DETERMINING A TEACHER'S TIA FINAL DESIGNATION LEVEL

BISD TEACHER INCENTIVE ALLOTMENT

How do BISD TIA designations get calculated?

T-TESS
Texas Teacher Evaluation & Support System

1. A teacher needs to score a 3 (proficient) or higher in every T-TESS Dimension.

2. Average of Domains 2/3
   (Subject to Texas Tech Validation Process)

Recognized	3.7* or Top 33%
Exemplary	3.9* or Top 15%
Master	4.5* or Top 5%

*Cut points are subject to change

STUDENT LEARNING OBJECTIVES

The Sum of Met and Exceeded Expectation.
(Subject to Texas Tech Validation Process)

Recognized	55%* or Top 33%
Exemplary	60%* or Top15%
Master	70%* or Top 5%

*Cut points are subject to change

BISD used the statewide performance standards for both T-TESS and SLOs.
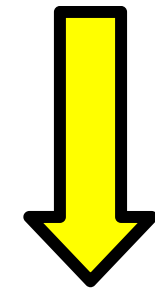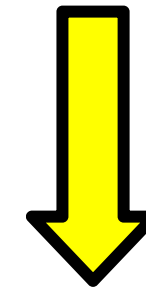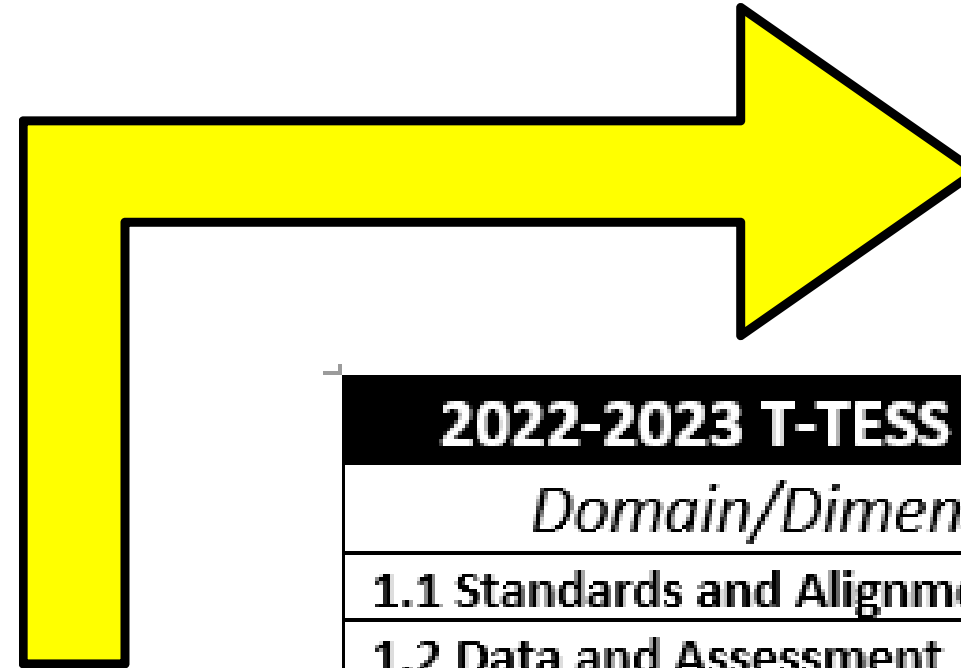
The first step was to convert all T-TESS ratings into a score.

