Texas City ISD
DRAFT System for Determining TIA Teacher Designations
2022-23 School Year

Eligibility:

Pre-K – 8th Grade Reading/ELA Teachers

Grades 3-8 Math Teachers

Algebra I and English I/II Teachers

CTE Teachers

SPED/Resource/BDP Teachers

Life Skills Teachers

Measures for Designations:

T-TESS Summative (30%)

Classroom Student Growth (70%)

To calculate points:

(T-TESS Summative Score x 30%) + (Classroom Student Growth Score x 70%) = _____ pts

Designation	Minimum Score
Master	Top 5% in District
Exemplary	Top 15% in District
Recognized	Top 30% in District

*The minimum score to be eligible for a designation is a 3.75.

Example:
A teacher has the following data:
- T-TESS score= 3.58 x 30% (1.074 pts)
- Classroom growth score= 4.26 x 70% (2.982 pts)

1.074 + 2.982 = 4.056 pts

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Calculating the T-TESS Score in Texas City ISD

T-TESS Formal Observation + 2 Walkthroughs
(conducted by a campus administrator)

The district will utilize the
T-TESS Evaluation Rubric as designed by the state.

For each of the 8 indicators in Domains 2 and 3, the teacher ratings will be calculated using the following metric:

Distinguished= 5
Accomplished= 4
Proficient =3
Developing= 2
Needs Improvement= 1

All 8 scores will be averaged together equally for a cumulative numerical rating between 1 and 5.

Calculating the "Classroom Growth" Scores

Eligible Teacher Group	Classroom Growth Measure
Pre-K Teachers	% of students who met or exceeded expected growth levels using CIRCLE
Kindergarten Teachers	% of students who met or exceeded expected growth levels using TX-KEA
1st-3rd Grade Teachers (Reading/Math)	% of students who met or exceeded expected growth levels using STAR Renaissance
4th-8th Grade Reading/Math Teachers Algebra I and English II Teachers	% of students who met or exceeded expected growth levels using STAR Renaissance and STAAR Progress Measure*
CTE Teachers	% of students who met or exceeded expected growth levels using Pre-Post Tests (using Precision Exams)
English I Teachers	% of students who met or exceeded expected growth levels using STAR Renaissance
SPED Resource/Inclusion/BDP Teachers	% of students who met or exceeded expected growth levels using CIRCLE, TX-KEA, STAR Renaissance, and STAAR Progress Measure
Life Skills Teachers (that teach 4th-8th Grade Reading/Math; Algebra I and English II and administer STAAR-ALT to at least 6 students)	% of students who met or exceeded expected growth levels using STAAR-ALT

If a teacher administers more than one assessment, take the higher of the two scores.

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Calculating the "Classroom Student Growth" Score

% of students who met or exceeded expected growth levels	Student Growth Scale Score
Less than 31%	0
31%-40%	3
41%-50%	3.25
51%-55%	3.5
56%-60%	3.75
61%-65%	4
66%-70%	4.25
71%-75%	4.5
76%-80%	4.75
Greater than 80%	5

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DRAFT TIA Phase-In Plan

Eligible Teacher Group	Classroom Growth Measure	Year of TIA Implementation
Pre-K Teachers	% of students who met or exceeded expected growth levels using CIRCLE	2022-23
Kindergarten Teachers	% of students who met or exceeded expected growth levels using TX-KEA	2022-23
1st - 3rd Grade Teachers	% of students who met or exceeded expected growth levels using STAR Renaissance	2022-23
4th-8th Grade Reading/Math Teachers Algebra I and English II Teachers	% of students who met or exceeded expected growth levels using STAR Renaissance and STAAR Progress Measure*	2022-23
English I Teachers	% of students who met or exceeded expected growth levels using STAR Renaissance	2022-23
CTE Teachers	% of students who met or exceeded expected growth levels using Pre-Post Tests (Precision Exams)	2022-23
SPED Resource/Inclusion/BDP Teachers	% of students who met or exceeded expected growth levels using CIRCLE, TX-KEA, TPRI/Tejas Lee, STAR Renaissance, and STAAR Progress Measure	2022-23
5th and 8th Grade Science; 8th Grade Social Studies; EOC Teachers (Biology and U.S. History)	% of students who met or exceeded expected growth levels using Pre-Post Tests (using Released STAAR/EOC Test at BOY as Pre-Test and Spring STAAR/EOC as Post-Test)	2023-24
All Other Middle and High School Core Teachers; Fine Arts Teachers, PE Teachers; LOTE Teachers	% of students who met or exceeded expected growth levels using District-Created Pre-Post Tests or ?	2023-24
Life Skills Teachers (All)	% of students who met or exceeded expected growth levels using STAAR-ALT and/or Student Portfolios (based on IEP Goals)	2023-24
All other Elective Teachers, Intervention and DAEP Teachers	% of students who met or exceeded expected growth levels using Pre-Post Tests/SLOs/Student Portfolios?	2023-24

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