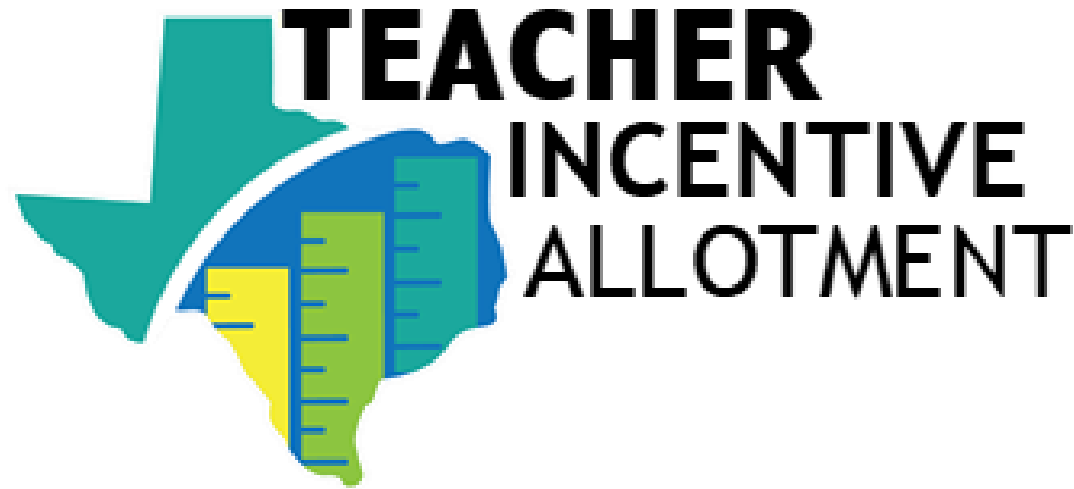

EDGEWOOD

INDEPENDENT  SCHOOL  DISTRICT

San Antonio

PROFESSIONALISM  ACCOUNTABILITY  COMMUNICATION



Teacher Incentive Allotment Task Force

February 8, 2023

INTENDED LEARNING OUTCOMES

- **Board/Superintendent 5 Strategic Goals & 5 Priorities**
- **Integration of TIA**
- **TIA Designations & Funding**
- **Calibration & Scoring**
- **2021-2022 TIA Data**
- **2023 TIA Task Force**

Board Superintendent Strategic Goals

System of Great Schools North Star Goal ★

The number of STAAR accountable campuses rated "A" or "B" will increase from 4 campuses in 2022 to 16 campuses by June 2028 (Baseline measure in June 2022).

Lone Star Governance Goal 1



The percentage of students in 3rd grade who score at "meets" or above on STAAR Reading will increase from 26 percent to 60 percent by June 2027 (Baseline Grade 3 STAAR Reading measure June 2022).

Lone Star Governance Goal 2



The percentage of students in 3rd grade who score at "meets" or above on STAAR Mathematics will increase from 20 percent to 50 percent by June 2027 (Baseline Grade 3 STAAR Mathematics measure June 2022).

Lone Star Governance Goal 3



The College and Career Readiness raw score (% of graduates who met the CCR standard) will increase from 43 percent to 85 percent by June 2027 (Baseline CCMR measure June 2022).

Locally Developed Goal 1



Edgewood ISD will improve its two-way communication and parent engagement as indicated by improving its net promoter score from negative net promoter score to a positive net promoter score by 2028 (Baseline net promoter score measure May 2022).

Locally Developed Goal 2

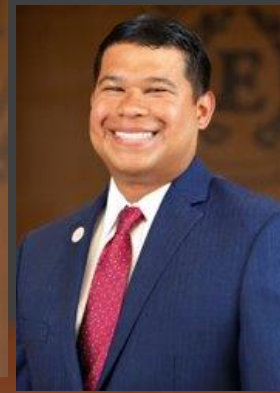


Edgewood ISD will improve student life readiness skills for students in grades 6-12 by increasing our satisfactory rate from 0% in September 2022 to 85% by May 2028 as indicated in the College, Career, and Life Readiness Framework Six Competencies.



Board / Superintendent 5 Priorities

1. Focus on Student Success
2. Focus on Student, Families, and Community
3. Focus on Operational Excellence
4. Focus on Employee and Organizational Improvement
5. Focus on Financial Stewardship



2021-22 TIA Task Force | Teacher Incentive

Campus Representatives

- Samantha Gonzalez, HBG Principal *
- Tania Loyola, Memorial Principal *
- Shamia Priestley, GUS AP *
- Kemmie, Lewis *
- Christopher Bland, GUS Principal
- Claudia Casso, FAA
- Jessica Campos, Cisneros
- Monica Munoz, Las Palmas Principal
- Claudia Sanchez, Winston Principal

Other Representatives

- Susan Salinas, Texas State Teacher Association *
- Leslie Cooper, ESC-20 *
- Kathy Cervantes, ESC-20 *
- Garrett Landry, Best in Class*

*Denotes Steering Committee Member

District Representatives

- Dr. Eduardo Hernandez, Superintendent
- Phillip Chavez, Deputy Superintendent *
- Myrna G. Martinez, Chief of Staff *
- Cynthia Trevino, Chief of Human Resources *
- Kimberly Madkins, Assistant Superintendent of School Leadership *
- Angela Dominguez, Assistant Superintendent of Academics *
- Jose Keubke, Director of Finance *
- Sylvia Morales, Director of Research Accountability and Assessment*
- Samantha Grubbs, Marketing Coordinator
- Dr. Kendahl Owoh, Senior Director of Federal & State Programs
- Wendy Salazar, ELA Coordinator

2022-24 TIA Task Force | Teacher Incentive

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- Sandra Cantu, Principal Wrenn MS*
- Sara Stewart, Vice Principal, Memorial HS*
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- Shamia Priestley, Principal, Elementary *
- Martha Esquivel, Assistant Principal, Elementary
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- Cynthia Trevino, Chief of Human Resources *
- Jose Keubke, Director of Finance *
- Ernest Ruiz, Director of Research and Evaluation*
- Samantha Grubbs, Marketing Coordinator
- David Abundis, Senior Director of Federal & State Programs
- Marissa Perez, ELA Coordinator
- Mathematics Coordinator – Rosa de Leon
- Science Coordinator – Sandra Hernandez

TIA Designations



Top 33% in the state

Recognized

\$3-\$9K

\$7,515

Average Campus Allotment

National Board
Certification



Top 20% in the state

Exemplary

\$6-\$18K

\$15,029

Average Campus Allotment



Top 5% in the state

Master

\$12-\$32K

\$27,049

Average Campus Allotment

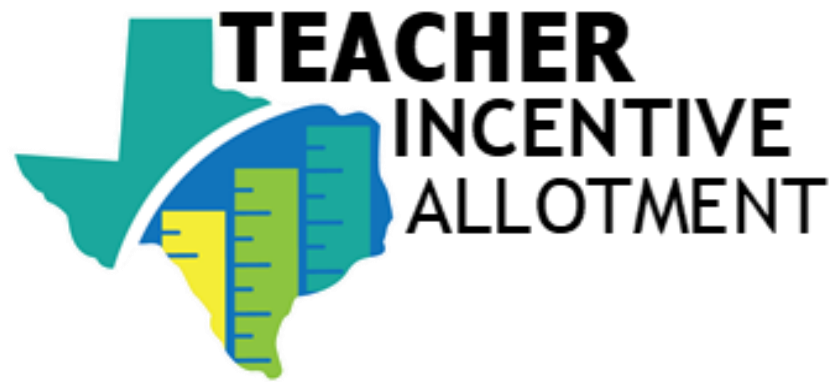
The TIA designation is added to a teacher's SBEC certificate and is valid for five years.

