

# KEY COMPONENTS OF TEACHER INCENTIVE ALLOTMENT

## Alief's Local Designation System



TIA Objectives	Improve student outcomes and teacher satisfaction through implementation of a local designation system that measures teacher effectiveness, rewarding and recognizing the most high-impact teachers for their excellence.	
Teacher Eligibility	<ul style="list-style-type: none"> <li>✓ Classroom teacher coded as 087 in PEIMS</li> <li>✓ Spend at least 60% of time directly instructing students</li> <li>✓ Evaluated annually using the T-TESS observation instrument yearly</li> <li>✓ Contracted employee in a salaried full-time position</li> </ul>	
Key TEA Program Requirements	<ul style="list-style-type: none"> <li>✓ During the data capture year, <u>all</u> 087 coded teachers will receive at least one 45-min T-TESS observation</li> <li>✓ All T-TESS and Student Growth data be submitted to the state for validation before funding is released to the district</li> <li>✓ Teacher and Administrator input be included in the design of the local designation system</li> <li>✓ In each district, 5%-30% of teachers can be designated based on statewide performance standards</li> <li>✓ Appraisers receive annual calibration training to ensure equitable scoring</li> </ul>	
<p>Current Plan for Measuring Teacher Effectiveness</p> <p><i>The weight of each measure will be differentiated based on subject/grade level</i></p>	<p>1 - T-TESS Observations: Administer 3 T-TESS Observations annually.</p> <ul style="list-style-type: none"> <li>● Obs #1: 20-min observation on Domain 3 + post-conference</li> <li>● Obs #2: pre-conference + 45-min recorded observation on Domains 1,2,3 + post-conference</li> <li>● Obs #3: 20-min observation on Domains 2,3 + post-conference</li> </ul>	
	<p>2 - Student Growth Measures: Measure student growth using approved assessments that account for students' baseline data, where equity is ensured through centralized scoring and consistent administration practices across the district. Depending on the teacher assignment, growth measures will include a combination of one or more of the following.</p> <ul style="list-style-type: none"> <li>● STAAR: Growth calculated using a value-added growth measure (VAM)</li> <li>● iReady: Growth calculated using district growth goals</li> <li>● iStation: Growth calculated using district growth goals</li> <li>● Reading Growth Measure: Growth calculated using district growth goals</li> <li>● Amplify: Growth calculated using district growth goals</li> <li>● SLOs: Growth calculated centrally using district-provided SLO goal, skill profiles, and assessments/checkpoints</li> </ul>	
	<p>3 - Student Perception Surveys: Understand student perceptions with research-based surveys that are predictive of student achievement and ask questions about instruction and climate, not teacher popularity.</p>	

	<ul style="list-style-type: none"> <li>• Surveys are administered once per year for teachers where students have sufficient time in the classroom</li> <li>• Survey scores are a collection of student voices in aggregate</li> <li>• Data quality assurance checks ensure that scores or comments on the margins will not impact teacher effectiveness scores</li> </ul>	
	<p>4 - Schoolwide Growth Measure: The overall growth of students on a campus as measured based on the STAAR VAM. This will count towards the effectiveness of all teachers on that campus.</p>	
<p>Designation &amp; Compensation</p>	<ul style="list-style-type: none"> <li>• Scoring will be dependent on the teacher's grade/subject - e.g. elective teachers won't use a classroom STAAR. For all teachers, the available measures will be weighted and scored on a curve to assign a TIA composite score.</li> <li>• Designations: 5-30% of the district will be designated Recognized, Exemplary, or Master, making them eligible for additional compensation and additional benefits.</li> </ul>	
<p>Implementation</p>	<p>2022-2023: Data Capture Year, Implement TIA components district-wide</p>	