



TEACHER INCENTIVE ALLOTMENT

Dickinson Independent School District does not discriminate on the basis of race, age, religion, color, gender, national origin, or disability in providing education or providing access to benefits of educational services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973, as amended and Title II of the Americans with Disabilities Act.

Table of Contents

Welcome Letter	1
Mission Statement, Goals, and Objectives	2
Teacher Incentive Allotment Overview	3
Master Teacher.....	3
Exemplary Teacher	3
Recognized Teacher.....	3
National Board Certification	3
TIA MINIMUM PERFORMANCE STANDARDS	3
TEA Teacher Observation Minimum Performance Standards.....	4
TEA Student Growth Performance Standards	4
DICKINSON ISD DISTRICT DESIGNATION SYSTEM	4
Plan Development	4
Committee Decisions.....	4
Pathways to Designation in Dickinson ISD	5
The System Evaluation and Expansion	5
TEACHER EVALUATION: T-TESS	5
T-TESS Domains 2 and 3	5
T-TESS Observations for TIA Eligible Assignments.....	6
T-TESS Composite Score	6
STUDENT GROWTH MEASURE	6
Student Growth Instrument	6
Student Rosters	7
Teachers with Multiple Subjects	7
Minimum Number of Scores	7
TIA ELIGIBILITY & SCORING	7
Teacher Eligibility.....	7
Scoring	7
Student Growth	8
Designation Calculation & Score Ranges	8
Data Submission	8
Appeals	8
TIA Designation Evaluation and Frequency	9
TIA ALLOTMENTS BY CAMPUS	9

SPENDING PLAN	9
STATE REQUIREMENTS FOR TIA FUNDING	9
DICKINSON ISD’S PLAN FOR TIA FUNDING	10
Eligibility for TIA Compensation	10
Related TIA Compensation Calculations.....	10
Timeline for Designation Evaluation & Submission.....	11
DICKINSON ISD OBSERVATION CALIBRATION PLAN	12
Objectives	12
Context	12
HELPFUL RESOURCES	15
Dickinson ISD Resources	15
Texas Education Agency Resources.....	15
APPENDICES	16
APPENDIX A TEA APPROVED COURSES	17
APPENDIX B STUDENT GROWTH PERFORMANCE STANDARDS	18
APPENDIX C TEACHER OBSERVATION PERFORMANCE STANDARDS	19

Dear Teachers,

In Dickinson ISD, we are committed to recruiting, developing, and retaining a diverse and effective staff committed to personal and professional growth focusing on student success. Established by the 86th Texas Legislature through House Bill 3, the Teacher Incentive Allotment was designed by the Texas Education Agency as a pathway to recognize and compensate high-performing teachers, and it serves as a great opportunity to honor the hard work and proven success of teachers.

After a comprehensive study of this voluntary TEA program a stakeholder committee comprised of representation from every campus, the district made the decision to move forward and participate in the Teacher Incentive Allotment Program. A plan was submitted and approved by TEA during the 2021-2022 school year, and the 2022-2023 school year was designated as our first data collection year.

We are committed to helping teachers obtain a TIA designation. As we navigate the TIA process and gain additional knowledge, we will work with our stakeholder committee to pursue ways to include additional teachers for TIA eligibility. This handbook outlines how Dickinson ISD currently designates teachers for the Teacher Incentive Allotment and the additional compensation TEA approved teachers can receive.

The dedication and commitment of teachers in Dickinson ISD goes far beyond the walls of classrooms, and it is valued and greatly appreciated!

Mission Statement, Goals, and Objectives

Our Mission:

Dickinson ISD will equip and empower all learners with skills and experiences to achieve academic excellence and make meaningful contributions to our world

Our Vision:

Inclusive of all, DickinsonISD will cultivate excellence, producing confident, collaborative, goal-driven learners who become empowered citizens in a global society.

Our Objectives:

- All students will learn and apply life skills to meaningfully engage and impact their community.
- All students will graduate college, career, and/or military ready.
- All students will develop the communication skills necessary to work in a collaborative environment.
- All students will learn to self-advocate by developing confidence in their ability to determine their own path to success.
- All students will develop innovative technological skills and interact responsibly in a constantly evolving global society.
- All students will demonstrate the ability to face adversity with perseverance, integrity, and leadership.
- All students will demonstrate social and emotional skills and model positive character traits.

Our District Goals:

The Board of Trustees, in collaboration with the administration of DISD, establishes these District Goals:

- Goal 1: DISD will provide effective teaching and learning experiences for all students that will result in continuous success.
- Goal 2: DISD will provide a physically and emotionally safe, healthy, and equitable environment.
- Goal 3: DISD will make family and community partnerships a priority.
- Goal 4: DISD will recruit, develop, and retain a diverse and effective staff committed to personal and professional growth focusing on student needs.
- Goal 5: DISD will provide operational services to support the success of student learning.