2021-2022 Teacher Incentive Allotment Funding

School Name	Enrollment	Grade Range	Recognized	Exemplary	Master
ALONSO S PERALES EL	340	'EE-05	\$ 8,040.00	\$ 16,081.00	\$ 28,801.00
ALTERNATIVE CENTER	0	'01-12	\$ 7,515.00	\$ 15,029.00	\$ 27,049.00
BRENTWOOD MIDDLE	751	'06-08	\$ 7,469.00	\$ 14,938.00	\$ 26,897.00
BURLESON CENTER	22	'AE	\$ 3,818.00	\$ 7,636.00	\$ 14,727.00
CARDENAS CENTER	165	'EE-PK	\$ 7,868.00	\$ 15,736.00	\$ 28,227.00
E T WRENN MIDDLE	505	'06-08	\$ 7,418.00	\$ 14,837.00	\$ 26,728.00
GARDENDALE PRE-K 4 SA EARLY LEARNING	302	'PK-02	\$ 7,671.00	\$ 15,343.00	\$ 27,571.00
GUS GARCIA MIDDLE	592	'06-08	\$ 7,610.00	\$ 15,220.00	\$ 27,367.00
H B GONZALEZ EL	431	'EE-05	\$ 7,349.00	\$ 14,697.00	\$ 26,495.00
JOHN F KENNEDY H S	1,032	'09-12	\$ 7,588.00	\$ 15,176.00	\$ 27,293.00
L B JOHNSON EL	368	'EE-05	\$ 7,869.00	\$ 15,738.00	\$ 28,230.00
LAS PALMAS EL	100	'EE-05	\$ 8,115.00	\$ 16,230.00	\$ 29,050.00
LAS PALMAS LEADERSHIP SCHOOL FOR GIRLS	143	'KG-03	\$ 6,509.00	\$ 13,017.00	\$ 23,696.00
LEARN4LIFE	46	'09-12	\$ 6,897.00	\$ 13,793.00	\$ 24,989.00
LOMA PARK EL	554	'EE-05	\$ 7,527.00	\$ 15,054.00	\$ 27,090.00
MEMORIAL H S	1,015	'09-12	\$ 7,296.00	\$ 14,592.00	\$ 26,320.00
PRE-K 4 SAN ANTONIO	74	'PK-04	\$ 7,541.00	\$ 15,081.00	\$ 27,135.00
ROOSEVELT EL	391	'EE-05	\$ 6,786.00	\$ 13,573.00	\$ 24,621.00
ROY CISNEROS EL	227	'EE-05	\$ 7,659.00	\$ 15,317.00	\$ 27,529.00
STAFFORD CENTER	249	'EE-KG	\$ 7,735.00	\$ 15,470.00	\$ 27,783.00
STAFFORD EL	521	'EE-05	\$ 7,880.00	\$ 15,760.00	\$ 28,267.00
STEAM AT THE FINE ARTS ACADEMY	305	'09-12	\$ 7,466.00	\$ 14,931.00	\$ 26,885.00
WINSTON INT OF EXCELLENCE	144	'03-04	\$ 7,521.00	\$ 15,042.00	\$ 27,069.00



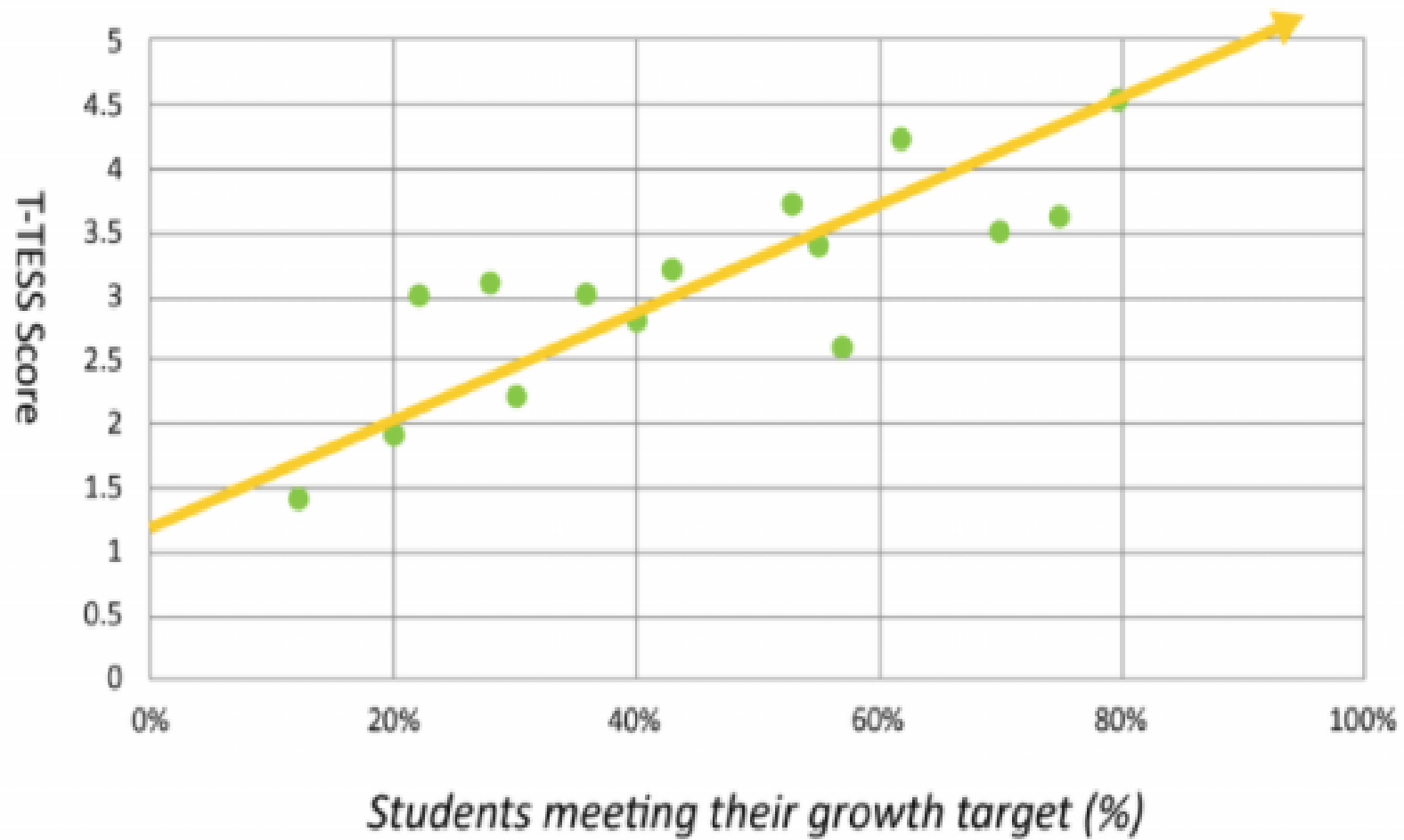
2021-2022 Teacher Evaluation and Student Growth Data



Verifying District Results

In Year 4, TEA and Texas Tech operationalized the method for verification by using 11 indicators as checks for evidence of the reliability and validity of district systems. These 11 checks were compiled into a rubric that Texas Tech uses to evaluate district data (see Appendix B). There are five main domains for these checks that include examining:

- A. The association between observation and district-reported student growth.
- B. The relation of district-reported student growth and statewide value-added scores.
- C. The extent to which observation and district-reported student growth are equivalent for teachers in designation categories across campuses and teaching assignments.
- D. The extent to which district designation patterns conform to patterns found in state-level analyses of growth and observation.
- E. Supplemental checks that examine similarity of designation patterns among districts with similarly Domain 2A ratings, and a visual depiction of the relation between the distribution of observation and growth scores.



T-TESS & Student Growth



T-TESS Teacher Observation Minimums

TIA establishes a priority emphasis on the Instruction (Domain 2) and Learning Environment (Domain 3) domains of the T-TESS evaluation. To be eligible for a TIA-designation, teachers must earn a rating of proficient or higher on each of the eight dimensions measured across Domains 2 and 3. If a teacher scores lower than a 3.0 in any dimension, they cannot receive a score for that Domain; therefore, do not qualify for the Teacher Incentive Allotment. In addition, based on an analysis of statewide T-TESS observation data, TEA has identified minimum score averages across Domains 2 and 3 of T-TESS:

