



# TEACHER INCENTIVE ALLOTMENT

Teacher TIA Presentation  
November 3, 2021

# EDGEWOOD

INDEPENDENT SCHOOL DISTRICT

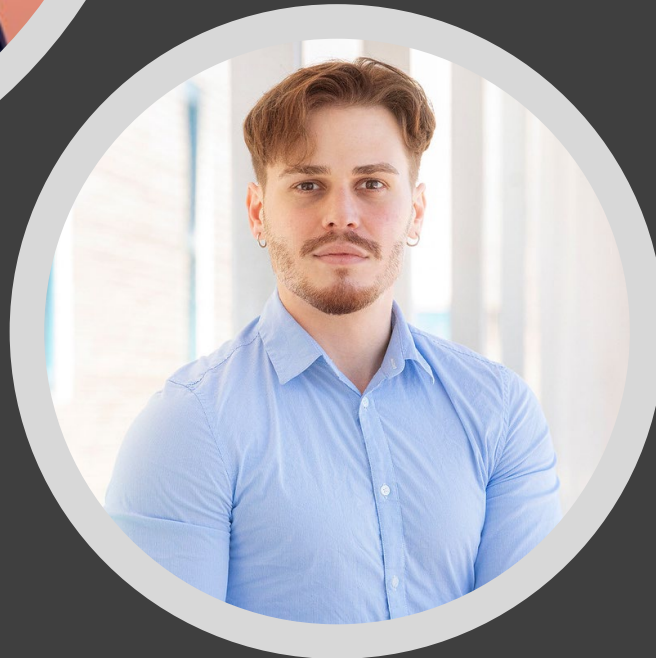
*San Antonio*

PROFESSIONALISM ACCOUNTABILITY COMMUNICATION

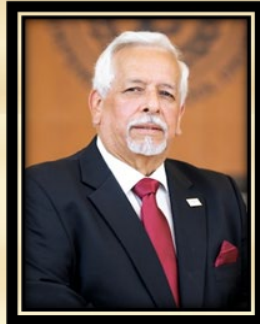


# INTENDED LEARNING OUTCOMES

- Board Superintendent Goals
- Vision 2025/Guiding Principles
- Why Choose EISD?
- 2020-2021 TIA Funding – Edgewood ISD
- TIA Cohort D Data Capture: T-TESS Evaluation and Student Growth
- National Board Teacher Certification
- Survey Questions



# Board and Superintendent Goals



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**

# VISION 2025

## Mission

Edgewood ISD provides an exceptional learning experience that engages, empowers and prepares students to compete and reach their highest potential in an ever-changing world.

For every child, success in life. Edgewood Proud! **Vision**

## Outcome

Graduate ALL scholars College, Career, or Military ready per their expected date of graduation!