Superintendent

Dr. Rebecca Brown

Board of Trustees

Corey Magliolo, President
Jessica Rodriguez, Vice President
Veanna Veasey, Secretary
Kenna Cotton, Trustee
Mike Mackey, Trustee
Mary Anthamatten, Trustee
Jonathan Mills, Trustee

Teacher Incentive Allotment Overview

House Bill 3 (HB 3) was passed by the 86th Texas Legislature in 2019 and signed into law. This legislation established the Teacher Incentive Allotment (TIA) to reward, retain, and recruit effective teachers in the classroom. Through the TIA, teachers are eligible to earn one of three designations: Recognized, Exemplary, and Master. These teacher designations generate supplemental compensation in addition to the district's compensation plan.

There are two pathways to earning a designation:

- National Board Certification
- Local Designation System

By statute, the amount of the allotment generated by teacher designations is dependent upon the designation level of the teacher, the social-economic status of the campus where the teacher serves as well as the rural status of the campus. The TIA is designed to reward the top 33% of teachers across the state of Texas.

Master Teacher

A Master teacher designation generates between \$12,000 - \$32,000 in additional funding and is awarded to the top 5% of teachers across the state based on their teacher observation data and student growth outcomes.

Exemplary Teacher

An Exemplary teacher designation generates between \$6,000 - \$18,000 in additional funding and is awarded to the top 20% of teachers across the state based on their teacher observation data and student growth outcomes.

Recognized Teacher

A Recognized teacher designation generates between \$3,000 - \$9,000 in additional funding and is awarded to the top 33% of teachers across the state based on their teacher observation data and student growth outcomes.

National Board Certification

National Board Certification is a voluntary advanced professional certification for PreK–12 educators that identify teaching expertise through a performance-based, peer-reviewed assessment. Dickinson ISD staff that possess a National Board Certificate should contact the district's Human Resources Department to provide the necessary documentation. Staff interested in pursuing National Board Certification are encouraged to consult the National Board for Professional Teaching Standards at www.nbpts.org for more information. As part of the TIA, the state will reimburse Texas teachers for the fees associated with achieving National Board Certification. The reimbursement is contingent upon the teacher obtaining National Board Certification and the funds will flow from the state to the district to the teacher. National Board-Certified Teachers will maintain the Designation of *Recognized* as long as they keep their National Board Certificate active.

TIA MINIMUM PERFORMANCE STANDARDS

To implement the Teacher Incentive Allotment, House Bill 3 required the setting of "performance and validity standards" to ensure that the identification of highly effective teachers under the three designation categories- Master, Exemplary, and Recognized- yield reliable and comparable results across the state.

All cohort applicants are expected to use performance standards along with district teacher observation and student growth data to determine which teachers qualify for designations. Part of the data validation process includes a review of the accuracy of how district systems align their designations to the statewide performance standards.

TEA Teacher Observation Minimum Performance Standards

The following table shows the minimum average scores across T-TESS domains 2 and 3 to achieve each level of designation (Recognized, Exemplary, Master). Note: No dimension score within the domains can be less than Proficient.

Designation Level	Minimum Average Score Across Domains 2 & 3
Recognized	3.7 (74% of possible points)
Exemplary	3.9 (78% of possible points)
Master	4.5 (90% of possible points)

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

TEA Student Growth Performance Standards

Teachers must meet the Recognized level of growth in order to qualify for a student growth score. The total points earned for each portion of the student growth component will be calculated by multiplying the percentage of students showing growth by the assigned weight for the teacher category.

DISD Student Growth Performance Standards

Recognized Teacher	Exemplary Teacher	Master teacher
70% of students meet or exceed expected growth	75% of students meet or exceed expected growth	80% of students meet or exceed expected growth

DICKINSON ISD DISTRICT DESIGNATION SYSTEM

Plan Development

DISD formed a TIA Strategic Planning Committee charged with creating the local teacher designation system in alignment with statewide performance standards. The committee included district leaders, campus-based leaders, as well as teachers representing each grade level, campus, and content area.

On-going feedback was gathered from focus groups, district meetings, and campus faculty meetings throughout the planning year. The TIA Strategic Planning Committee implemented feedback from stakeholder groups into the design of the local designation system.

Committee Decisions

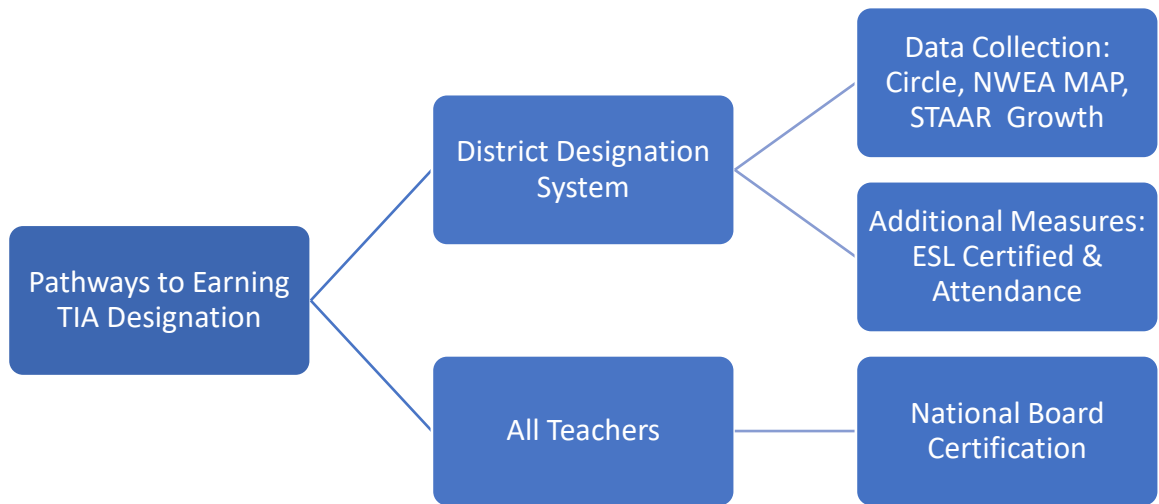
The TIA Strategic Planning Committee needed to answer three crucial questions in order to design the district TIA system.

