



TEACHER INCENTIVE ALLOTMENT

Teacher TIA Presentation
October 18, 2021

EDGEWOOD

INDEPENDENT SCHOOL DISTRICT

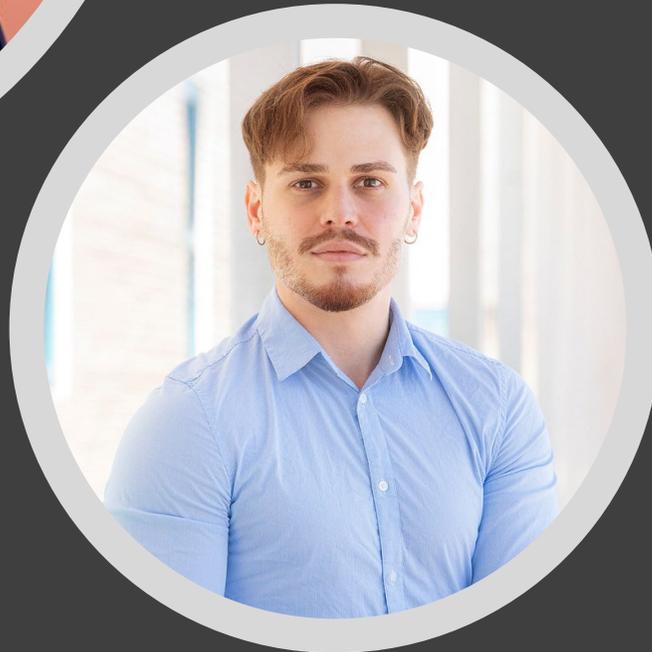
San Antonio

PROFESSIONALISM ACCOUNTABILITY COMMUNICATION

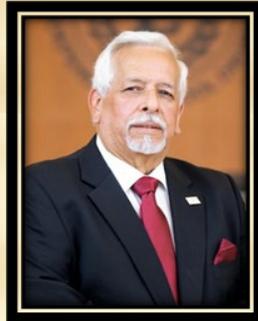
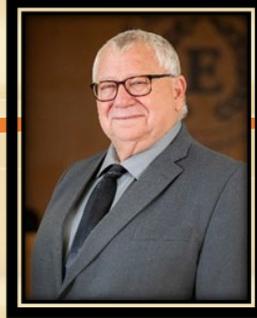


INTENDED LEARNING OUTCOMES

- Board Superintendent Goals
- Vision 2025/Guiding Principles
- Why Choose EISD?
- 2021-2022 TIA Funding – Edgewood ISD
- TIA Cohort D Data Capture: T-TESS and Student Growth
- 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

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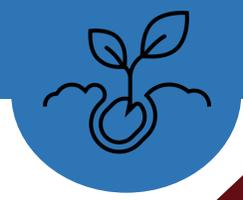
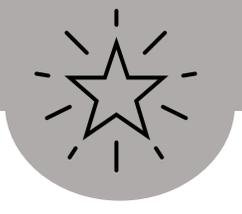
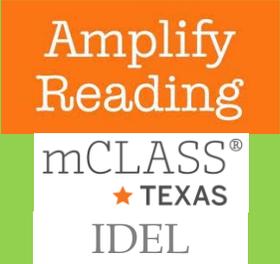
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**WHY
CHOOSE US?**