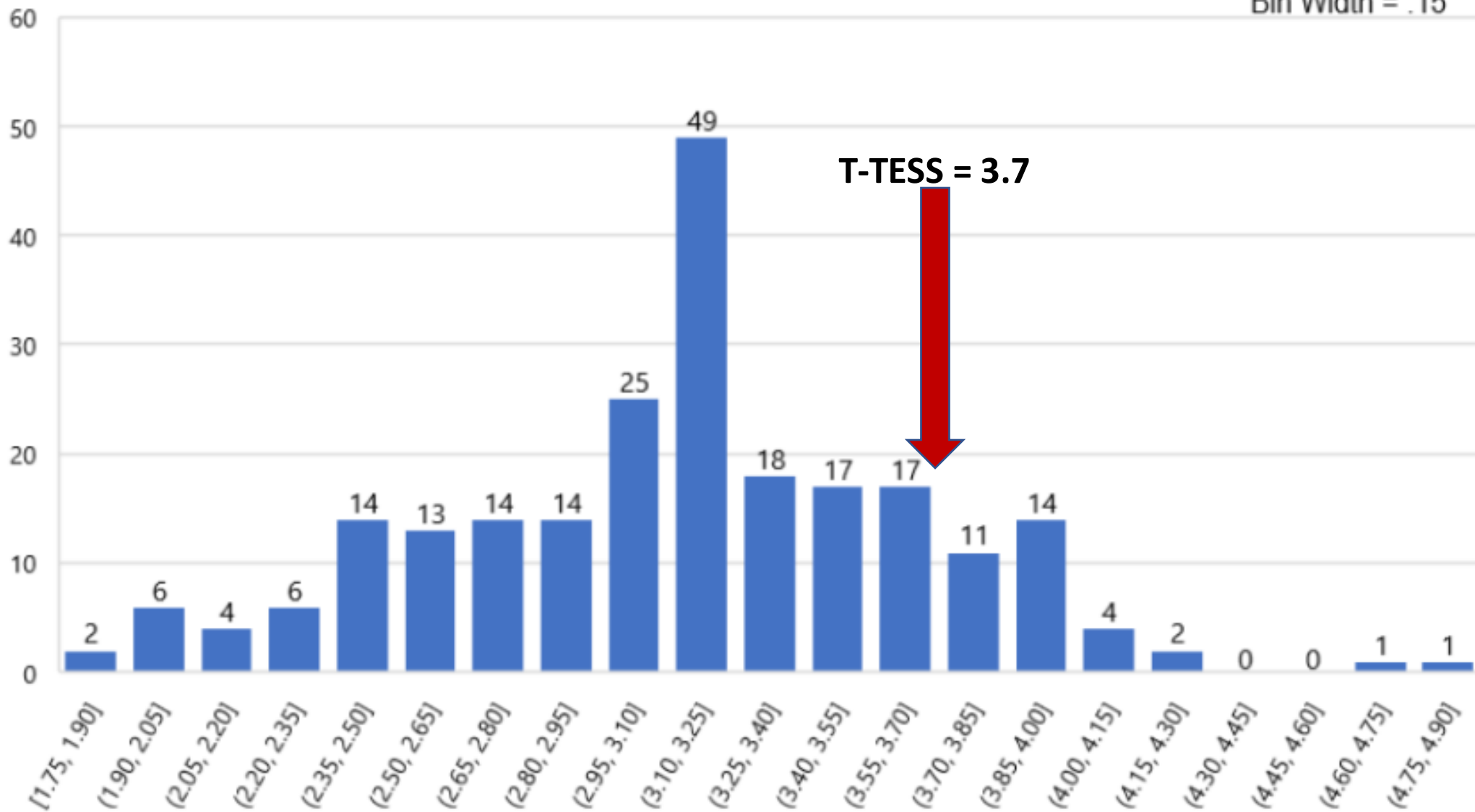
- Recognized designation ≥ 3.7
- Exemplary designation ≥ 3.9
- Master designation ≥ 4.5