1. Who can earn designation?
 - a. Eligible campuses and teaching assignments
 - b. Additional teachers can be added in future years
2. How will we designate?
 - a. Observations, student growth measures, optional components
 - b. Performance standards and weighting/teacher categories

3. How and when will we compensate?
 - a. Distribution of funds
 - b. Timing and mode of compensation

Pathways to Designation in Dickinson ISD

The committee designated two pathways to designation.



The System Evaluation and Expansion

The DISD TIA Strategic Planning Committee will continue to meet annually to address questions and/or concerns that arise. The committee will gather feedback from stakeholders to ensure continuous improvement of the system.

Additional courses will be considered for expansion of the DISD TIA system. Departments will propose student growth measures to the TIA Strategic Planning Committee for specific courses. DISD will submit TIA applications in future cohort to add committee recommended courses.

TEACHER EVALUATION: T-TESS

The Texas Teacher Evaluation & Support System (T-TESS) is the state-adopted teacher appraisal instrument and is composed of 4 domains. For the purposes of TIA, only the data from Domains 2 and 3 will be included in the calculation for determining teacher designations.

T-TESS Domains 2 and 3

For the calculation of the TIA score, only T-TESS Domains 2 and 3 are considered. All dimension scores within the domains must be 3 or greater. These two domains focus on instruction and the learning environment.

- Instruction (Domain 2)
 - Achieving Expectations (Dimension 2.1)
 - Content Knowledge and Expertise (Dimension 2.2)
 - Communication (Dimension 2.3)
 - Differentiation (Dimension 2.4)

- Monitor and Adjust (Dimension 2.5)
- Learning Environment (Domain 3)
 - Classroom Environment, Routines, and Procedures (Dimension 3.1)
 - Managing Student Behavior (Dimension 3.2)
 - Classroom Culture (Dimension 3.3)

T-TESS Observations for TIA Eligible Assignments

- ONE unannounced 45-minute observation (no-conf). The teacher will be provided with a one-week window. This observation will be done in the TIA eligible course unless there are extenuating circumstances.
- Minimum of THREE 15-minute walkthroughs.

*Note: Recommendation is for at least 3 walkthroughs per teacher; however, extenuating circumstances such as maternity leave or FMLA could result in fewer than 3. Likewise, teachers may have a multitude of walkthroughs that focus on one or more dimensions of the T-TESS Rubric

T-TESS Composite Score

The T-TESS score is an average of the summative scores for the Instruction (D2) and Learning Environment (D3). Below is an example of a T-TESS Composite score calculation.

T-TESS Dimension	Summative Rating
2.1 Achieving Expectations	3
2.2 Content Knowledge	3
2.3 Communication	3
2.4 Differentiation	4
2.5 Monitor & Adjust	3
3.1 Classroom Environment	4
3.2 Managing Behaviors	3
3.3 Classroom Culture	3
	26/8 = 3.25
T-TESS Composite Score	3.25

STUDENT GROWTH MEASURE

Student Growth Instrument

The instrument used to measure student growth depends on the grade level and subject area:

TIA Eligible Teachers	Growth Measure
PreK Teachers	Circle (CLI) Math and Reading
K – 3 Teachers	NWEA MAP Growth
4 – 8 RLA Teachers	STAAR Growth Transition Table
4 – 8 Math Teachers	STAAR Growth Transition Table
English I – English II Teachers	STAAR Growth Transition Table
Algebra Teachers	STAAR Growth Transition Table

Junior High School Students participating in high school courses should be assessed with the student growth instrument that corresponds to the high school course. For example, student growth for junior high school Algebra I students will be calculated using STAAR Algebra.

Student Rosters

- Students who meet criteria will be included in a teacher's student growth calculation:
 - teacher of record at beginning of year for student in the growth assessment course (Snap-shot date)
 - teacher of record at end of year for student in the growth assessment course (mid-April)
- Semester-based courses would use a beginning of the semester growth measure and an end of the semester growth measure. Any student who was on the teacher's roster for both would count in the calculation.

Teachers with Multiple Subjects

- Student growth will be calculated based on approved assessments taken for each eligible course.
- For example:
 - If a teacher teaches both English I and English II, then the growth measure would consist of all students in both courses.
 - If a teacher is self-contained in Kindergarten, then the growth measure would consist of all student scores for both Math and Reading.