National
Teacher
Certification



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

2021-2022 Funding

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

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TEACHER INCENTIVE ALLOTMENT

2021-2022 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%

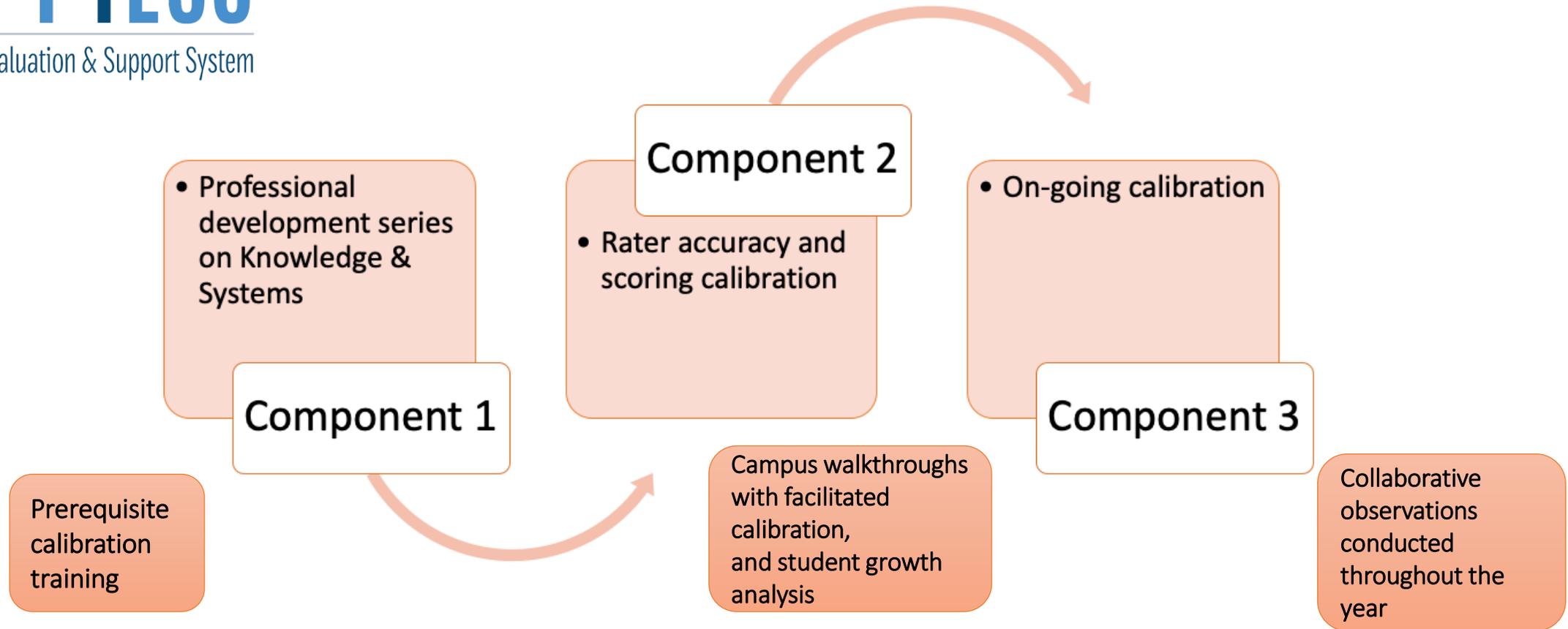
- **Other Component – Schoolwide Growth**
 - School-Wide Student Growth Score