- P = Professionalism
- A = Accountability
- C = Communication

## Core Values

## Board/Superintendent Goals

Goal 1: Focus On Student Success

Goal 2: Focus on Students, Families & Community

Goal 3: Focus on Operational Excellence

Goal 4: Focus on Employee & Organizational Improvement

Goal 5: Focus on Financial Stewardship

# Five Guiding Principles

**Accurate and Timely Communication**

**Health and Safety**

**Continuity, Mental Health, and Well-Being**

**High-Quality Instruction**

**Educational Equity**

# EDGEWOOD

INDEPENDENT SCHOOL DISTRICT

*San Antonio*

PROFESSIONALISM ♦ ACCOUNTABILITY ♦ COMMUNICATION

**WHY  
CHOOSE US?**

**Retain**  
**Recruit**



**National  
Teacher  
Certification**

**Amplify  
Reading**  
mCLASS<sup>®</sup>  
★ TEXAS  
IDEL



# Why TIA? | TIA Designations



*Top 33% in the state*

**Recognized**

**\$3-\$9K**

**\$7,300-\$8,470**

National Board  
Certification



*Top 20% in the state*

**Exemplary**

**\$6-\$18K**

**\$14,700-\$17,000**

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



*Top 5% in the state*

**Master**

**\$12-\$32K**

**\$26,500-\$30,200**

Campus Name	Recognized	Exemplary	Master
ALSONSO S PERALES EL	\$ 8,175.00	\$ 16,350.00	\$ 29,250.00
CARDENAS CENTER	\$ 7,909.00	\$ 15,819.00	\$ 28,365.00
GARDENDALE PRE-K 4 SA EARLY LEARNING	\$ 7,250.00	\$ 14,500.00	\$ 26,167.00
HENRY B GONZALEZ EL	\$ 7,477.00	\$ 14,953.00	\$ 26,922.00
LYNDON B JOHNSON EL	\$ 7,837.00	\$ 15,674.00	\$ 28,124.00
LAS PALMAS EL	\$ 7,638.00	\$ 15,276.00	\$ 27,461.00
LOMA PARK EL	\$ 7,744.00	\$ 15,487.00	\$ 27,812.00
PRE-K 4 SAN ANTONIO	\$ 7,856.00	\$ 15,713.00	\$ 28,188.00
ROOSEVELT EL	\$ 7,443.00	\$ 14,886.00	\$ 26,810.00
ROY CISNEROS EL	\$ 7,437.00	\$ 14,874.00	\$ 26,790.00
STAFFORD CENTER	\$ 8,104.00	\$ 16,208.00	\$ 29,013.00
STAFFORD EL	\$ 8,048.00	\$ 16,095.00	\$ 28,825.00
WINSTON EL	\$ 7,764.00	\$ 15,527.00	\$ 27,879.00

# EDGEWOOD

INDEPENDENT SCHOOL DISTRICT

*San Antonio*

PROFESSIONALISM ♦ ACCOUNTABILITY ♦ COMMUNICATION



## TEACHER INCENTIVE ALLOTMENT

### 2020-2021 Funding

Campus Name	Recognized	Exemplary	Master
BRENTWOOD MIDDLE	\$ 7,839.00	\$ 15,679.00	\$ 28,131.00
ET WRENN MIDDLE	\$ 8,116.00	\$ 16,232.00	\$ 29,053.00
GUS GARCIA MIDDLE	\$ 7,420.00	\$ 14,841.00	\$ 26,735.00
JOHN F KENNEDY HS	\$ 7,758.00	\$ 15,517.00	\$ 27,861.00
MEMORIAL HS	\$ 7,669.00	\$ 15,338.00	\$ 27,563.00
STEAM AT FINE ARTS	\$ 7,177.00	\$ 14,354.00	\$ 25,924.00



# Weighted Components – Year 1

50%

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

30%

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

10%

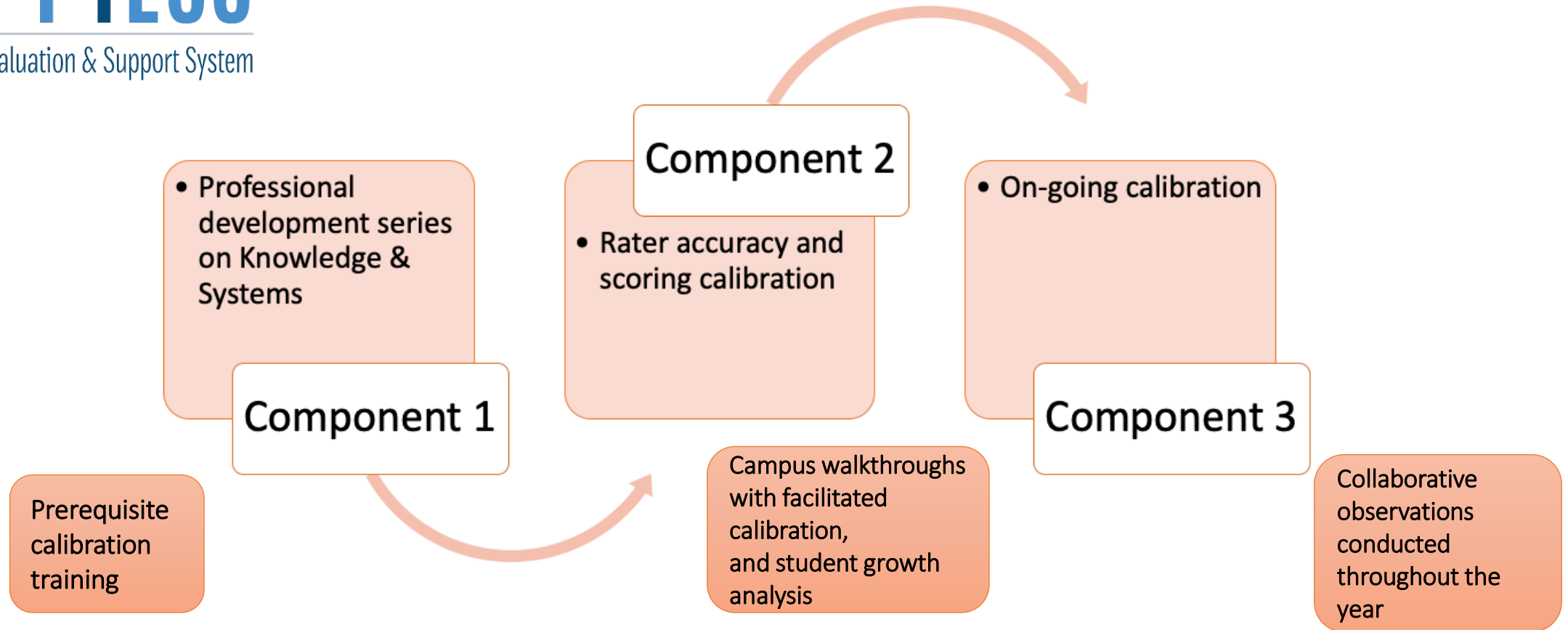
- **Other Component**
  - School-Wide Student Growth Score