Minimum Number of Scores

- To be able to calculate a student growth score for a teacher, there must be at least 5 individual students growth measure scores.

TIA ELIGIBILITY & SCORING

Teacher Eligibility

In order to be eligible for a TIA designation through the DISD system a teacher must:

- be coded as a teacher (code 087) within *Skyward* which is reported to TEA through the Public Education Information Management System (PEIMS);
- receive district salary compensation that mirrors PEIMS teacher coding for a minimum of 90 days at 100% of the day or 180 days at 50-99% of the day;
- be a teacher with a student roster in one of the following areas
 - Pre-Kindergarten
 - K – 8 Reading Language Arts/Math
 - Algebra I/English I/English II

If a teacher is unsure if they teach a TIA qualifying course, refer to Appendix A. A list of specific courses with their official course number is provided.

Scoring

TIA designations are determined based on the TIA scores, a combination of the teacher appraisal (Domains 2 & 3) composite score, student growth composite score, ESL/Bilingual certification and attendance components. In order to determine annual teacher eligibility for a TIA designation, the following steps are completed at the district-level end-of-year data analysis:

- EOY Roster Verification
- Collection of student growth measure data using a verified student roster
- Collection of ESL or Bilingual certified teachers
- Review of teacher attendance (absences are 10.0 or fewer days)

- Calculation of TIA score, designation recommendation based on the TIA score
 - Teachers must first meet the Dickinson ISD minimum requirements for a designation level and then the minimum overall score per designation level.

Student Growth

The student growth score is calculated for all teachers with student growth results for students meeting enrollment criteria. The percentage is calculated based on the sum of students meeting growth expectations across content areas and the sum of tested students across content areas. Percentages are rounded to the nearest whole percent (no decimals).

Designation Calculation & Score Ranges

The composite score for designation is calculated using 60% of the student growth score and 40% of T-TESS score. Once the teacher meets the stated minimum qualifications per TIA designation level, a TIA score may be calculated, the designation is determined by the ranges listed below. Teachers must meet the minimum requirements of student growth and T-Tess scores for each designation level as well as meeting the minimum calculated score. The composite will not lower a minimum qualifications designation.

Designation Level	Overall Calculated Score
No Designation	3.67 and below
Recognized	3.68 – 3.91
Exemplary	3.92 – 4.48
Master	4.49 -5.00

Data Submission

TIA data and designation recommendations will be submitted to Texas Tech for validation of all eligible TIA—teachers in the TIA designated time line following the data collection year. To have TIA data and designation submitted to Texas Tech the teacher must continue to be employed in a Teaching (087) position in Dickinson ISD.

Please note, TEA will determine final TIA designations. Dickinson ISD submits proposed TIA designations in Fall for Data Validation to be completed by Texas Tech. TEA will notify the district of final results in Spring following data submission.

Appeals

Appeals can be made by TIA participants. There are two reasons a teacher may want to appeal in the TIA system:

- have a student(s) added or removed from the EOY roster used to determine the student growth score. The request must be due to unique circumstances regarding the instruction of that student. These appeals will occur in June after EOY rosters have been recorded.
- ask for the final TIA score to be reviewed and possible recalculation. Principals will review the designation request list of teachers for their campus. If a Principal believes the TIA score and/or designation is incorrect they will be given an opportunity to consult with the teacher and request an appeal prior to data submission to Texas Tech. The submission date is specified by TIA but generally fall in October or November time line.

All appeals must be submitted by the deadline. Appeals submitted after the deadline will not be considered. Once designation requests are submitted to TIA, there is not an appeal process.

TIA Designation Evaluation and Frequency

Evaluation of teacher eligibility for a TIA designation is considered annually. This means that every year a teacher receives a T-TESS evaluation and has an approved student growth measure data, and meets the local designation requirements, the teacher's TIA score will be calculated, and the teacher has an opportunity to meet TIA eligibility:

- Teachers with an existing TIA designation do not need to be annually resubmitted for designation within their five-year valid TIA designation period if they continue to meet the same designation level – for example, a teacher that earned an Exemplary TIA designation during 2022-2023 would not be submitted, they will maintain their TIA Exemplary designation in 2023-2024 if they continue to be employed in a 087 position.
- Teachers with an existing TIA designation will be resubmitted for a higher designation within their five-year valid TIA designation period if a subsequent year performance earns a higher TIA designation - for example, a teacher that earned a Recognized TIA designation during 2022-2023 could be submitted in for a Master TIA designation if they earned a qualifying Master TIA score and meet the teacher appraisal and student growth component minimums.
- Teachers with an existing TIA designation will not be resubmitted to lower a TIA designation within their five-year valid TIA designation period.

TIA ALLOTMENTS BY CAMPUS

The TIA program is available to all Texas school districts and open-enrollment charter schools. The amount of TIA funds generated is determined by a formula that considers campus characteristics, including student socioeconomic status and campus location:

- Schools with greater student needs based on socioeconomic factors generate more TIA funds per TIA designated teacher.
- Rural schools generate more TIA funds per TIA designated teacher based on a higher multiplier applied to students based on socioeconomic factors.