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



Teacher T-TESS Distribution Chart

Bin Width = .15





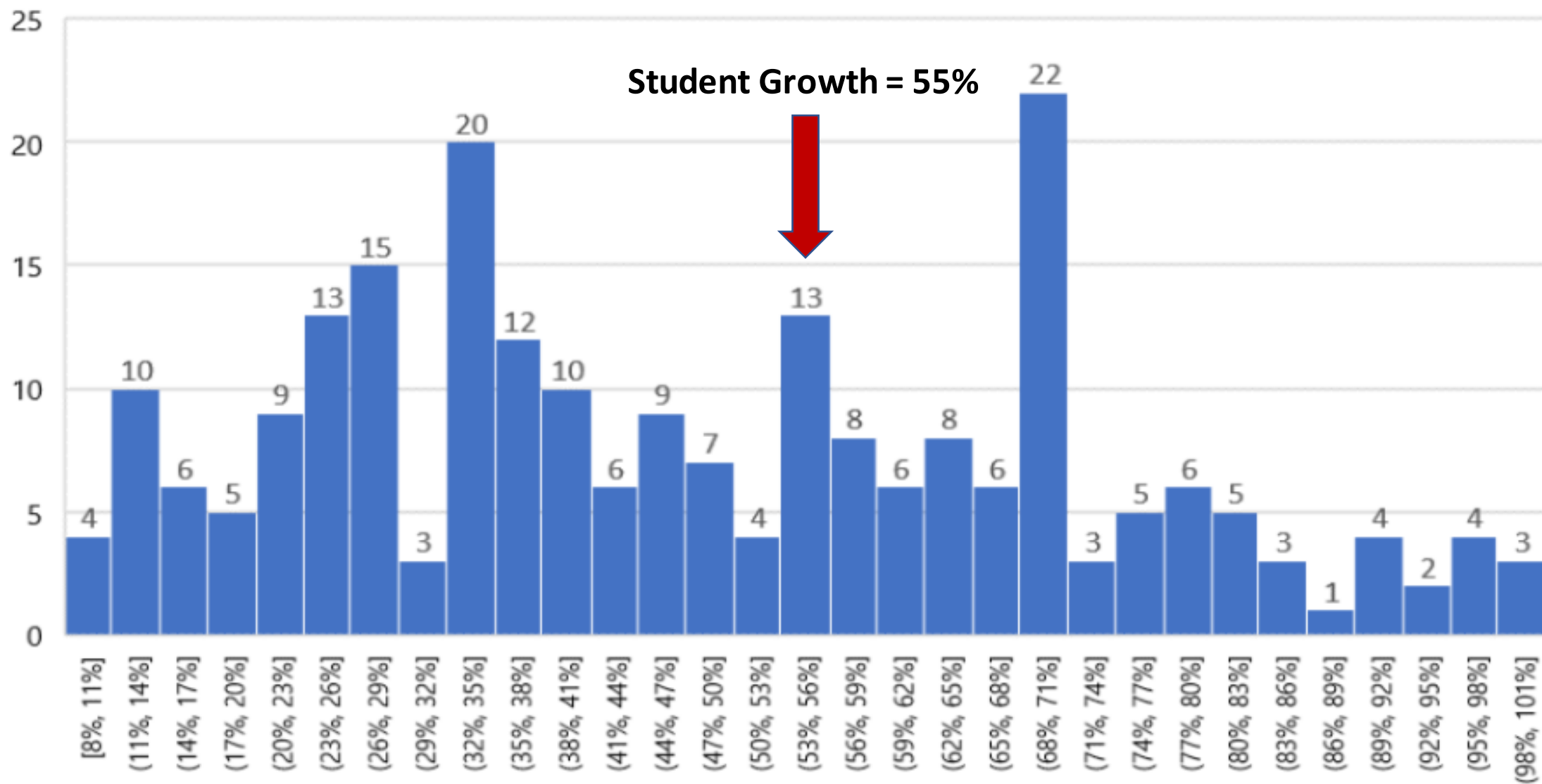
Student Growth Minimums

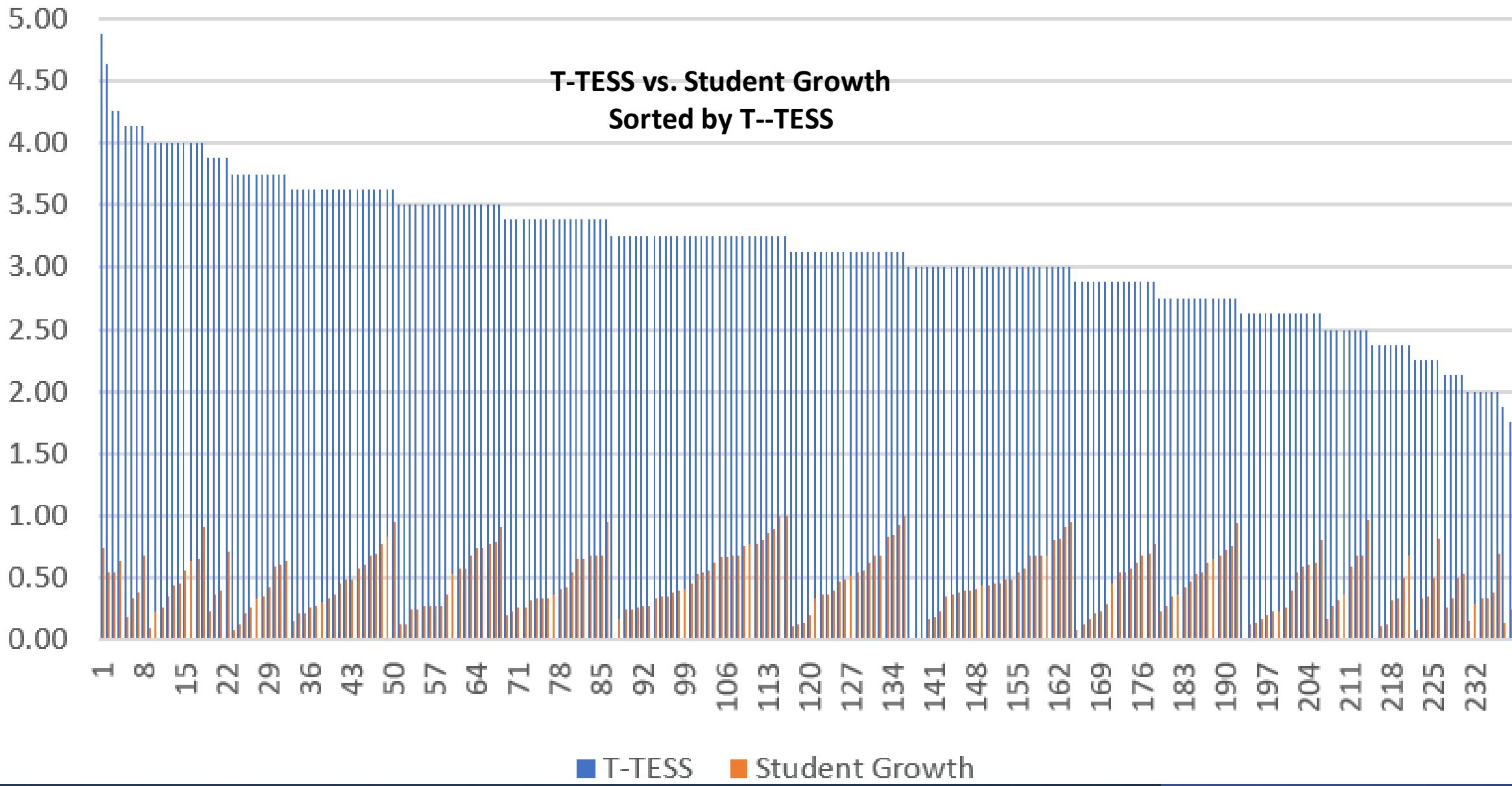
To be eligible for a TIA-designation, teachers must earn a minimum student growth outcome. TEA established minimum expectations based on statewide performance expectations.

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

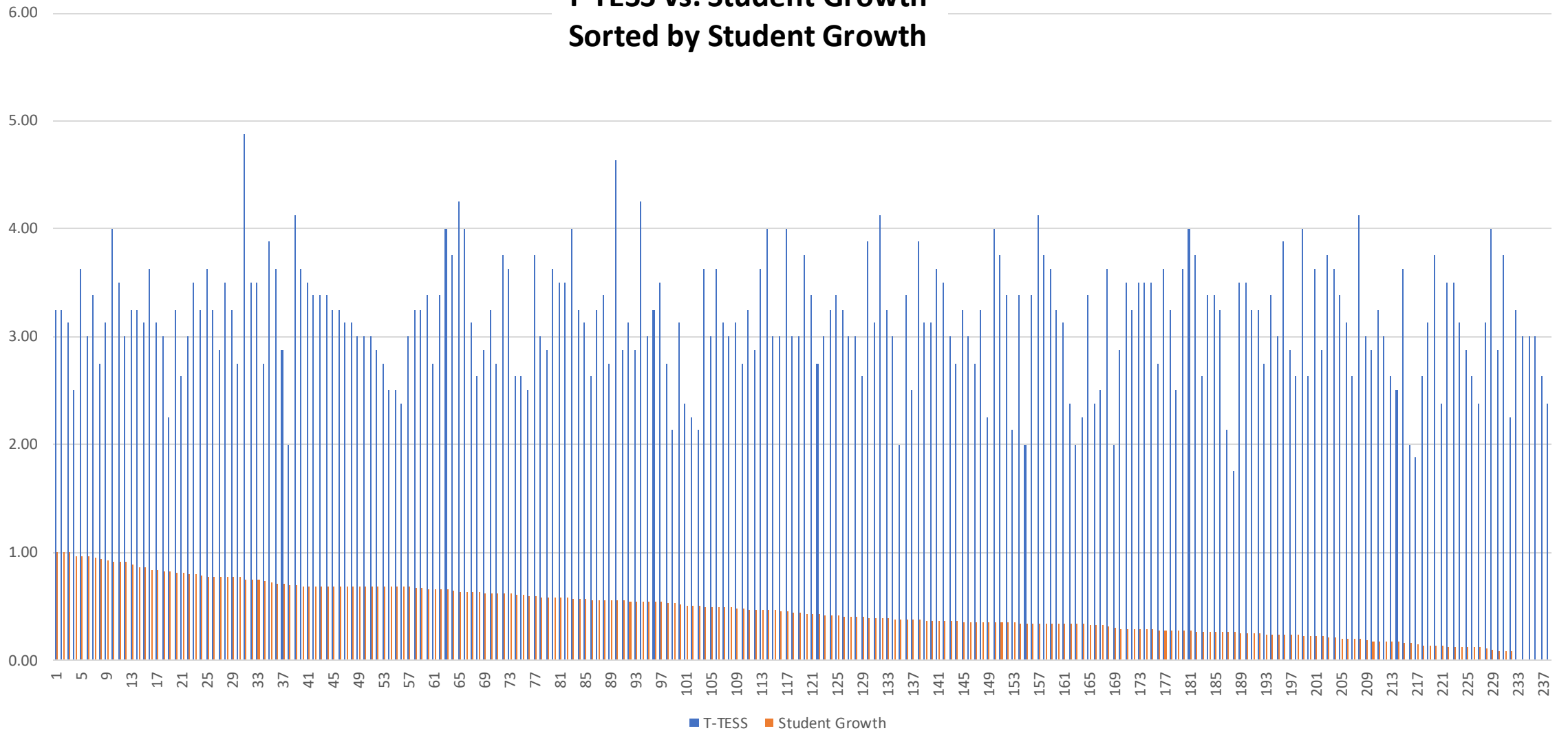
More information can be found in TEA's [TIA Student Growth Performance Standards](#) document.

