns 80% of 10 points, or 8 points. If the campus receives an overall accountability rating of D or F this year, this measure earns 0 points.
STAAR Domain 2A 15 points	TEA's Academic Growth scaled score for the campus, from 0 to 100. The score is used as a percentage of the 15 points: a score of 80 earns 80% of 15 points, or 12 points. If the campus receives an overall accountability rating of D or F this year, this measure earns 0 points.
STAAR Domain 3 10 points	TEA's Closing the Gaps scaled score for the campus, from 0 to 100. The score is used as a percentage of the 10 points: a score of 80 earns 80% of 10 points, or 8 points. If the campus receives an overall accountability rating of D or F this year, this measure earns 0 points.
TIA growth measure 10 points	Each teacher's growth result is the percentage of the teacher's students who met growth, from the teacher's own scorecard. Your result is the average of those percentages for the campus's teachers. Each teacher in the district's TIA file for the campus who has a growth result counts once; if a teacher has more than one scorecard, the results are combined the same way as for the teacher's overall score.

DRAFT

ADMINISTRATOR PERFORMANCE

T-PESS Summative Domains 2, 4, and 5
15 points

Each dimension rating on your final T-PESS summative is converted to a number (Distinguished = 5, Accomplished = 4, Proficient = 3, Developing = 2, Improvement Needed = 1) and averaged within each domain. Your result is the average of your Domain 2, Domain 4, and Domain 5 averages, with each domain weighted equally, rounded to two decimal places. It is compared with the median for all principals (the middle result among all principals), recalculated each year. At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

T-PESS Summative Domain 1
10 points

Your average Domain 1 rating on your final T-PESS summative, on a scale from 1 (Improvement Needed) to 5 (Distinguished), rounded to two decimal places and compared with the median for all principals.

T-PESS Summative Domain 3
5 points

Your average Domain 3 rating on your final T-PESS summative, on a scale from 1 (Improvement Needed) to 5 (Distinguished), rounded to two decimal places and compared with the median for all principals.

Coaching: TIA correlation
5 points

How closely observation ratings align with student growth: the correlation (from −1 to 1) between each teacher's average T-TESS rating on dimensions 2.1–3.3 and the percentage of the teacher's students meeting growth in the TIA file, across every campus teacher in the TIA file. Higher is better.

Coaching: T-TESS reliability
5 points

Whether T-TESS ratings at the campus are consistent no matter what a teacher teaches, using every campus teacher in the TIA file. It makes two comparisons:

- Teacher categories: whether average T-TESS ratings differ by the testing vendor used for each teacher's TIA growth
- STAAR testing: whether average T-TESS ratings differ between teachers whose students take STAAR and teachers whose students do not

The two effect sizes (TEA's Check 6 statistic) are averaged. A lower result means more consistent ratings, which is better.

Campus climate survey
5 points

Students in grades 3-12, teachers, and families answer the district climate survey in the spring:

- Students: 6 questions about each of up to three teachers and 8 about the school
- Teachers: 8 questions about their evaluator and 9 about the campus
- Families at every grade level: 5 questions about the campus (families of PreK3-2nd, Life and Active Learning students also answer about their child's teachers)

Never	Almost never	Sometimes	Almost always	Always
Not counted		Counted in percent positive (neutral or positive)		

Every response counts, including families' answers about the campus. For each question, the percentage of responses rated Sometimes, Almost always, or Always is calculated; your result is the average across all questions, each question counting equally. Families may also answer Not sure, which is left out. You earn 0 points if fewer than 90% of teachers or fewer than 70% of students complete the survey.

Student attendance
5 points

Your campus's final average daily attendance (ADA) for the year, as reported in the state PEIMS summer report.