For more information about the TIA allotment calculations, see TEA's [Teacher Incentive Allotment](#) page.

For more information about the specific amount of TIA funds generated by TIA designated teachers at every campus across the state, see TEA's [Teacher Incentive Allotment Funding Map](#). Allotment amounts are recalculated by TEA every April.

SPENDING PLAN

STATE REQUIREMENTS FOR TIA FUNDING

Funding for teachers designated as Recognized, Exemplary, and Master under the Teacher Incentive Allotment will flow from the state to Texas school districts. The statute requires that 90 percent of the funds earned through the district's locally designed designation system be spent on teacher compensation on the campus where the designated teacher works. TEC Section 48.114 (i)(1)(A) states that: "A district shall annually certify that funds received under this section were used as follows: At least 90% of each allotment received was used for the compensation of teachers employed at the campus at which the teacher for whom the district received the allotment is employed."

The statute states that Teacher Incentive Allotment funds are not considered a property right. The district should spend no more than 10 percent of TIA funds at the district level to support rollout and implementation of TIA. The state will calculate rural and socio-economic tier funding status annually based on student enrollment. Allotment funds will be based on the campus and not the individual students assigned to the designated teacher. If a designated teacher moves campuses from one school year to another, the allotment that Designated teacher generates will be recalculated based on the new campus rural and socio-economic tier funding status. Dickinson ISD will track performance of designated teachers each year and support them to ensure they continue to perform at or above their designation levels.

DICKINSON ISD'S PLAN FOR TIA FUNDING

During the district's Teacher Incentive Allotment stakeholder committee meetings, input was gathered on the development of Dickinson ISD's TIA spending plan. The district included the Superintendent, Business Manager, teachers, and principals in the decision-making process. Under the local optional teacher designation system, Dickinson ISD will provide 90% of the TIA funds to the teacher who earned a TIA Designation (TRS and fringe benefits will be deducted from the employee portion) and reserve 10% of the funds for supporting the TIA initiative at the district level. The district will provide the TIA compensation to teachers through a lump sum payment (as a separate check/EFT from the district) in August of each year that a teacher generates funding for a TIA designation.

Eligibility for TIA Compensation

- If a Designated Teacher leaves the district prior to the Winter Roster Verification (generally in February of each school year) then the Designated Teacher will not receive any TIA funds because no TIA funds will be generated to the district from the state.
- If a Designated Teacher moves campuses within Dickinson ISD during the school year, then Dickinson ISD will provide the funding to the Designated teacher based on the campus where the Designated Teacher worked during Winter Snapshot (generally in February).
- If a Designated Teacher moves to the district prior to Winter Roster Verification, then the Designated Teacher will receive the allotment of funds generated by the state at the campus where the teacher is teaching during Winter Roster Verification. The spending plan will be the same for newly hired Designated teachers.
- There will not be any adjustment to the distribution of funds for Designated Teachers who leave the district after Winter Roster submission. *If the teacher leaves the district prior to the August payout, then the district will provide the payout to the teacher with their last paycheck. If the teacher retires after Winter Roster submission, then the TIA funds would be provided to the Designated teacher prior to his/her last date of service. If the Designated Teacher retires before the Winter Roster submission, then no TIA funds will be provided to the teacher.*
- Dickinson ISD cannot recommend a teacher to the state for a TIA Designation if they do not remain in an eligible teaching position the year following the data capture year. For example, if a teacher is Designated as a result of data collected in the 2023-24 school year, but the teacher moves into an Assistant Principal position in the 2024-25 school year, the state will not approve the TIA Designation.

The district has a board-approved compensation plan that provides approval for the TIA payments. The school board will approve the expenditure of TIA funds as part of the annual budgeting process. The TIA compensation will be TRS eligible for Designated Teachers only and the district will send a copy of the compensation plan to TRS if requested.

To look up the TIA allotment provided to each campus under this initiative, please visit <http://www.TIATexas.org>.

Related TIA Compensation Calculations

TIA compensation stipends will be eligible for use calculating retirement benefits for TRS-eligible staff. Employees are responsible to pay both the employee and employer benefits and tax costs in excess of what TIA funding covers. Actual TIA compensation amounts distributed will include deductions for federal income tax, Medicare tax, and TRS contributions as part of an employee's annual wages reported to the state and federal governments, as well as the Teacher Retirement System (TRS).

Note: If a TIA Designated teacher is not employed by Dickinson ISD at the TEA winter snapshot date (typically in February of each year), then Dickinson ISD will not be responsible for paying the TIA funds to the Designated Teacher. For a Designated Teacher to receive funds under the TIA in this instance, the Designated Teacher will need to work with the new Texas school district or charter school to be compensated under TIA. In this case, the amount of funds earned under TIA would follow the new district's TIA spending plan and allotments provided by the state for the campus based on "rural/non-rural" and "economically disadvantaged" Tier status.