10%

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

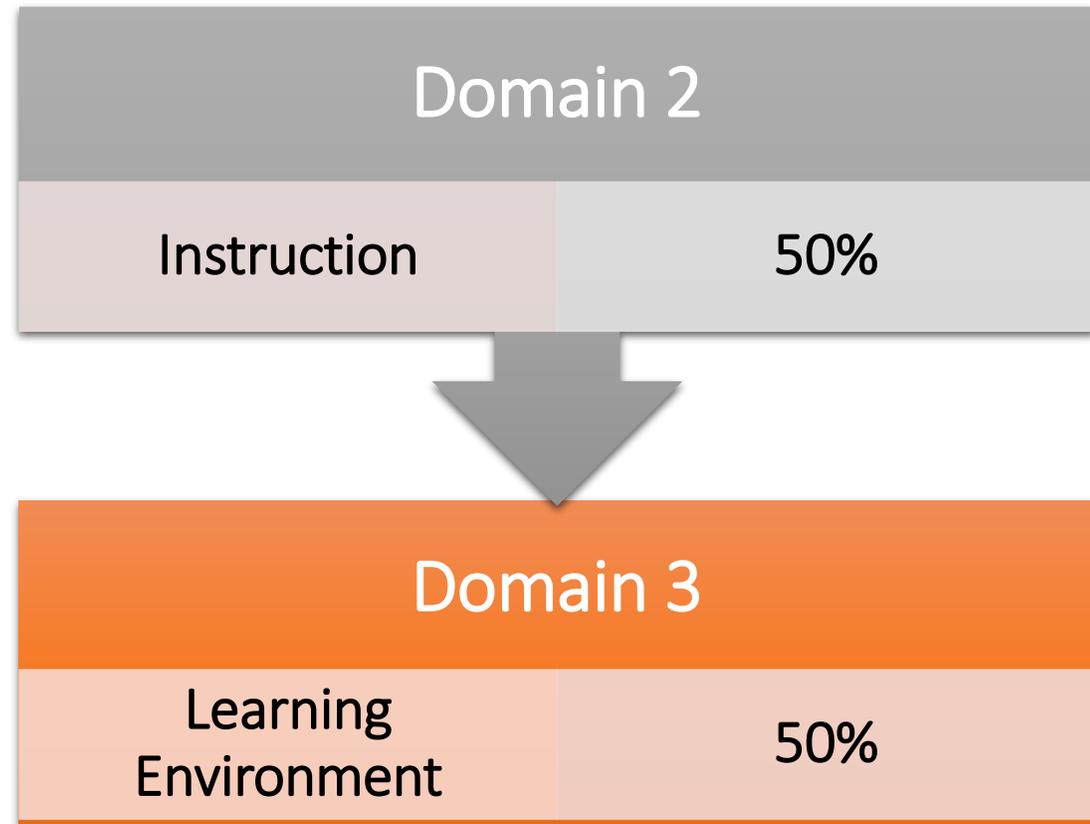


Three Calibration Components



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
OVERALL T-TESS SCORE			3.75

