


# TIA Steering Committee Meeting #2

Decision: Which teaching assignments will be eligible for designation?



# Meeting Agenda

- 
- 4:00** Welcome and Overview
  - 4:10** Gut Check: Is TIA right for Troy ISD?
  - 4:30** Who can be included in the TIA designation system?
  - 4:50** Committee Recommendation
  - 5:00** Adjourn

# District Designation System Components



## Teacher Observation

- Observation based on T-TESS or aligned rubric
- District application must show evidence of calibration and data analysis



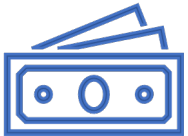
## Student Growth

- Student growth measures determined by district
- District application must show evidence of validity & reliability of development, administration, and scoring



## Optional Components

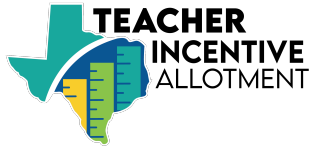
- Districts may consider additional factors in making designations (e.g., mentoring other teachers, teacher leadership, family surveys, student surveys, etc.).



## Spending Plan

- Districts must spend at least 90% on teacher compensation for student-facing instructional roles and may reserve up to 10% for supporting the TIA system or in supporting teachers in earning a designation by 8/31 each year.

Ongoing stakeholder engagement



# Funding Provided for Each Designated Teacher Year 1—If Approved\*

MES--\$6,011    RMMS--\$5,628  
TES--\$5,858    THS--\$5,360

Recognized



## Approved\*

\*Does not reflect district 10% set-aside.

MES--\$12,022    RMMS--\$11,256  
TES--\$11,716    THS--\$19,865

Exemplary



MES--\$22,036    RMMS--\$20,760  
TES--\$21,527    THS--\$19,865

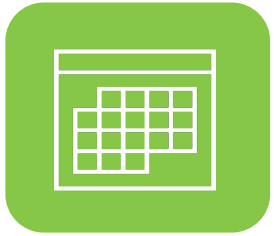
Master



# Gut-Check: Is TIA Right for Troy ISD?

- How does TIA align with district goals and priorities?
- What challenges do we face with teacher recruitment/retention?
- What are the benefits of implementing TIA in Troy ISD?
- What are the possible drawbacks of implementing TIA in Troy ISD?
- On balance, what is your recommendation for Troy ISD? Yes or no?

# Cohort E System and Approval Timeline



## Pre-Application

System Development



## Year 1

2021-2022

Apply for TIA  
Including Texas Tech University Survey #1

Application Approval



## Year 2

2022-2023

Capture Data  
Including recommended Texas Tech University Survey #2

System expansions, changes, or spending modifications



## Year 3

2023-2024

Submit data to TTU and fees to TEA

Designate and Compensate

System expansions, changes, or spending modifications

Complete annual requirements  
Including Texas Tech University Survey #3



## Post-Approval

New or higher designations  
Requires data submission and fees

System expansions, changes, or spending modifications

Complete annual requirements

System renewal

System Approval

Designation Approval

Ongoing Stakeholder Engagement

*What is our application timeline?*



**Year 1**

2021-2022

# Year 1: Application Timeline

- Application window **November-April**
- Teacher buy-in survey **April-May**
- TEA scoring and initial feedback **May**
- Feedback and revision **by June 30**
- Notice of approval/denial **August**

# The Big Three: Critical Decisions for Local Designation Systems



## 1. Who can earn a designation?

- Eligible campuses and teaching assignments
- If not all teachers, will we expand in future years?



## 2. How will we designate?

- Observations, student growth measures, optional components
- Performance standards and weighting/teacher categories



## 3. How and when will we compensate?

- Distribution of funds
- Timing and mode of compensation



# Key Questions for TIA Teacher Eligibility

- Do we want to include all teaching assignments?
- For which teaching assignments do we have valid and reliable student growth measures?
- Do we have the capacity to add new student growth measures for certain teacher assignments?
- Do we want to design our designation so that groups of eligible teachers are added in phases?
- What is your recommendation?