ANNUAL TIA CYCLE

Timeline for Designation Evaluation & Submission

Process Step	Timeline	Description
Teaching & Orientation	August	<ul style="list-style-type: none"> Informational overview on TIA and T-TESS observation instrument Principal communicates school & district goals to inform teacher goal setting
Student Fall Assessment BOY	August-September	<ul style="list-style-type: none"> CLI Circle, MAP assessments administered on campuses
Goal Setting Conference	September	<ul style="list-style-type: none"> Evaluator and teacher review and agree on goals and professional learning plan
T-TESS Walkthrough Observations	September - May	<ul style="list-style-type: none"> 10–15 minute observation, increased frequency based on prior year evaluation (min of three observations) Focus on T-TESS Domains 2 & 3
Extended Observations w/ Conference	October – April	<ul style="list-style-type: none"> One 45-minute observation within a two-week window Focus on T-TESS Domains 2 & 3 Written feedback and conference
Summative Evaluation	April – May	<ul style="list-style-type: none"> Includes review of all four T-TESS domains Focus on T-TESS Domains 2 & 3 Written feedback and conference required
Student Spring Assessment EOY	April – May	<ul style="list-style-type: none"> CLI, MAP STAAR
End of Year Data Review	May – June	<ul style="list-style-type: none"> Teachers review and reflect on student growth goals and student growth outcomes Campuses and departments compile data for the final TIA evaluation process
EOY Roster Verification	End of Year	<ul style="list-style-type: none"> Beginning of year rosters and end of year rosters will be compared Students must be on both rosters to have growth used in the calculation
Evaluation Rating & TIA	June – August	<ul style="list-style-type: none"> District analyzes T-TESS and student growth data District finalizes TIA scores and determines TIA designation eligibility Teachers receive final TIA scores and designation eligibility
Data Verification Audit	August	<ul style="list-style-type: none"> Teachers can request data verification audit and provide corresponding documentation to support review
Data Submission	Designated by TEA	<ul style="list-style-type: none"> Data submitted to Texas Tech for validation
Final Notification of Data Validity & Reliability	Designated by TEA	<ul style="list-style-type: none"> Texas Tech notifies district of data review results Teachers receive notification of designation
TIA Designation Payout	Designated by TEA	<ul style="list-style-type: none"> Designated teachers receive a lump sum payout for designation

DICKINSON ISD OBSERVATION CALIBRATION PLAN

Objectives

- Appraisers' and schools' observation data will be highly calibrated to each other.
- Across content and grade levels, teacher observation scores will be highly correlated to student growth data.

Context

- This district uses T-TESS.
- There are seven elementary schools, three middle schools, three junior high schools, and one high school and one alternative high school in DISD.

Month	Observation Calibration Plan	Who Will Participate?
July	Data Analysis <ul style="list-style-type: none"> - Analyze the previous year's teacher observation data. Look for areas of skew by appraiser, campus, grade level, and teaching assignment. Determine whether teachers' observation scores align with student growth data. 	<ul style="list-style-type: none"> - District leaders - Principals
	Strategic Planning & Decision-Making <ul style="list-style-type: none"> - Create a strategic plan to address problem areas in the observation data. The plan should include specific dates and deadlines and measurable goals to determine progress. - Determine the observation requirements (quantity and frequency) based on the strategic plan. - Define "calibrated." This district has decided that two appraisers are calibrated to each other if 50% of their ratings are an exact match <i>and</i> if 80% of their ratings are within one level of teacher effectiveness. 	<ul style="list-style-type: none"> - District leaders - Principals
August-October	Certification <ul style="list-style-type: none"> - New appraisers attend a 3-day T-TESS certification training. - Appraisers who were T-TESS certified three or more years ago attend T-TESS certification training again. 	<ul style="list-style-type: none"> - New appraisers - Appraisers who need to recertify
	Calibration <ul style="list-style-type: none"> - Returning appraisers with current T-TESS certification attend a half-day calibration session facilitated by district leaders. During this session, they review T-TESS and practice rating instruction using videos. They must pass a calibration assessment at the end of the training. Those who do not pass engage in one-on-one coaching with their manager. 	<ul style="list-style-type: none"> - Returning appraisers who were certified less than three years ago - District leaders
	All-Appraiser Professional Development <ul style="list-style-type: none"> - All appraisers attend a 2-hour district-wide training. The objective is to share the observation data analysis that district leaders completed over the summer and the district's strategic plan for addressing areas of growth in observation data. 	<ul style="list-style-type: none"> - District leaders - Principals - Appraisers