Texas Teacher Evaluation & Support System

1. A teacher needs to score a 3 (proficient) or higher in every T-TESS Dimension.

2. Average of Domains 2/3
   (Subject to Texas Tech Validation Process)

Recognized	3.7* or Top 33%
Exemplary	3.9* or Top 15%
Master	4.5* or Top 5%

   *Cut points are subject to change

T-TESS Ratings (Number Equivalency)

Distinguished = 5

Accomplished = 4
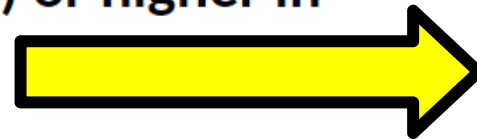
Proficient = 3

Developing = 2

Needs Improvement = 1

2022-2023 T-TESS Summative Report Data

Domain/Dimension	Rating	Score
1.1 Standards and Alignment	Accomplished	4
1.2 Data and Assessment	Accomplished	4
1.3 Knowledge of Students	Proficient	3
1.4 Activities	Proficient	3
2.1 Achieving Expectations	Proficient	3
2.2 Content Knowledge and Expertise	Proficient	3
2.3 Communication	Accomplished	4
2.4 Differentiation	Proficient	3
2.5 Monitor and Adjust	Proficient	3
3.1 Classroom Environment, Routines, and Procedures	Proficient	3
3.2 Managing Student Behavior	Proficient	3
3.3 Classroom Culture	Proficient	3
4.1 Professional Demeanor and Ethics	Proficient	3
4.2 Goal Setting	Proficient	3
4.3 Professional Development	Proficient	3
4.4 School Community Involvement	Proficient	3

The second step was to check all T-TESS scores for a 3 (proficient) or higher in every T-TESS dimension.

If a teacher scored a 2 (Developing) or 1 (Improvement Needed), they were marked ineligible for a designation (No Designation).

T-TESS
Texas Teacher Evaluation & Support System

1. A teacher needs to score a 3 (proficient) or higher in every T-TESS Dimension.

2. Average of Domains 2/3
   (Subject to Texas Tech Validation Process)

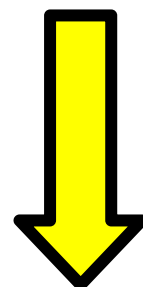 | Recognized | 3.7* or Top 33% |
   | Exemplary | 3.9* or Top 15% |
   | Master | 4.5* or Top 5% |

   *Cut points are subject to change

2022-2023 T-TESS Summative Report Data		
Domain/Dimension	Rating	Score
1.1 Standards and Alignment	Accomplished	4
1.2 Data and Assessment	Accomplished	4
1.3 Knowledge of Students	Proficient	3
1.4 Activities	Proficient	3
2.1 Achieving Expectations	Proficient	3
2.2 Content Knowledge and Expertise	Proficient	3
2.3 Communication	Accomplished	4
2.4 Differentiation	Proficient	3
2.5 Monitor and Adjust	Proficient	3
3.1 Classroom Environment, Routines, and Procedures	Proficient	3
3.2 Managing Student Behavior	Proficient	3
3.3 Classroom Culture	Proficient	3
4.1 Professional Demeanor and Ethics	Proficient	3
4.2 Goal Setting	Proficient	3
4.3 Professional Development	Proficient	3
4.4 School Community Involvement	Proficient	3

Example A

This teacher would be considered **eligible** because all scores are **3 (Proficient)** or higher.

2022-2023 T-TESS Summative Report Data		
Domain/Dimension	*Rating*	*Score*
1.1 Standards and Alignment	Accomplished	4
1.2 Data and Assessment	Accomplished	4
1.3 Knowledge of Students	Proficient	3
1.4 Activities	Proficient	3
2.1 Achieving Expectations	Proficient	3
2.2 Content Knowledge and Expertise	Proficient	3
2.3 Communication	Accomplished	4
2.4 Differentiation	Proficient	3
2.5 Monitor and Adjust	Proficient	3
3.1 Classroom Environment, Routines, and Procedures	Proficient	3
3.2 Managing Student Behavior	Proficient	3
3.3 Classroom Culture	Proficient	3
4.1 Professional Demeanor and Ethics	Proficient	3
4.2 Goal Setting	Proficient	3
4.3 Professional Development	Proficient	3
4.4 School Community Involvement	Proficient	3