Campus	5 points	3.75 points	2.5 points	0 points
Elementary, middle	96.5% or higher	95.0%	94.0%	Lower

DRAFT

PRINCIPAL SCORECARD · CAMPUS STUDENT OUTCOMES 50 / ADMINISTRATOR PERFORMANCE 50

P3 Principal · Elementary and Middle, D–F

Who is on this card: Principals of elementary and middle campuses rated D or F last year

MEASURE	WHAT IT MEASURES	POINTS
CAMPUS STUDENT OUTCOMES		**50**
Accountability rating	Campus A–F rating from TEA	**5**
STAAR Domain 2A	TEA Academic Growth scaled score, 0 to 100	**20**
STAAR Domain 3	TEA Closing the Gaps scaled score, 0 to 100	**15**
TIA growth measure	Average growth earned by campus teachers on their scorecards	**10**
ADMINISTRATOR PERFORMANCE		**50**
T-PESS Summative Domains 2, 4, and 5	Average of your three domain averages compared with the median for all principals	**15**
T-PESS Summative Domain 1	Domain 1 average, compared with the median for all principals	**10**
T-PESS Summative Domain 3	Domain 3 average, compared with the median for all principals	**5**
Coaching: TIA correlation	How closely teachers' T-TESS ratings align with their students' growth	**5**
Coaching: T-TESS reliability	Whether ratings are consistent across the kinds of classes teachers teach	**5**
Campus climate survey	Percentage of neutral or positive answers from students, teachers, and families	**5**
Student attendance	Campus average daily attendance	**5**
Total		**100**

How each measure is calculated is on the pages that follow.

DRAFT

CAMPUS STUDENT OUTCOMES

Accountability rating 5 points	The campus's overall A–F accountability rating from TEA for the current school year, released in August. Ratings of A, B, or C earn points, with A earning the most. Ratings of D or F earn 0 points.
STAAR Domain 2A 20 points	TEA's Academic Growth scaled score for the campus, from 0 to 100. The score is used as a percentage of the 20 points: a score of 80 earns 80% of 20 points, or 16 points. If the campus receives an overall accountability rating of D or F this year, this measure earns 0 points.
STAAR Domain 3 15 points	TEA's Closing the Gaps scaled score for the campus, from 0 to 100. The score is used as a percentage of the 15 points: a score of 80 earns 80% of 15 points, or 12 points. If the campus receives an overall accountability rating of D or F this year, this measure earns 0 points.
TIA growth measure 10 points	Each teacher's growth result is the percentage of the teacher's students who met growth, from the teacher's own scorecard. Your result is the average of those percentages for the campus's teachers. Each teacher in the district's TIA file for the campus who has a growth result counts once; if a teacher has more than one scorecard, the results are combined the same way as for the teacher's overall score.

DRAFT

ADMINISTRATOR PERFORMANCE

T-PESS Summative Domains 2, 4, and 5
15 points

Each dimension rating on your final T-PESS summative is converted to a number (Distinguished = 5, Accomplished = 4, Proficient = 3, Developing = 2, Improvement Needed = 1) and averaged within each domain. Your result is the average of your Domain 2, Domain 4, and Domain 5 averages, with each domain weighted equally, rounded to two decimal places. It is compared with the median for all principals (the middle result among all principals), recalculated each year. At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

T-PESS Summative Domain 1
10 points

Your average Domain 1 rating on your final T-PESS summative, on a scale from 1 (Improvement Needed) to 5 (Distinguished), rounded to two decimal places and compared with the median for all principals.

T-PESS Summative Domain 3
5 points

Your average Domain 3 rating on your final T-PESS summative, on a scale from 1 (Improvement Needed) to 5 (Distinguished), rounded to two decimal places and compared with the median for all principals.

Coaching: TIA correlation
5 points

How closely observation ratings align with student growth: the correlation (from −1 to 1) between each teacher's average T-TESS rating on dimensions 2.1–3.3 and the percentage of the teacher's students meeting growth in the TIA file, across every campus teacher in the TIA file. Higher is better.

Coaching: T-TESS reliability
5 points

Whether T-TESS ratings at the campus are consistent no matter what a teacher teaches, using every campus teacher in the TIA file. It makes two comparisons:

- Teacher categories: whether average T-TESS ratings differ by the testing vendor used for each teacher's TIA growth
- STAAR testing: whether average T-TESS ratings differ between teachers whose students take STAAR and teachers whose students do not

The two effect sizes (TEA's Check 6 statistic) are averaged. A lower result means more consistent ratings, which is better.