	<ul style="list-style-type: none"> - Communicate the observation requirements for the school year (two 45-minute observations and five 15-minute observations per teacher). 	
	Teacher Professional Development <ul style="list-style-type: none"> - New teachers attend training to develop a conceptual understanding of how T-TESS defines excellent instruction. - Returning teachers attend a refresher training on T-TESS. - All teachers receive an update on district priorities around teacher observation and any changes to appraisal processes for this year. - Communicate the observation requirements for the school year 	<ul style="list-style-type: none"> - Teachers - District leaders - Principals
	Create Observation Schedules <ul style="list-style-type: none"> - Principals and appraisers work together to create a yearlong observation schedule that meets the follow criteria: <ol style="list-style-type: none"> 1. Is differentiated by teacher effectiveness 2. Allows each teacher to receive at least two ratings on every rubric dimension 3. Allows each teacher to have one scored observation from someone other than their main appraiser. 	<ul style="list-style-type: none"> - Principals - Principal managers
September - October	Intercampus Calibration Walk-Throughs <ul style="list-style-type: none"> - Junior and high school principals co-observe three classrooms at middle school #1 and calibrate. - Elementary and middle school principals co-observe classrooms and calibrate. 	<ul style="list-style-type: none"> - Campus principals - District leaders
On-going	Execute Observation Schedule <ul style="list-style-type: none"> - Appraisers conduct teacher observations according to the yearlong schedule created in September. 	<ul style="list-style-type: none"> - Appraisers
	Intercampus Calibration Walk-Throughs <ul style="list-style-type: none"> - Junior high and high school principals co-observe three classrooms at the high school and calibrate. - Elementary and middle school principals co-observe three classrooms and calibrate. 	<ul style="list-style-type: none"> - Principals - District leaders
	Campus Calibration <ul style="list-style-type: none"> - Campus appraiser teams complete single-dimension calibration protocol. - Each appraiser completes one calibration co-observation with their manager. 	<ul style="list-style-type: none"> - Principals - Appraisers
	Observation Data Dive #1 <ul style="list-style-type: none"> - After October assessments, compare student growth data with teacher observation data and check for positive correlation. - Check for skew by appraiser, campus, subject, and grade level. 	<ul style="list-style-type: none"> - District leaders - Principals - Appraisers

	<ul style="list-style-type: none"> - Determine strategic areas of focus and next steps around teacher observations for Quarter 2 based on the data. 	
May	Final Observations <ul style="list-style-type: none"> - Appraisers conduct any final teacher observations according to the yearlong schedule. - Appraisers and leaders determine if they need additional observation data for any teachers and collect that data. 	<ul style="list-style-type: none"> - Appraisers
	End-of-Year Performance Conferences <ul style="list-style-type: none"> - Appraisers meet with individual teachers and discuss observation ratings, general strengths, areas of growth, student growth goals, and other professional goals. 	<ul style="list-style-type: none"> - Appraisers - Teachers

HELPFUL RESOURCES

Dickinson ISD Resources

- [DISD TIA Website](#)
- If you have questions, please send them to disd_tia@dickinsonisd.org

Texas Education Agency Resources

- [TEA HB3: Teacher Incentive Allotment Details](#)
- [TEA HB3: Teacher Incentive Allotment FAQ](#)
- [TEA Teacher Incentive Allotment](#)
- [TEA Teacher Incentive Allotment Funding Allotment Map](#)
- [TEA Student Growth Performance Standards Document](#)
- [TEA Teacher Observation Performance Standards Document](#)

APPENDICES

APPENDIX A TEA APPROVED COURSES

Service_ID	Description
01010000	Pre-Kindergarten
01020000	Kindergarten
02010000	Grade 1
02020000	Grade 2
02030000	Grade 3
02040000	Grade 4
02050000	Grade 5
02060000	Grade 6
02070000	Grade 7, Self-Contained
02080000	Grade 8, Self-Contained
02562040	Spanish Language Arts and Reading, Grade 4
02562050	Spanish Language Arts and Reading, Grade 5
02625010	English Language Arts and Reading, Grade 1
02625020	English Language Arts and Reading, Grade 2
02625030	English Language Arts and Reading, Grade 3
02625040	English Language Arts and Reading, Grade 4
02625050	English Language Arts and Reading, Grade 5
02640005	Mathematics, Kindergarten
02640010	Mathematics, Grade 1
02640020	Mathematics, Grade 2
02640030	Mathematics, Grade 3
02640040	Mathematics, Grade 4
02640050	Mathematics, Grade 5
02640060	Mathematics, Grade 6
02820000	Mathematics, Departmentalized Grade 6
03100500	Algebra I
03100507	Algebra I: Use the code only for students receiving alternate content and meeting state testing requirements with alternate assessments.
03103000	Mathematics, Grade 7
03103100	Mathematics, Grade 8
03200510	English Language Arts And Reading, Grade 6
03200520	English Language Arts And Reading, Grade 7
03200530	English Language Arts And Reading, Grade 8
03200531	English Learners Language Arts (ELLA), Grade 7
03200532	English Learners Language Arts (ELLA), Grade 8
03210525	Spanish Language Arts and Reading, Grade 6
03220100	English I
03220107	English I: Use the code only for students receiving alternate content and meeting state testing requirements with alternate assessments.
03220200	English II
03220207	English II: Use the code only for students receiving alternate content and meeting state testing requirements with alternate assessments.

APPENDIX B STUDENT GROWTH PERFORMANCE STANDARDS

Cohort applicants will be expected to use performance standards along with district teacher observation and student growth data to determine which teachers qualify for designations. Part of the data validation process will include a holistic review of how accurately district systems align their designations to the statewide performance standards. The data validation process will confirm the validity of the reported teacher observation and student growth measures.

The document describes the student growth performance standards. Teachers in each designation category will generally exceed these minimum averages, however, the overall holistic review may allow for student growth ratings that are nominally lower than these stated minimums in some cases.