10%

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

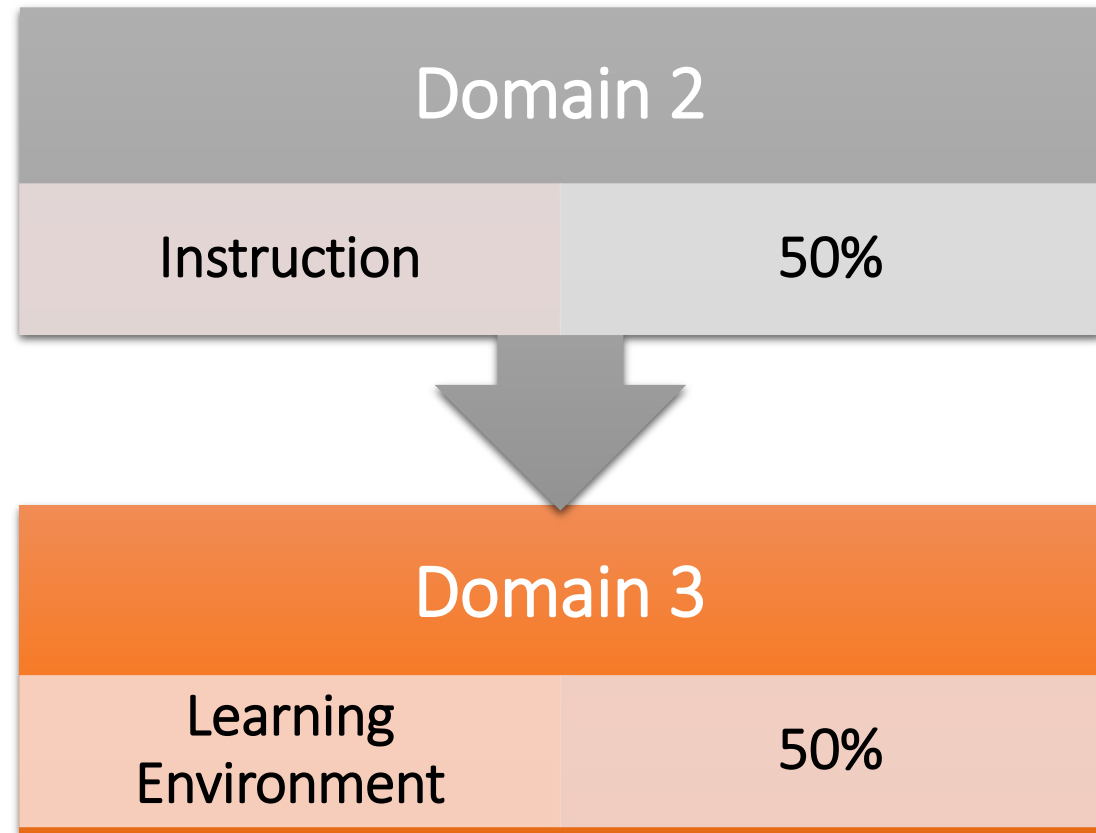


# Three Calibration Components



# How will T-TESS scores be calculated?

- The total T-TESS score is a weighted calculation.
- The Instruction (D2) and Learning Environment (D3) Domains have a great impact on the total T-TESS score because the identified dimensions within these domains reflect within instruction observables.