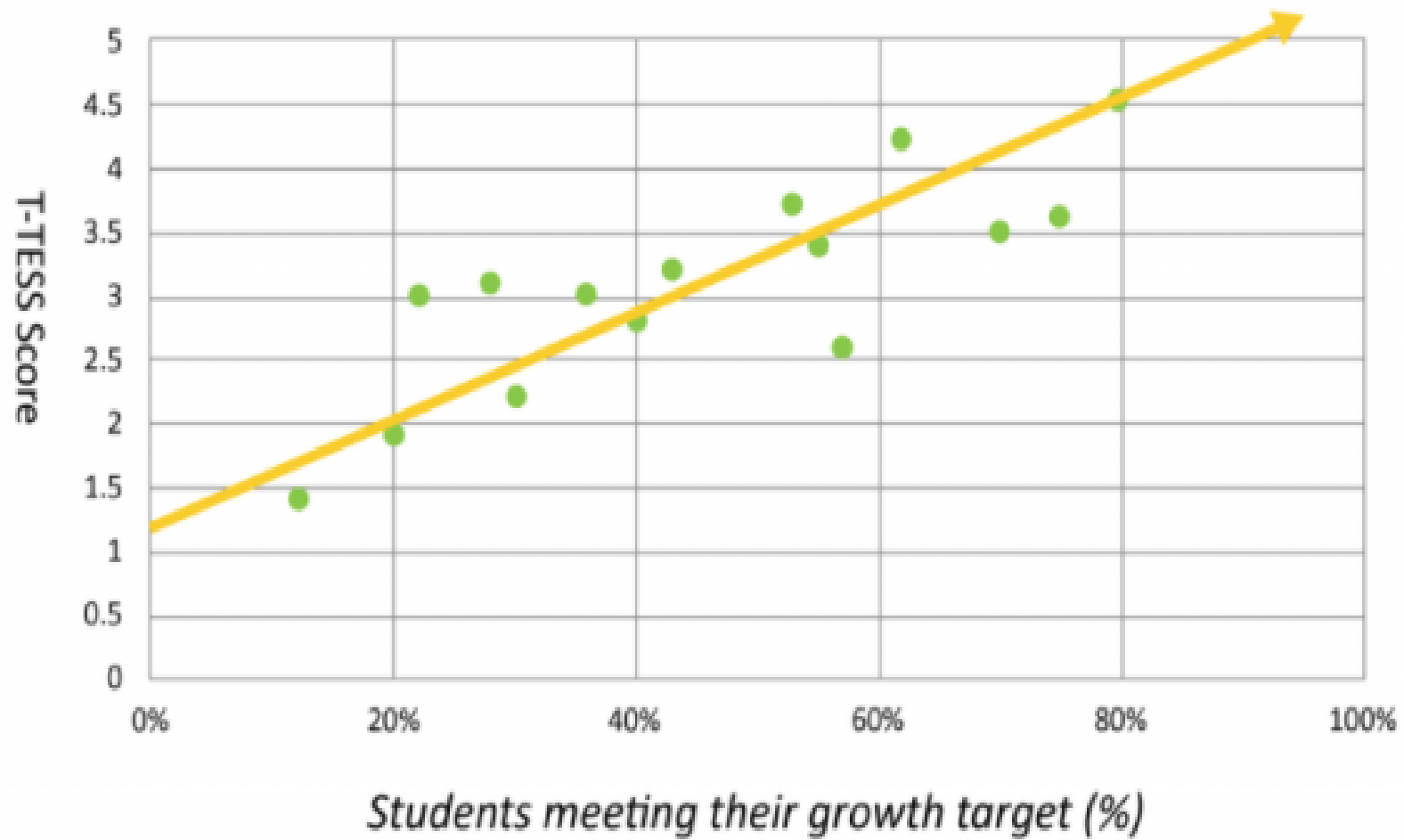
Student Growth Calculation Distribution Chart





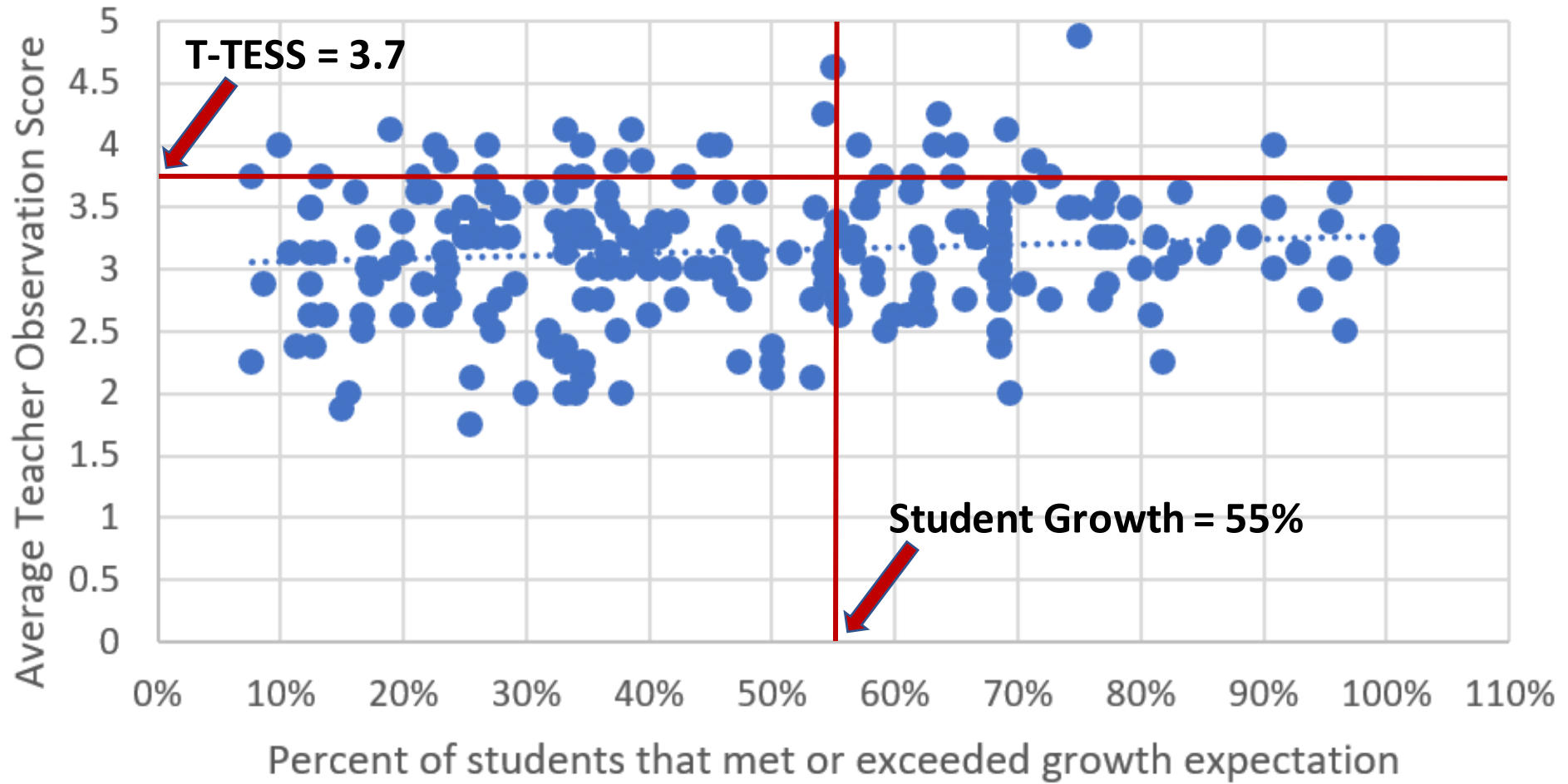
T-TESS vs. Student Growth Sorted by Student Growth