The Percentage of a Teacher's Students Meeting or Exceeding Expected Growth.

In order to calculate the percentage of a teacher's students who met or exceeded expected growth, the raw number of students who met or exceeded the predicted score in the classroom must be calculated first. Once the number of students who met or exceeded expected growth has been determined, it can be divided by the total number of students with an expected growth score who completed the final assessment to determine the percent of a teacher's students who met or exceeded growth.

APPENDIX C TEACHER OBSERVATION PERFORMANCE STANDARDS

The document describes the teacher observation performance standards. Cohort applicants will be expected to use performance standards along with district teacher observation and student growth data to determine which teachers qualify for designations. The data validation process will include a holistic review of how accurately district systems align their designations to the statewide performance standards. The data validation process will confirm the validity of the reported teacher observation and student growth measures. The statewide performance standards are aligned with T-TESS. For districts using rubrics other than T-TESS, Texas Tech University will work with districts to develop a performance standards crosswalk during the system application process prior to district data submission.

Overall Minimum Average Scores

The following shows the minimum average scores across T-TESS domains 2 and 3 to achieve each level of designation (Recognized, Exemplary, and Master). The minimum average scores were derived from an analysis of T-TESS observations from across the state with scores on a 1 to 5 scale. The minimum average for a Master teacher shows the 95th percentile score, the minimum average for an Exemplary teacher shows the 80th percentile score, and the minimum average for a Recognized teacher shows the 67th percentile score. These overall minimum average scores will be reflected in commissioner rules.

Scores derived from equivalent domains on approved observation rubrics should reflect the percent of possible points earned. Teachers in each of the three designated categories tend to have scores above these minimum averages, however, the overall holistic review may allow for scores that are nominally lower than these stated minimums in some cases.

Teacher Observation Minimum Average Ratings

Designation Level	Minimum Average Score Across Domain 2 and 3	Minimum Rating Required for each Dimension in Domain 2 and 3
<i>Recognized</i>	3.7 (74% of possible points)	At least 3 (proficient) on all dimensions
<i>Exemplary</i>	3.9 (78% of possible points)	At least 3 (proficient) on all dimensions
<i>Master</i>	4.5 (90% of possible points)	At least 3 (proficient) on all dimensions

T-TESS Domain and Dimension Score Averages

The table below shows the average dimension and domain scores for each designation level. The average scores were derived from the statewide analysis of T-TESS observations with scores on a scale from 1 to 5. This table reflects the average scores of the teachers in the statewide analysis that qualified for each designation. The average score for Master reflects the average score for teachers in the 95th percentile and above, the average score for Exemplary reflects the average score for teachers in the 80th to 94th percentile, and the average score for Recognized reflects the average score for teachers in the 67th to 79th percentile.

These overall dimension averages can be used to guide teacher designations with respect to scores in each of the dimensions referenced below. Note that while this table was based on T-TESS data, the categories for Instruction and Learning Environment can translate to other rubrics that include similar categories.

	Master	Exemplary	Recognized
Average Domain 2 (Instruction)	4.56	3.97	3.55
Dimension 2.1 (Achieving Expectations)	4.51	3.95	3.52
Dimension 2.2 (Content Knowledge and Expertise)	4.63	4.04	3.61
Dimension 2.3 (Communication)	4.61	4.01	3.64
Dimension 2.4 (Differentiation)	4.49	3.9	3.44
Dimension 2.5 (Monitor and Adjust)	4.56	3.98	3.52
Average Domain 3 (Learning Environment)	4.9	4.19	3.97
Dimension 3.1 (Classroom Environment, Routines, and Procedures)	4.89	4.16	3.97
Dimension 3.2 (Managing Student Behavior)	4.87	4.19	3.97
Dimension 3.3 (Classroom Culture)	4.92	4.24	3.98

APPENDIX E: SAMPLE TIA PAYOUT COMMUNICATION

Dear NAME,

CONGRATULATIONS on being a TIA Designated teacher!

Along with your regular paycheck on August 15th, the payroll department will issue a separate check for the TIA allotment. Your check will be received in the same manner that you receive your regular paycheck.

Just to remind you, the TEA updates the TIA allotments each year in April based on the percentage of students classified as low socioeconomic at your currently assigned campus. **You will receive the estimated Net TIA allotment in August of \$4801.00.**

Included for you below are the details regarding the gross allotment amount and withholdings to reach the net pay amount.

Gross Allotment Amount: \$6528.00

Withholdings:

- District TIA Technical Support & Application 10%: \$653.00
- Medicare: \$85.00
- Federal Income Taxes: \$481.00
 - NOTE: Federal Income Tax deduction varies for each employee based on your W-4 filing status and number of exemptions.
- TRS Deposit: \$470.00
- TRS Insurance: \$38.00

Estimated Net TIA-Allotment Pay: \$4801.00

Please note, withholdings and taxes have been applied according to the Dickinson ISD TIA Handbook and TRS and IRS guidelines. Additional information regarding TIA in Dickinson ISD can be found on our website.

Should you have any questions, please feel free to contact Kelly Logsdon, Executive Director of Business Services, at klogsdon@dickinsonisd.org.

Thank you!