# T-TESS Scoring

- Each of the 8 Dimensions under T-TESS Domains 2 and 3 will be rated on a 5-point scale.
- Domain scores are the average of the dimensions within each domain.
- The total T-TESS score is determined based on the weighting then combined for an Overall T-TESS score.

DISTINGUISHED	ACCOMPLISHED	PROFICIENT	DEVELOPING	NEEDS IMPROVEMENT
5	4	3	2	1

*Example:*

T-TESS Domains	Overall Calculated Score per Domain	Weight	Total Score
Domain Two: Instruction	3.7	50%	1.85
Domain Three: Learning Environment	3.8	50%	1.90
<b>OVERALL T-TESS SCORE</b>			<b>3.75</b>

# EISD Student Growth Assessments

## Year 1: 2021-2022 Student Growth Component – 30%

Teachers	Grade and Subject	Assessment Plan
<ul style="list-style-type: none"> <li><b>ELAR:</b> All PK-Grade 8 ELAR/SLAR and English 1-4 Teachers</li> </ul>	<ul style="list-style-type: none"> <li><b>Pre-K:</b> ELAR</li> <li><b>Kinder-English 4:</b> ELAR/SLAR</li> </ul>	<ul style="list-style-type: none"> <li><b>Pre-K:</b> CIRCLE and GOLD Assessments</li> <li><b>Kinder - Grade 3:</b> mCLASS/IDEL Reading</li> <li><b>Grade 4 - English 4:</b> MAP Reading</li> </ul>
<ul style="list-style-type: none"> <li><b>Mathematics:</b> All PK-Grade 8 Math, Algebra 1, Geometry and Algebra 2 Teachers</li> </ul>	<ul style="list-style-type: none"> <li><b>Pre-K:</b> Math</li> <li><b>Kinder-Algebra 2:</b> Math</li> </ul>	<ul style="list-style-type: none"> <li><b>Pre-K:</b> CIRCLE and GOLD Assessments</li> <li><b>Kinder - Algebra 2:</b> MAP Math</li> </ul>

# Growth Calculation

## Student Growth: Reading & Math

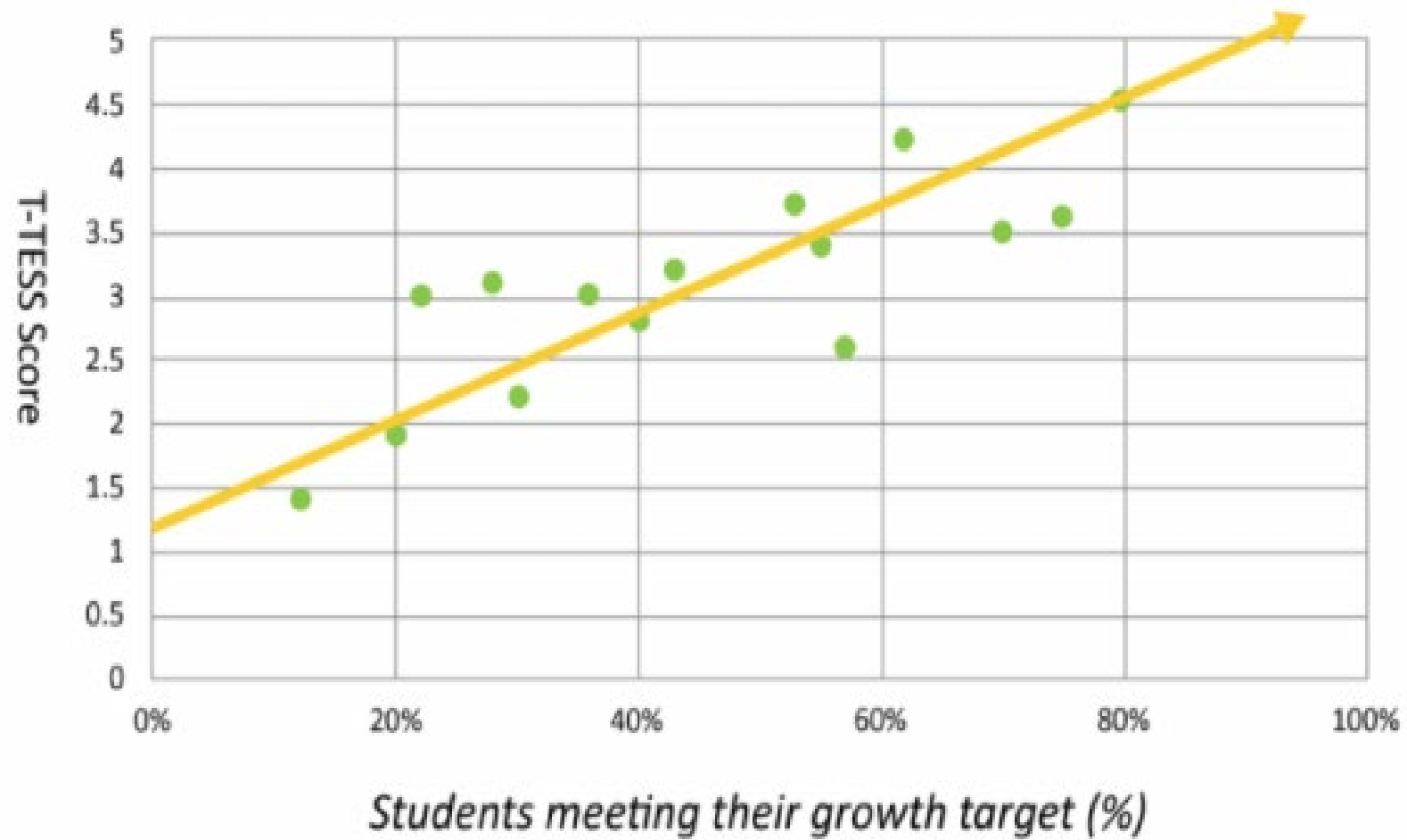
- **PK – 12th grade:** The % of students that meet or exceed growth from Beginning of the Year (BOY) to the End of the Year (EOY) using the approved assessments and content areas.