Example B

This teacher would be considered **ineligible** because one of the scores was below a 3 (**Developing - 2**).
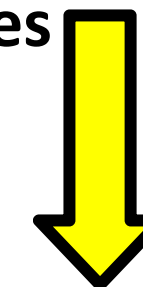
2022-2023 T-TESS Summative Report Data		
Domain/Dimension	*Rating*	*Score*
1.1 Standards and Alignment	Accomplished	4
1.2 Data and Assessment	Accomplished	4
1.3 Knowledge of Students	Distinguished	5
1.4 Activities	Distinguished	5
2.1 Achieving Expectations	Accomplished	4
2.2 Content Knowledge and Expertise	Accomplished	4
2.3 Communication	Distinguished	5
2.4 Differentiation	Accomplished	4
2.5 Monitor and Adjust	Distinguished	5
3.1 Classroom Environment, Routines, and Procedures	Distinguished	5
3.2 Managing Student Behavior	Distinguished	5
3.3 Classroom Culture	Distinguished	5
4.1 Professional Demeanor and Ethics	Developing	2
4.2 Goal Setting	Distinguished	5
4.3 Professional Development	Distinguished	5
4.4 School Community Involvement	Accomplished	4

The third step was to average the scores from Domains 2 & 3.
(Dimension 2.1, 2.2, 2.3, 2.4, 2.5, 3.1, 3.2, and 3.3)

Using the state performance standards as a cut point/minimum score, the teacher below would be rated as RECOGNIZED for the T-TESS component.

1. A teacher needs to score a 3 (proficient) or higher in every T-TESS Dimension.

2. Average of Domains 2/3
   (Subject to Texas Tech Validation Process)

   Recognized   3.7*
   Exemplary   3.9* or Top 15%
   Master   4.5* or Top 5%

   *Cut points are subject to change

2022-2023 T-TESS Summative Report Data			
Domain/Dimension	Rating	Score	
1.1 Standards and Alignment	Accomplished	4	
1.2 Data and Assessment	Accomplished	4	
1.3 Knowledge of Students	Proficient	3	
1.4 Activities	Accomplished	4	
2.1 Achieving Expectations	Proficient	3	
2.2 Content Knowledge and Expertise	Accomplished	4	
2.3 Communication	Accomplished	4	
2.4 Differentiation	Proficient	3	Average 3.75
2.5 Monitor and Adjust	Accomplished	4	
3.1 Classroom Environment, Routines, and Procedures	Accomplished	4	
3.2 Managing Student Behavior	Accomplished	4	
3.3 Classroom Culture	Accomplished	4	
4.1 Professional Demeanor and Ethics	Proficient	3	
4.2 Goal Setting	Proficient	3	
4.3 Professional Development	Proficient	3	
4.4 School Community Involvement	Proficient	3	

Please note that we never "round up/down" numbers in TIA calculations.

Here is another example....

Using the state performance standards as a cut point/minimum score, the teacher below would be rated as NO DESIGNATION because the average is below 3.7 for the T-TESS component.

1. A teacher needs to score a 3 (proficient) or higher in every T-TESS Dimension.

2. Average of Domains 2/3
   (Subject to Texas Tech Validation Process)

Recognized	3.7* or Top 33%
Exemplary	3.9* or Top 15%
Master	4.5* or Top 5%

*Cut points are subject to change

2022-2023 T-TESS Summative Report Data

Domain/Dimension	Rating	Score	
1.1 Standards and Alignment	Accomplished	4	
1.2 Data and Assessment	Accomplished	4	
1.3 Knowledge of Students	Proficient	3	
1.4 Activities	Accomplished	4	
2.1 Achieving Expectations	Proficient	3	
2.2 Content Knowledge and Expertise	Proficient	3	
2.3 Communication	Proficient	3	
2.4 Differentiation	Proficient	3	
2.5 Monitor and Adjust	Proficient	3	Average 3.37
3.1 Classroom Environment, Routines, and Procedures	Accomplished	4	
3.2 Managing Student Behavior	Accomplished	4	
3.3 Classroom Culture	Accomplished	4	
4.1 Professional Demeanor and Ethics	Proficient	3	
4.2 Goal Setting	Proficient	3	
4.3 Professional Development	Proficient	3	
4.4 School Community Involvement	Proficient	3	

Please note that we never "round up/down" numbers in TIA calculations.