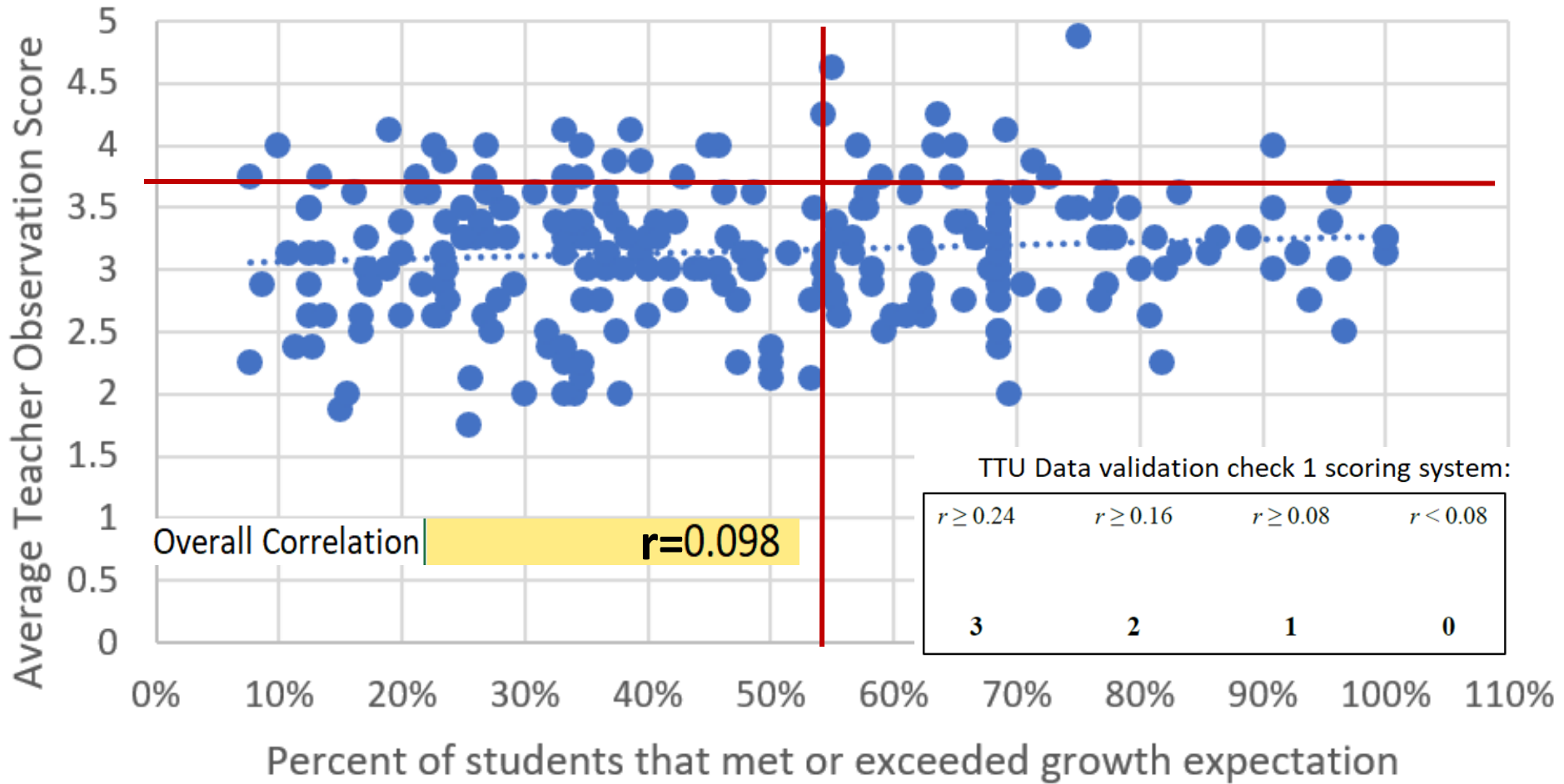



T-TESS & Student Growth

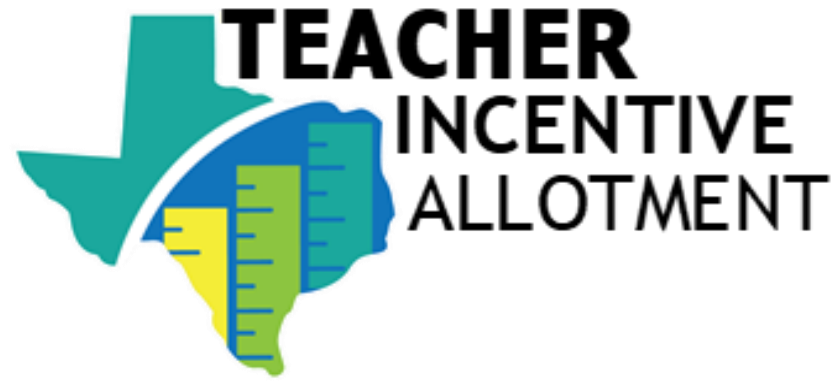
Teacher Observation vs Student Growth



Teacher Observation vs Student Growth



	Cohort A	Cohort B	Cohort C	Cohort D	Cohort E	Cohort F	Cohort G	Cohort H	Cohort I
Data-Capture Year	2018–2019	2019–2020	2020–2021	2021–2022	2022–2023	2023–2024	2024–2025	2025–2026	2026–2027
System Application Posted	N/A	N/A	N/A	1-Nov-20	1-Nov-21	1-Nov-22	1-Nov-23	Fall 2024	Fall 2025
Application Due Date	N/A	N/A	N/A	15-Apr-21	15-Apr-22	17-Apr-23	15-Apr-24	Spring 2025	Spring 2026
Application Acceptance Notification	N/A	N/A	N/A	15-Aug-21	15-Aug-22	15-Aug-23	15-Aug-24	Summer 2025	Summer 2026
Data Submission to Texas Tech University	N/A	N/A	N/A	20-Oct-22	19-Oct-23	17-Oct-24	16-Oct-25	Fall 2026	Fall 2027
Final Approval Notification	N/A			Feb 2023	Feb 2024	Feb 2025	Feb 2026	Winter 2027	Winter 2028
Final Designation and Allotment Notification	N/A	N/A	N/A	Apr-23	Apr-24	Apr-25	Apr-26	Spring 2027	Spring 2028
Approved Districts Receive Payout and Reimbursement Through FSP	September 2020	September 2021	September 2022	Sept 2023	Sept 2024	Sept 2025	Sept 2026	Sept 2022	Sept 2022
Required Annual Program Submission for Approved Districts	By 31-Aug Began 2020	By 31-Aug Began 2021	By 31-Aug Begins 2022	By 31-Aug Begins 2023	By 31-Aug Begins 2024	By 31-Aug Begins 2025	By 31-Aug Begins 2026	By 31-Aug Begins 2027	By Aug-31 Begins 2028



- Commissioner Morath E-mail - February 6, 2023
- Based on a holistic review of your system application and data validation results, your overall local designation system has been denied.



1. System Review (TEA)

Districts submit application, which could include narrative components and artifacts, to TEA to demonstrate high-quality, valid, and reliable:

- ✓ Teacher observation system
- ✓ Student growth measures



2. Data Review (TTU)

Districts submit evidence of teacher effectiveness to TTU to ensure the relative accuracy and reliability of:

- ✓ Student growth measures
- ✓ Teacher observations



TEA & Texas Tech
Partnership to
Approve Local
Designation
System

Data was collected in 2021-2022

Weighted Components – Year 1

50%

- **Educator Evaluation Component**
 - T-TESS: Domains 2 and 3

30%

- **Student Growth Component**
 - Circle, Gold, mCLASS, IDEL, MAP

10%

- **Other Component** – Schoolwide Growth
 - School-Wide Student Growth Score

10%

- **Other Component** - Professional Responsibility – T-TESS: Domains 1 & 4



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50%

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 - T-TESS: Domains 2 and 3

30%

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 - Circle, Gold, mCLASS, IDEL, MAP

10%

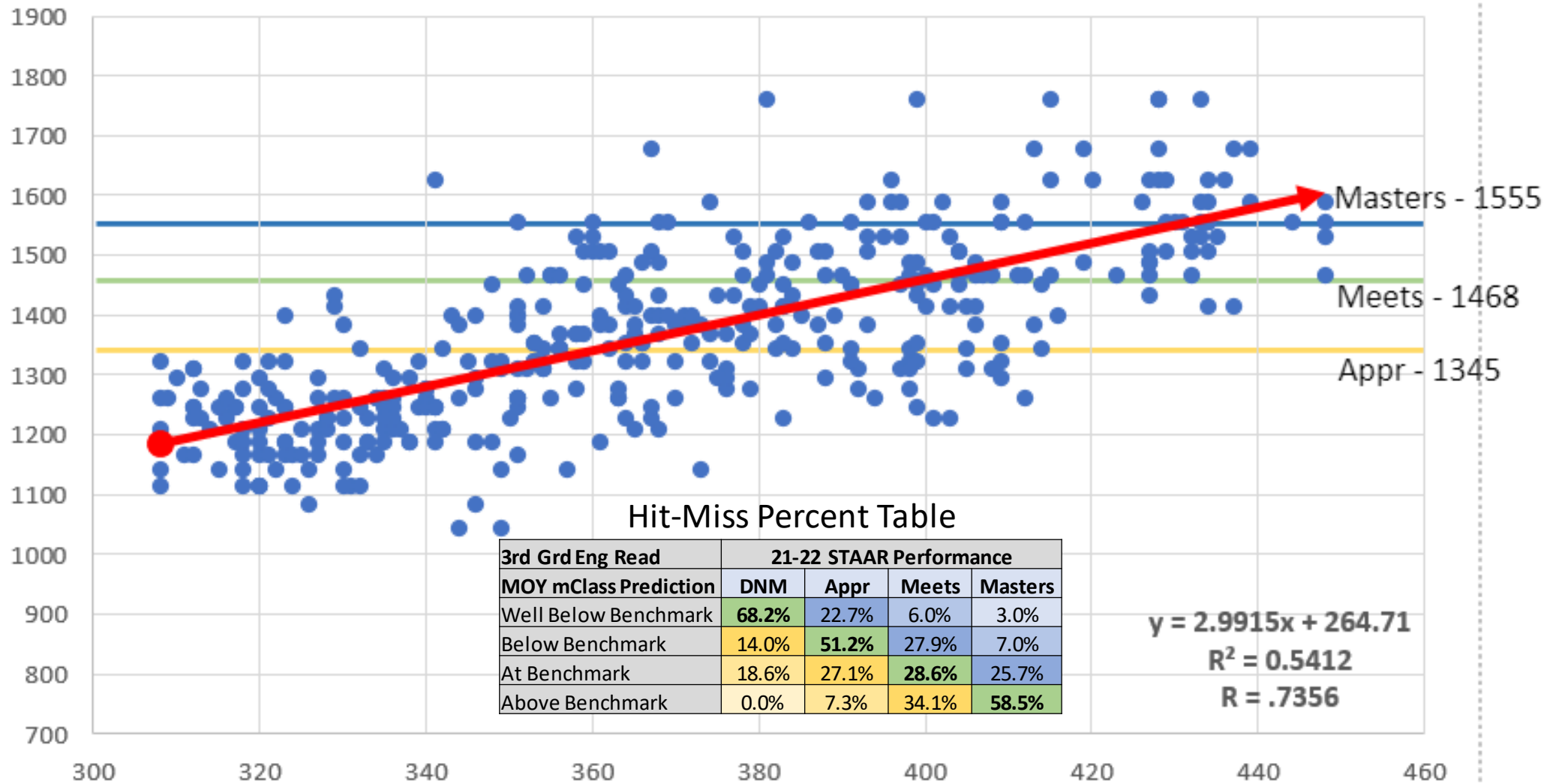
- **Other Component** – Schoolwide Growth
 - School-Wide Student Growth Score