EISD Student Growth Assessments

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

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

Growth Calculation

Student Growth: Reading & Math

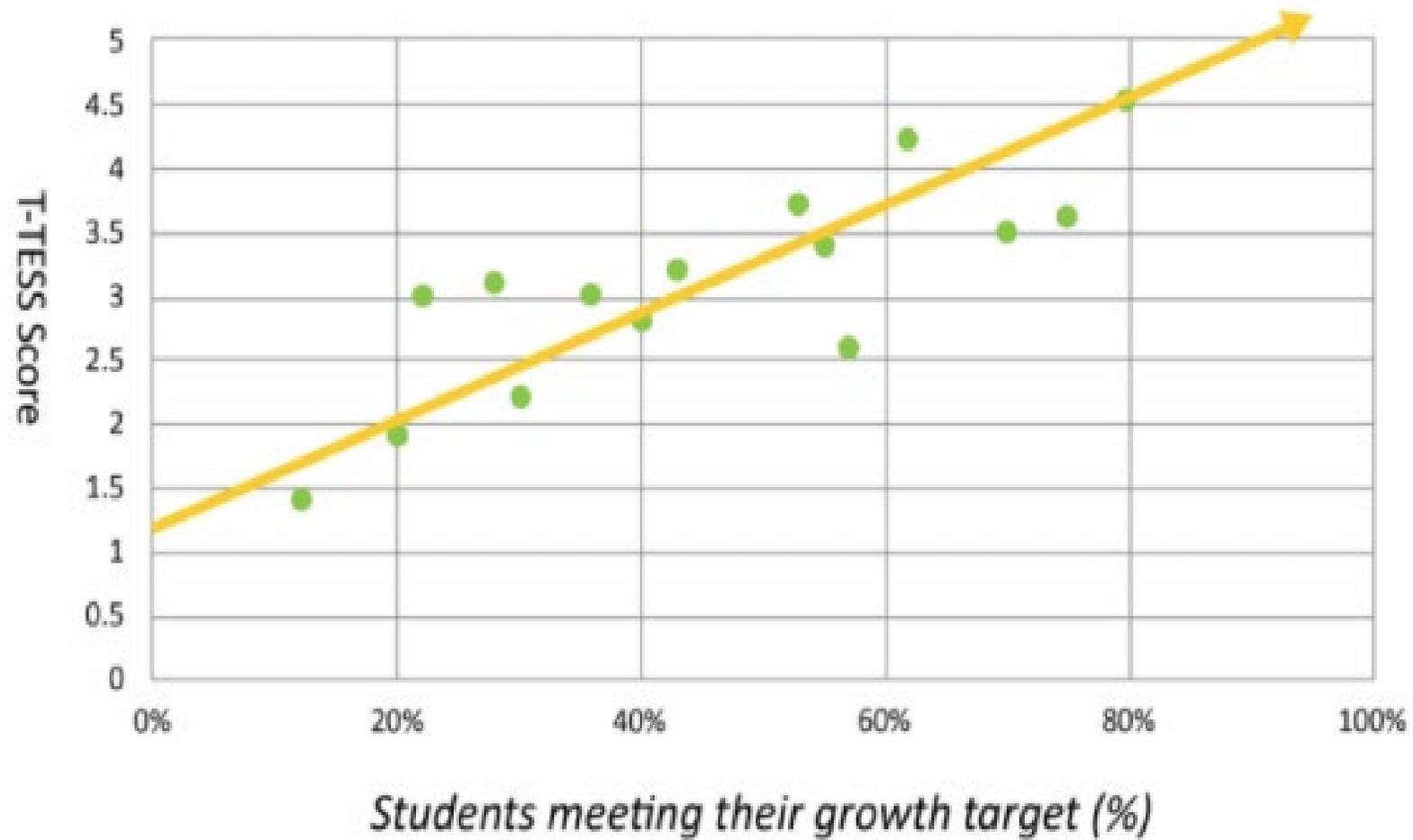
- **PK – 12th grade:** The % of students that meet or exceed growth from Beginning of the Year (BOY) to the End of the Year (EOY) using the approved assessments and content areas.

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

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

QUESTION? ▶

◀ ANSWER

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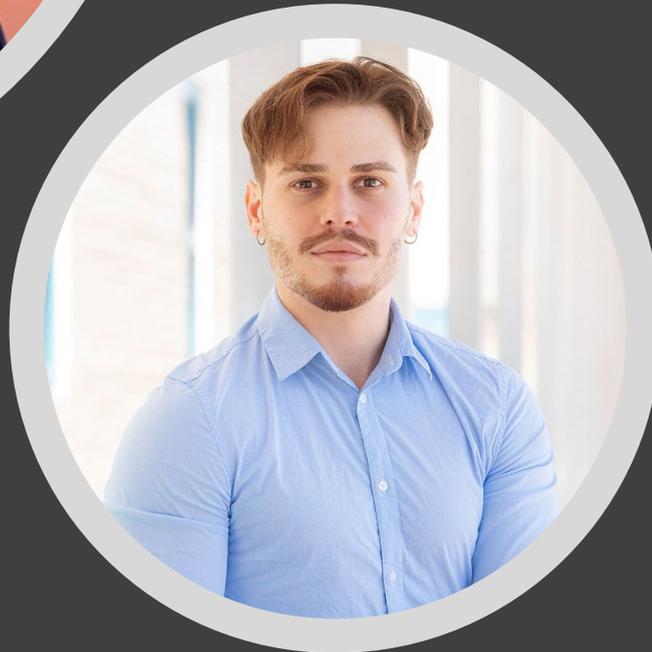
Teacher Questions →



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INTENDED LEARNING OUTCOMES



- Board Superintendent Goals
- Vision 2025/Guiding Principles
- Lone Star Governance/Systems of Great Schools/Operating Partners & TIA
- Why Choose EISD?
- 2021-2022 TIA Funding – Edgewood ISD
- TIA Cohort D: Data Capture
- National Teacher Certification Process