# Diboll

PK3 - Peabody Picture Vocabulary Test

PK4 - Circle

K-8 Reading and Math & 3-8 Science - NWEA

PE - FitnessGram

Band - Smart Music

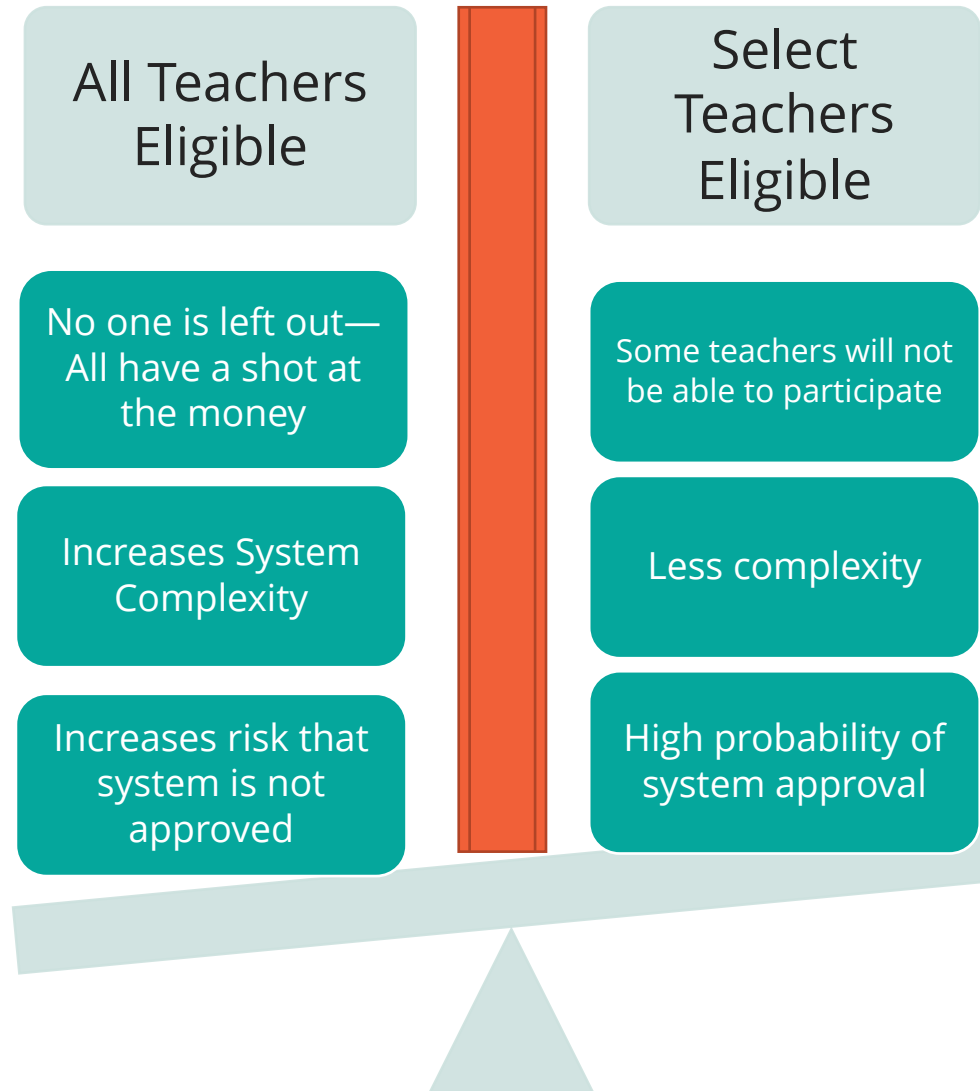
CTE - Precision Exams by YouScience

2&5 Music, 6-12 Social Studies, Art, Spanish  
and 9-12 ELAR, Math, & Science - Local  
Assessments

Lifeskills - Portfolios



# Considerations for Eligible Teachers



We would have a chance to revise our system based on TEA feedback.

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Next meeting: Thursday, February 17, 4:00 pm

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THANK YOU!