Campus climate survey
5 points

Students in grades 3-12, teachers, and families answer the district climate survey in the spring:

- Students: 6 questions about each of up to three teachers and 8 about the school
- Teachers: 8 questions about their evaluator and 9 about the campus
- Families at every grade level: 5 questions about the campus (families of PreK3-2nd, Life and Active Learning students also answer about their child's teachers)

Never	Almost never	Sometimes	Almost always	Always
Not counted		Counted in percent positive (neutral or positive)		

Every response counts, including families' answers about the campus. For each question, the percentage of responses rated Sometimes, Almost always, or Always is calculated; your result is the average across all questions, each question counting equally. Families may also answer Not sure, which is left out. You earn 0 points if fewer than 90% of teachers or fewer than 70% of students complete the survey.

Student attendance
5 points

Your campus's final average daily attendance (ADA) for the year, as reported in the state PEIMS summer report.

Campus	5 points	3.75 points	2.5 points	0 points
Elementary, middle	96.5% or higher	95.0%	94.0%	Lower

DRAFT

PRINCIPAL SCORECARD · CAMPUS STUDENT OUTCOMES 50 / ADMINISTRATOR PERFORMANCE 50

P4 Principal · High School, A–C

Who is on this card: Principals of high schools rated A to C last year, or with no rating (Cardwell uses its own attendance levels)

MEASURE	WHAT IT MEASURES	POINTS
CAMPUS STUDENT OUTCOMES		**50**
Accountability rating	Campus A–F rating from TEA	**5**
STAAR Domain 1	TEA Student Achievement scaled score, 0 to 100	**5**
STAAR Domain 2A	TEA Academic Growth scaled score, 0 to 100	**10**
STAAR Domain 3	TEA Closing the Gaps scaled score, 0 to 100	**10**
TIA growth measure	Average growth earned by campus teachers on their scorecards	**10**
TSI	Percentage of graduates who are TSI Met without College Prep	**5**
IBCs	Percentage of graduates earning an industry-based certification	**5**
ADMINISTRATOR PERFORMANCE		**50**
T-PESS Summative Domains 2, 4, and 5	Average of your three domain averages compared with the median for all principals	**15**
T-PESS Summative Domain 1	Domain 1 average, compared with the median for all principals	**10**
T-PESS Summative Domain 3	Domain 3 average, compared with the median for all principals	**5**
Coaching: TIA correlation	How closely teachers' T-TESS ratings align with their students' growth	**5**
Coaching: T-TESS reliability	Whether ratings are consistent across the kinds of classes teachers teach	**5**
Campus climate survey	Percentage of neutral or positive answers from students, teachers, and families	**5**
Student attendance	Campus average daily attendance	**5**
Total		**100**

How each measure is calculated is on the pages that follow.

DRAFT

CAMPUS STUDENT OUTCOMES

Accountability rating 5 points	The campus's overall A–F accountability rating from TEA for the current school year, released in August. Ratings of A, B, or C earn points, with A earning the most. Ratings of D or F earn 0 points.
STAAR Domain 1 5 points	TEA's Student Achievement scaled score for the campus, from 0 to 100. The score is used as a percentage of the 5 points: a score of 80 earns 80% of 5 points, or 4 points. If the campus receives an overall accountability rating of D or F this year, this measure earns 0 points.
STAAR Domain 2A 10 points	TEA's Academic Growth scaled score for the campus, from 0 to 100. The score is used as a percentage of the 10 points: a score of 80 earns 80% of 10 points, or 8 points. If the campus receives an overall accountability rating of D or F this year, this measure earns 0 points.
STAAR Domain 3 10 points	TEA's Closing the Gaps scaled score for the campus, from 0 to 100. The score is used as a percentage of the 10 points: a score of 80 earns 80% of 10 points, or 8 points. If the campus receives an overall accountability rating of D or F this year, this measure earns 0 points.
TIA growth measure 10 points	Each teacher's growth result is the percentage of the teacher's students who met growth, from the teacher's own scorecard. Your result is the average of those percentages for the campus's teachers. Each teacher in the district's TIA file for the campus who has a growth result counts once; if a teacher has more than one scorecard, the results are combined the same way as for the teacher's overall score.
TSI 5 points	The percentage of the campus's graduates who are TSI Met without College Prep (college ready in both reading and math).
IBCs 5 points	The percentage of the campus's graduates who earned at least one industry-based certification (IBC), compared with targets set for your campus from its own rates in the two prior years.