10%

- **Other Component** - Professional Responsibility – T-TESS: Domains 1 & 4



3rd Grd Read Eng – mClass Prediction vs STAAR Performance

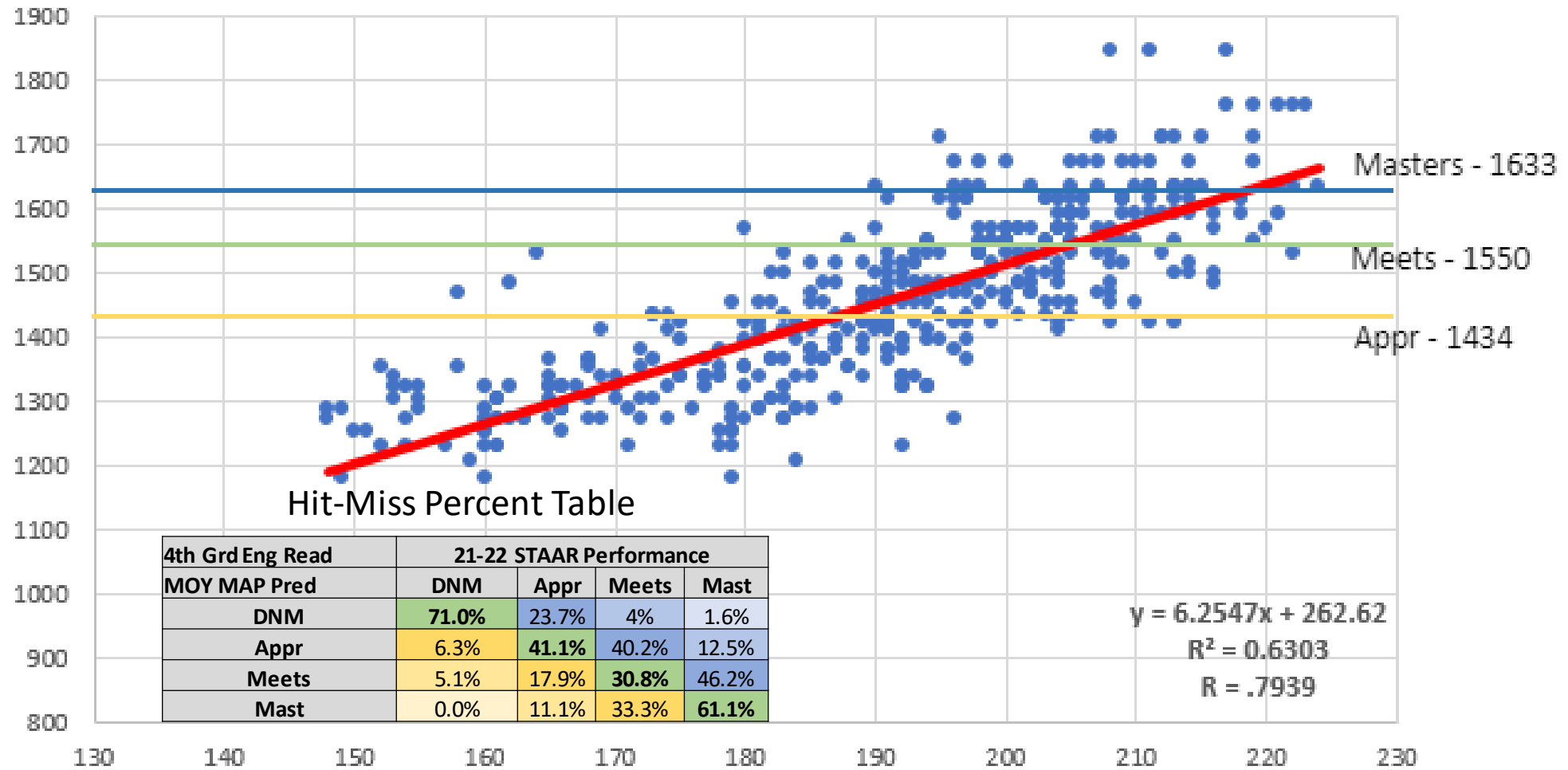


Hit-Miss Percent Table

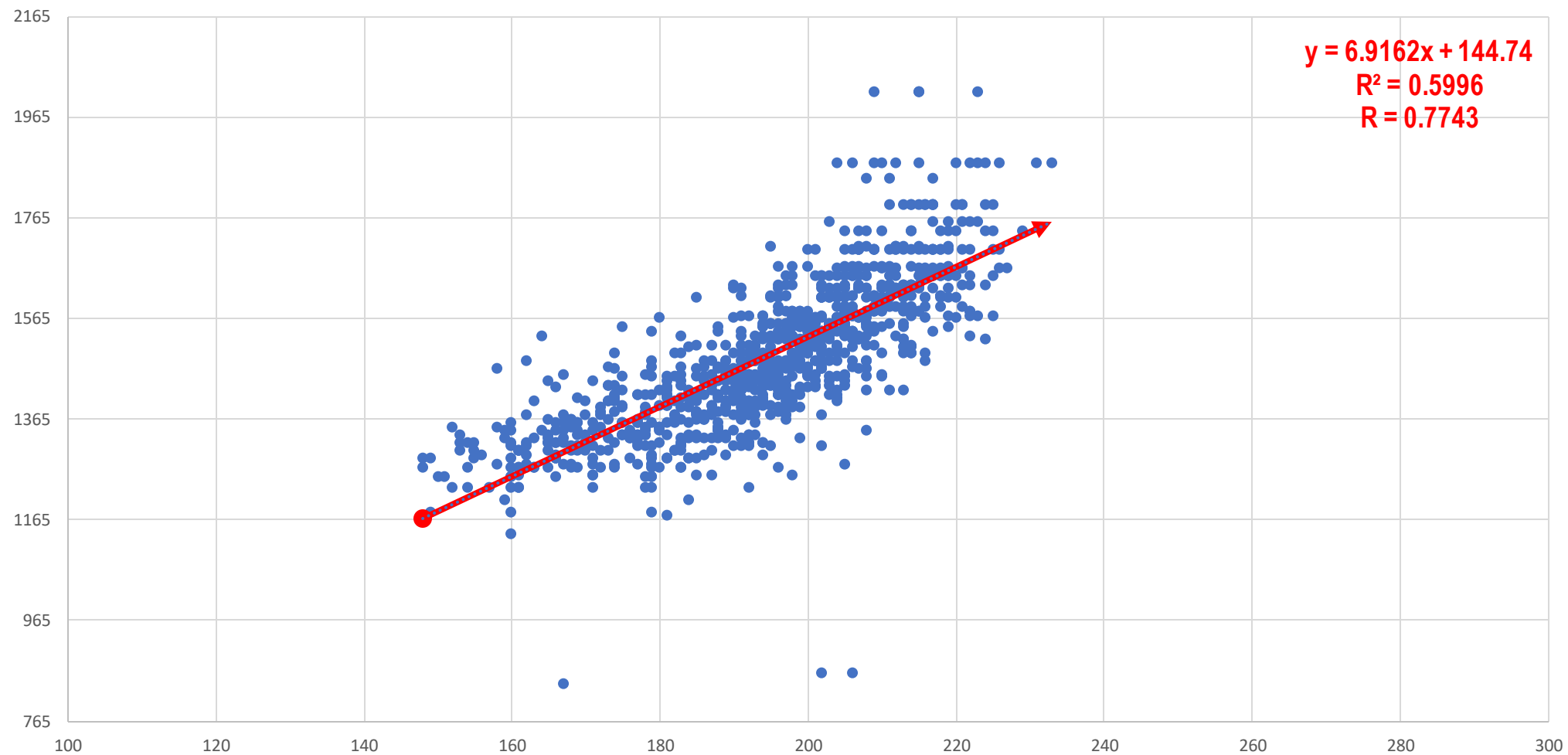
3rd Grd Eng Read	21-22 STAAR Performance			
MOY mClass Prediction	DNM	Appr	Meets	Masters
Well Below Benchmark	68.2%	22.7%	6.0%	3.0%
Below Benchmark	14.0%	51.2%	27.9%	7.0%
At Benchmark	18.6%	27.1%	28.6%	25.7%
Above Benchmark	0.0%	7.3%	34.1%	58.5%