One last example….

The teacher below would be rated as EXEMPLARY because the average is <u>above</u> the Exemplary score minimum of 3.9, but lower than the 4.5 minimum needed to attain the Master level.

T-TESS
Texas Teacher Evaluation & Support System

1. A teacher needs to score a 3 (proficient) or higher in every T-TESS Dimension.

2. Average of Domains 2/3
   (Subject to Texas Tech Validation Process)

   Recognized   3.7* or Top 33%
   Exemplary   3.9* or
   Master   4.5* or Top 5%

   *Cut points are subject to change

2022-2023 T-TESS Summative Report Data

Domain/Dimension	Rating	Score	
1.1 Standards and Alignment	Accomplished	4	
1.2 Data and Assessment	Accomplished	4	
1.3 Knowledge of Students	Proficient	3	
1.4 Activities	Accomplished	4	
2.1 Achieving Expectations	Distinguished	5	
2.2 Content Knowledge and Expertise	Distinguished	5	
2.3 Communication	Accomplished	4	
2.4 Differentiation	Proficient	3	**Average**
2.5 Monitor and Adjust	Accomplished	4	**4.37**
3.1 Classroom Environment, Routines, and Procedures	Accomplished	4	
3.2 Managing Student Behavior	Distinguished	5	
3.3 Classroom Culture	Distinguished	5	
4.1 Professional Demeanor and Ethics	Proficient	3	
4.2 Goal Setting	Proficient	3	
4.3 Professional Development	Proficient	3	
4.4 School Community Involvement	Proficient	3	

Please note that we never "round up/down" numbers in TIA calculations.

STUDENT LEARNING OBJECTIVES

The Sum of Met and Exceeded Expectation.
(Subject to Texas Tech Validation Process)

Recognized	55%* or Top 33%
Exemplary	60%*or Top15%
Master	70%*or Top 5%

*Cut points are subject to change

EXAMINE

2022-2023 BISD Data Teacher Score Card

Teacher First Name: **AWESOME**   Middle Name: **#1**   Last Name: **TEACHER**

Teacher ID: **123456**

Teacher Date of Birth: **01/01/1980**

2022-2023 Campus: **AMAZING EL**

2023-2024 Campus: **AMAZING Elementary**

2022-2023 SLO Summative Report Data	
% DID NOT MEET	24
% EXPECTED Growth	60
% EXCEEDED Growth	16

2022-2023 T-TESS Summative Report Data	
Domain/Dimension	Rating
1.1 Standards and Alignment	Accomplished
1.2 Data and Assessment	Accomplished
1.3 Knowledge of Students	Proficient
1.4 Activities	Proficient
2.1 Achieving Expectations	Proficient
2.2 Content Knowledge and Expertise	Proficient
2.3 Communication	Accomplished
2.4 Differentiation	Proficient
2.5 Monitor and Adjust	Proficient
3.1 Classroom Environment, Routines, and Procedures	Proficient
3.2 Managing Student Behavior	Proficient
3.3 Classroom Culture	Proficient
4.1 Professional Demeanor and Ethics	Proficient
4.2 Goal Setting	Proficient
4.3 Professional Development	Proficient
4.4 School Community Involvement	Proficient

Teachers, please pick and sign one of the boxes below:

Attestation *(Option 1):*

With my signature below, I attest that the data on this card is an accurate reflection of the data I signed for in my 2022-2023 T-TESS Summative Report

I also understand that this data does not guarantee any type of TIA designation or allotment (money).