DRAFT

ADMINISTRATOR PERFORMANCE

T-PESS Summative Domains 2, 4, and 5
15 points

Each dimension rating on your final T-PESS summative is converted to a number (Distinguished = 5, Accomplished = 4, Proficient = 3, Developing = 2, Improvement Needed = 1) and averaged within each domain. Your result is the average of your Domain 2, Domain 4, and Domain 5 averages, with each domain weighted equally, rounded to two decimal places. It is compared with the median for all principals (the middle result among all principals), recalculated each year. At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

T-PESS Summative Domain 1
10 points

Your average Domain 1 rating on your final T-PESS summative, on a scale from 1 (Improvement Needed) to 5 (Distinguished), rounded to two decimal places and compared with the median for all principals.

T-PESS Summative Domain 3
5 points

Your average Domain 3 rating on your final T-PESS summative, on a scale from 1 (Improvement Needed) to 5 (Distinguished), rounded to two decimal places and compared with the median for all principals.

Coaching: TIA correlation
5 points

How closely observation ratings align with student growth: the correlation (from −1 to 1) between each teacher's average T-TESS rating on dimensions 2.1–3.3 and the percentage of the teacher's students meeting growth in the TIA file, across every campus teacher in the TIA file. Higher is better.

Coaching: T-TESS reliability
5 points

Whether T-TESS ratings at the campus are consistent no matter what a teacher teaches, using every campus teacher in the TIA file. It makes two comparisons:

- Teacher categories: whether average T-TESS ratings differ by the testing vendor used for each teacher's TIA growth
- STAAR testing: whether average T-TESS ratings differ between teachers whose students take STAAR and teachers whose students do not

The two effect sizes (TEA's Check 6 statistic) are averaged. A lower result means more consistent ratings, which is better.

Campus climate survey
5 points

Students in grades 3-12, teachers, and families answer the district climate survey in the spring:

- Students: 6 questions about each of up to three teachers and 8 about the school
- Teachers: 8 questions about their evaluator and 9 about the campus
- Families at every grade level: 5 questions about the campus (families of PreK3-2nd, Life and Active Learning students also answer about their child's teachers)

Never	Almost never	Sometimes	Almost always	Always
Not counted		Counted in percent positive (neutral or positive)		

Every response counts, including families' answers about the campus. For each question, the percentage of responses rated Sometimes, Almost always, or Always is calculated; your result is the average across all questions, each question counting equally. Families may also answer Not sure, which is left out. You earn 0 points if fewer than 90% of teachers or fewer than 70% of students complete the survey.

Student attendance
5 points

Your campus's final average daily attendance (ADA) for the year, as reported in the state PEIMS summer report.

Campus	5 points	3.75 points	2.5 points	0 points
High school	93.5% or higher	93.0%	92.5%	Lower
Cardwell Career Prep	89.6% or higher	89.1%	88.6%	Lower

DRAFT

PRINCIPAL SCORECARD · CAMPUS STUDENT OUTCOMES 50 / ADMINISTRATOR PERFORMANCE 50

P5 Principal · High School, D–F

Who is on this card: Principals of high schools rated D or F last year (Cardwell uses its own attendance levels)

MEASURE	WHAT IT MEASURES	POINTS
CAMPUS STUDENT OUTCOMES		**50**
Accountability rating	Campus A–F rating from TEA	**5**
STAAR Domain 2A	TEA Academic Growth scaled score, 0 to 100	**15**
STAAR Domain 3	TEA Closing the Gaps scaled score, 0 to 100	**10**
TIA growth measure	Average growth earned by campus teachers on their scorecards	**10**
TSI	Percentage of graduates who are TSI Met without College Prep	**5**
IBCs	Percentage of graduates earning an industry-based certification	**5**
ADMINISTRATOR PERFORMANCE		**50**
T-PESS Summative Domains 2, 4, and 5	Average of your three domain averages compared with the median for all principals	**15**
T-PESS Summative Domain 1	Domain 1 average, compared with the median for all principals	**10**
T-PESS Summative Domain 3	Domain 3 average, compared with the median for all principals	**5**
Coaching: TIA correlation	How closely teachers' T-TESS ratings align with their students' growth	**5**
Coaching: T-TESS reliability	Whether ratings are consistent across the kinds of classes teachers teach	**5**
Campus climate survey	Percentage of neutral or positive answers from students, teachers, and families	**5**
Student attendance	Campus average daily attendance	**5**
Total		**100**

How each measure is calculated is on the pages that follow.