Ex: SAMPLE SELF-CONTAINED	Reading	Math	Combined
Number of Students Meeting Growth (Numerator)	15	17	32
Number of Students Tested (Denominator)	23	22	45
% Meeting Growth			71%



## Congruence: T-TESS & Student Outcomes

Ensuring strong congruence between teacher observation and student growth is an essential tenet in a strongly calibrated teacher observation system



# T-TESS & Student Growth





**\$3-\$9K**

**\$7,300-\$8,470**



**NATIONAL BOARD**

*for Professional Teaching Standards®*

## The National Board Certification Process



Registration

- **\$75 registration fee**
- Select from 25+ certification areas
- Candidate support cohorts start\*
- Complete pre-candidacy course(s)\*

\*optional



Candidacy

**Purchase and complete components \$475 each**

1. Content Knowledge (assessment)
2. Differentiation in Instruction
3. Teaching Practice and Learning Environment
4. Effective and Reflective Practitioner



Certification

- **Retake components if needed \$475 (2x max per component)**
- Complete and submit components
- Scores released
- **Maintenance of Certification \$495 every five years**





**\$3-\$9K**

**\$7,300-\$8,470**



**NATIONAL BOARD**  
*for Professional Teaching Standards®*

- The TIA will reimburse districts:
  - Up to \$1,900 for initial certification
  - Up to \$1,250 for renewal
  - Up to \$495 for Maintenance of Certification.
- Districts may apply for fee reimbursement through TIA for NBCTs who certified or renewed in 2019 or later.
- Districts must provide documentation of fees paid directly to National Board and/or reimbursed to the NBCT.

QUESTION? ▶

◀ ANSWER

EDGEWOOD

INDEPENDENT SCHOOL DISTRICT

*San Antonio*

PROFESSIONALISM ♦ ACCOUNTABILITY ♦ COMMUNITY



**TEACHER  
INCENTIVE  
ALLOTMENT**

# TIA Task Force | Teacher Incentive Allotment (TIA)

## 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

- Leslie Cooper \*
- Susan Salinas \*
- Kathy Cervantes \*
- Garrett Landry\*

\*Denotes Steering Committee Member

## District Representatives

- Dr. Eduardo Hernandez, Superintendent
- Phil 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. Kendall Owoh, Sr. Director of Federal & State Programs
- Wendy Salazar



# INTENDED LEARNING OUTCOMES



- Board Superintendent Goals
- Vision 2025/Guiding Principles
- Why Choose EISD?
- 2020-2021 TIA Funding – Edgewood ISD
- TIA Cohort D Data Capture: T-TESS Evaluation and Student Growth
- National Board Teacher Certification
- Survey Questions



Teacher Questions