$y = 2.9915x + 264.71$
 $R^2 = 0.5412$
 $R = .7356$

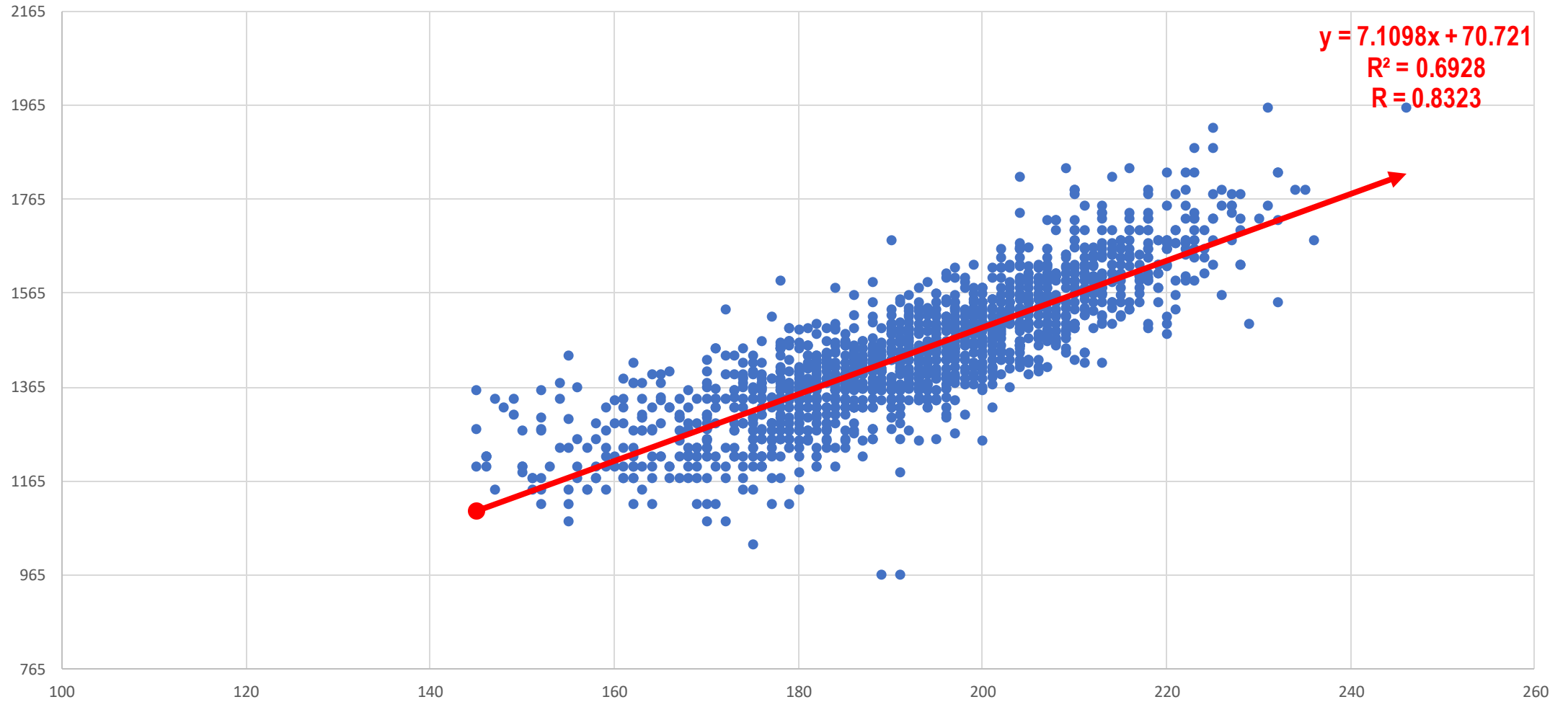
4th Grd Read Eng – MAP Prediction vs STAAR Performance



2022 STAAR Read Scale Score in Relation to 2022 MOY RIT Score - Read Grades 4, 5



2022 STAAR Math Scale Score in Relation to 2022 MOY RIT Score - Math Grades 3-5



TIA Revised Application for 2023-2024

2023-2024 TIA
Task Force

- Identify campus staff
- Identify district staff

Task Force
Meeting

- Wednesdays Afternoon
- Start Feb 8 – End April 12
- 4:30-5:30 p.m.
- Location: Superintendent Conference Room

2023-24 TIA
Application

- Due April 17, 2023 to TEA
- Implementation 2023-2024



1. System Review (TEA)

Districts submit application, which could include narrative components and artifacts, to TEA to demonstrate high-quality, valid, and reliable:

- ✓ Teacher observation system
- ✓ Student growth measures



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 - Circle, Gold, mCLASS, IDEL, MAP

10%

- **Other Component – Schoolwide Growth**
 - School-Wide Student Growth Score

10%

- **Other Component - Professional Responsibility – T-TESS: Domains 1 & 4**



Revise the 2022-2023 TIA Field Guide:

Change percentages: 50% T-TESS Domain 2 and 3; 30% Student Growth; 10% Campus Growth; 10% T-TESS Domain 1 and 4

To: 50% T-TESS Domains 2 and 3 and 50% Student Growth.

Rationale: The two 10%'s did not impact the validity and may make some participants ineligible.

TEA and TTU do not consider data other than Teacher Evaluation and Student Growth.

EISD Phase-in Growth Assessments

Student Growth Component

Data Collection Year	Grade and Subject	Assessment Plan
2021-2022 and 2022-2023 All Math and Reading Teachers	<ul style="list-style-type: none">• Pre-K Math & Reading• K-3 Math & Reading• 4-12 Math & Reading	<ul style="list-style-type: none">• Pre-K Circle and GOLD Assessment• K-3: MAP (Math)/mCLASS (Reading)• 4-12 MAP (Reading and Math)

2023-2024 TIA Application Considerations

- ⑩ Add science grades K to Biology – New – Cannot add Chemistry and Physics due to NWEA MAP not able to standardize nationwide
- ⑩ Change K-English 4 to K-English 2 because TEA does not allow for the validity of the test due to no STAAR EOC at those levels, not aligned to TEKS
- ⑩ Change math from K- Algebra 2 to K-8, Algebra 1, Algebra 2, and Geometry
- ⑩ Change the K-3 mCLASS to NWEA MAP for grades 2 and 3 and change K-1 to Istation
- ⑩ Recalibrate the PK cut scores for CIRCLE and GOLD at a higher level due to the high numbers for PK student growth
- ⑩ Develop the 2023-2024 TIA Field Guide

Teacher Incentive Allotment (TIA)



Next Meeting February 15, 2023

- Review 2021-2022 Data TIA Application Data
- Review NWEA MAP and mCLASS Test Results for 2022-2023
- Discuss 2023-2024 TIA Application – **Due April 17**
- Discuss the 2023-2024 TIA Field Guide

2022-24 TIA Task Force | Teacher Incentive

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- Sandra Cantu, Principal Wrenn MS*
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