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CAMPUS STUDENT OUTCOMES

Accountability rating 5 points	The campus's overall A–F accountability rating from TEA for the current school year, released in August. Ratings of A, B, or C earn points, with A earning the most. Ratings of D or F earn 0 points.
STAAR Domain 2A 15 points	TEA's Academic Growth scaled score for the campus, from 0 to 100. The score is used as a percentage of the 15 points: a score of 80 earns 80% of 15 points, or 12 points. If the campus receives an overall accountability rating of D or F this year, this measure earns 0 points.
STAAR Domain 3 10 points	TEA's Closing the Gaps scaled score for the campus, from 0 to 100. The score is used as a percentage of the 10 points: a score of 80 earns 80% of 10 points, or 8 points. If the campus receives an overall accountability rating of D or F this year, this measure earns 0 points.
TIA growth measure 10 points	Each teacher's growth result is the percentage of the teacher's students who met growth, from the teacher's own scorecard. Your result is the average of those percentages for the campus's teachers. Each teacher in the district's TIA file for the campus who has a growth result counts once; if a teacher has more than one scorecard, the results are combined the same way as for the teacher's overall score.
TSI 5 points	The percentage of the campus's graduates who are TSI Met without College Prep (college ready in both reading and math).
IBCs 5 points	The percentage of the campus's graduates who earned at least one industry-based certification (IBC), compared with targets set for your campus from its own rates in the two prior years.

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ADMINISTRATOR PERFORMANCE

T-PESS Summative Domains 2, 4, and 5
15 points

Each dimension rating on your final T-PESS summative is converted to a number (Distinguished = 5, Accomplished = 4, Proficient = 3, Developing = 2, Improvement Needed = 1) and averaged within each domain. Your result is the average of your Domain 2, Domain 4, and Domain 5 averages, with each domain weighted equally, rounded to two decimal places. It is compared with the median for all principals (the middle result among all principals), recalculated each year. At the median, you earn half the points; each [step size to be confirmed] above or below earns more or fewer.

T-PESS Summative Domain 1
10 points

Your average Domain 1 rating on your final T-PESS summative, on a scale from 1 (Improvement Needed) to 5 (Distinguished), rounded to two decimal places and compared with the median for all principals.

T-PESS Summative Domain 3
5 points

Your average Domain 3 rating on your final T-PESS summative, on a scale from 1 (Improvement Needed) to 5 (Distinguished), rounded to two decimal places and compared with the median for all principals.

Coaching: TIA correlation
5 points

How closely observation ratings align with student growth: the correlation (from −1 to 1) between each teacher's average T-TESS rating on dimensions 2.1–3.3 and the percentage of the teacher's students meeting growth in the TIA file, across every campus teacher in the TIA file. Higher is better.

Coaching: T-TESS reliability
5 points

Whether T-TESS ratings at the campus are consistent no matter what a teacher teaches, using every campus teacher in the TIA file. It makes two comparisons:

- Teacher categories: whether average T-TESS ratings differ by the testing vendor used for each teacher's TIA growth
- STAAR testing: whether average T-TESS ratings differ between teachers whose students take STAAR and teachers whose students do not

The two effect sizes (TEA's Check 6 statistic) are averaged. A lower result means more consistent ratings, which is better.

Campus climate survey
5 points

Students in grades 3-12, teachers, and families answer the district climate survey in the spring:

- Students: 6 questions about each of up to three teachers and 8 about the school
- Teachers: 8 questions about their evaluator and 9 about the campus
- Families at every grade level: 5 questions about the campus (families of PreK3-2nd, Life and Active Learning students also answer about their child's teachers)

Never	Almost never	Sometimes	Almost always	Always
Not counted		Counted in percent positive (neutral or positive)		

Every response counts, including families' answers about the campus. For each question, the percentage of responses rated Sometimes, Almost always, or Always is calculated; your result is the average across all questions, each question counting equally. Families may also answer Not sure, which is left out. You earn 0 points if fewer than 90% of teachers or fewer than 70% of students complete the survey.

Student attendance
5 points

Your campus's final average daily attendance (ADA) for the year, as reported in the state PEIMS summer report.

Campus	5 points	3.75 points	2.5 points	0 points
High school	93.5% or higher	93.0%	92.5%	Lower
Cardwell Career Prep	89.6% or higher	89.1%	88.6%	Lower

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