_____
Teacher Signature

_____
Date

OR

Attestation *(Option 2):*

There is an error in the data reported on this score card that needs correcting because it does not reflect what I signed for in my 2022-2023 T-TESS Summative Report

Once the data is corrected, I also understand that the corrected data does not guarantee any type of TIA designation or allotment (money).

_____
Teacher Signature

_____
Date

Now let's examine the SLO component.

Just like T-TESS, there are cut points / minimum scores teachers must reach to earn a designation.

The SLO process produces three percentages:

The percentage of students that
did not meet expectations / did not grow **...**
The percentage of students that
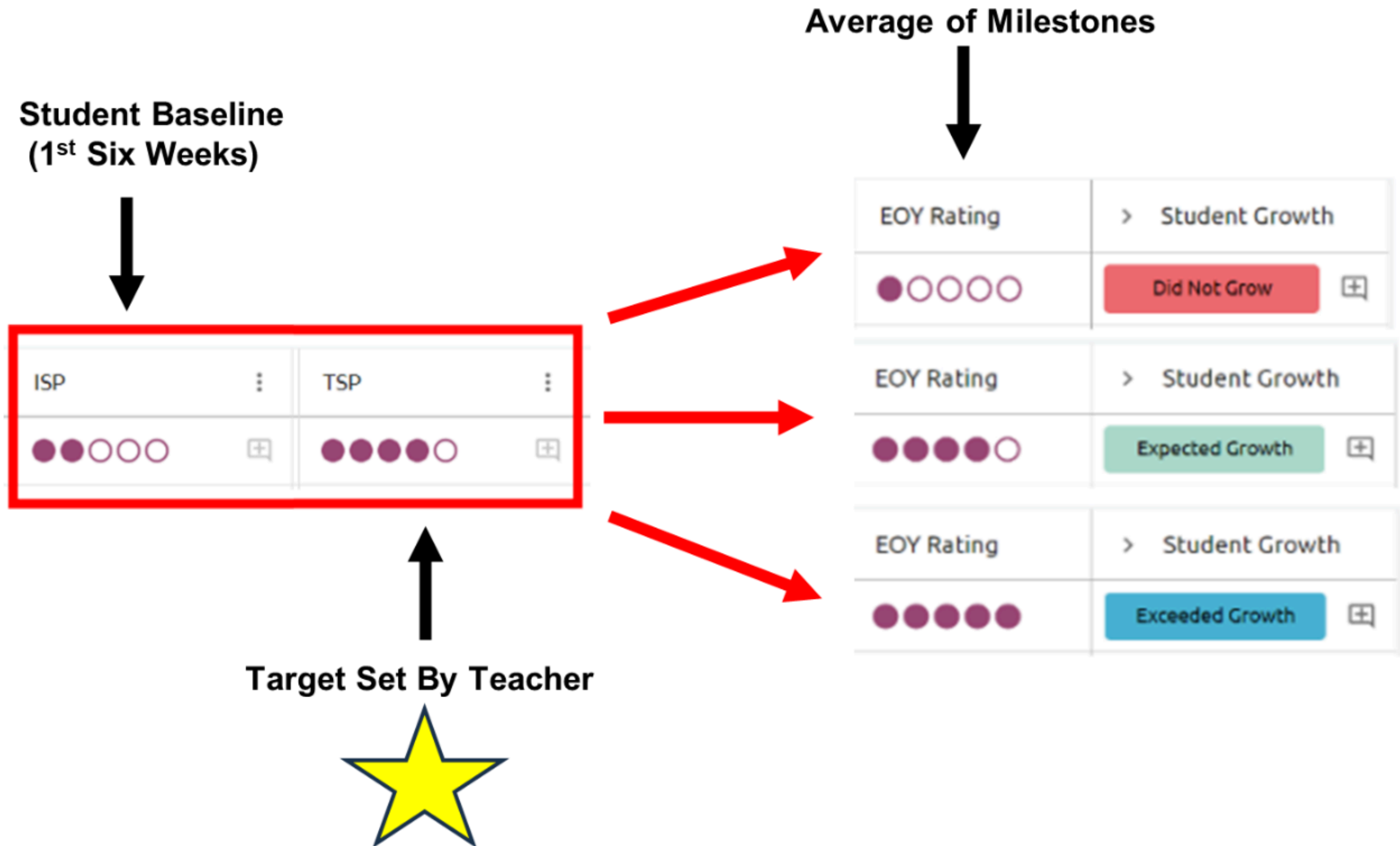met expectations/expected growth**...**
The percentage of students that
exceeded expectations / exceeded growth**...**

2022-2023 SLO Summative Report Data	
% DID NOT MEET	24
% EXPECTED Growth	60
% EXCEEDED Growth	16

Reminder of the process...

Average of Milestones

Student Baseline (1st Six Weeks)

Target Set By Teacher

STUDENT LEARNING OBJECTIVES

In order to determine the SLO score we add (sum) the percentage of students who met **EXPECTED** and **EXCEEDED** growth.

Using the state performance standards as a cut point/minimum score, the teacher below would be rated as MASTER for the SLO component.

The score is above the 70% minimum needed to earn a Master designation.

STUDENT LEARNING OBJECTIVES

The Sum of Met and Exceeded Expectation.
(Subject to Texas Tech Validation Process)

Recognized	55%* or Top 33%
Exemplary	60%* or Top15%
Master	70%*

*Cut points are subject to change

2022-2023 SLO Summative Report Data		
% DID NOT MEET	24	
% EXPECTED Growth	60	Sum 76%
% EXCEEDED Growth	16	

Please note that we never "round up/down" numbers in TIA calculations.

Here is another example...

The teacher would be rated as **NO DESIGNATION** for the SLO component.

The score is below the 55% minimum needed to earn a designation.

STUDENT LEARNING OBJECTIVES

The Sum of Met and Exceeded Expectation.
(Subject to Texas Tech Validation Process)

Recognized	55%* or Top 33%
Exemplary	60%* or Top15%
Master	70%* or Top 5%

*Cut points are subject to change

2022-2023 SLO Summative Report Data		
% DID NOT MEET	55.4	**Sum**
% EXPECTED Growth	54.6	**54.6%**
% EXCEEDED Growth	0	

Please note that we never "round up/down" numbers in TIA calculations.

One last example…

The teacher below would be rated as RECOGNIZED for the SLO component.

The sum is <u>above</u> the Recognize minimum score of 55%, but lower than the 60% minimum score needed to attain the Exemplary level.

STUDENT LEARNING OBJECTIVES

The Sum of Met and Exceeded Expectation.
(Subject to Texas Tech Validation Process)

Recognized   55%*
Exemplary   60%*or Top15%
Master   70%*or Top 5%

*Cut points are subject to change

2022-2023 SLO Summative Report Data		
% DID NOT MEET	42	Sum 58%
% EXPECTED Growth	50	
% EXCEEDED Growth	8	

Please note that we never "round up/down" numbers in TIA calculations.

The last step to determine the final designation level submitted to TIA/Texas Tech for data validation is as follows:

Both the T-TESS Designation and the SLO Designation are reviewed and the final designation is determined by picking the lower of the two.

If the levels are the same for T-TESS and the SLO, then that level stays.

STAFF NAME (In no particular order)	TTESS Designation Level	SLO Designation Level	FINAL DESIGNATION
Teacher A	Recognized	Master	**RECOGNIZED**
Teacher B	No Designation	Exemplary	**NO DESIGNATION**
Teacher C	Recognized	Recognized	**RECOGNIZED**
Teacher D	Master	Exemplary	**EXEMPLARY**
Teacher E	No Designation	No Designation	**NO DESIGNATION**

Levels of Designation from highest to lowest.	
Master	**Highest**
Exemplary	
Recognized	
No Designation	**Lowest**