2024-2025

SFDRCISD
Teacher Incentive Allotment

Presented By: Carlos Ramirez

Agenda

- ❑ **2024-2025 Phase II**
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  - Student Growth
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- ❑ **Spending Plan**
- ❑ **National Board Certification**

Phase II 2024-2025

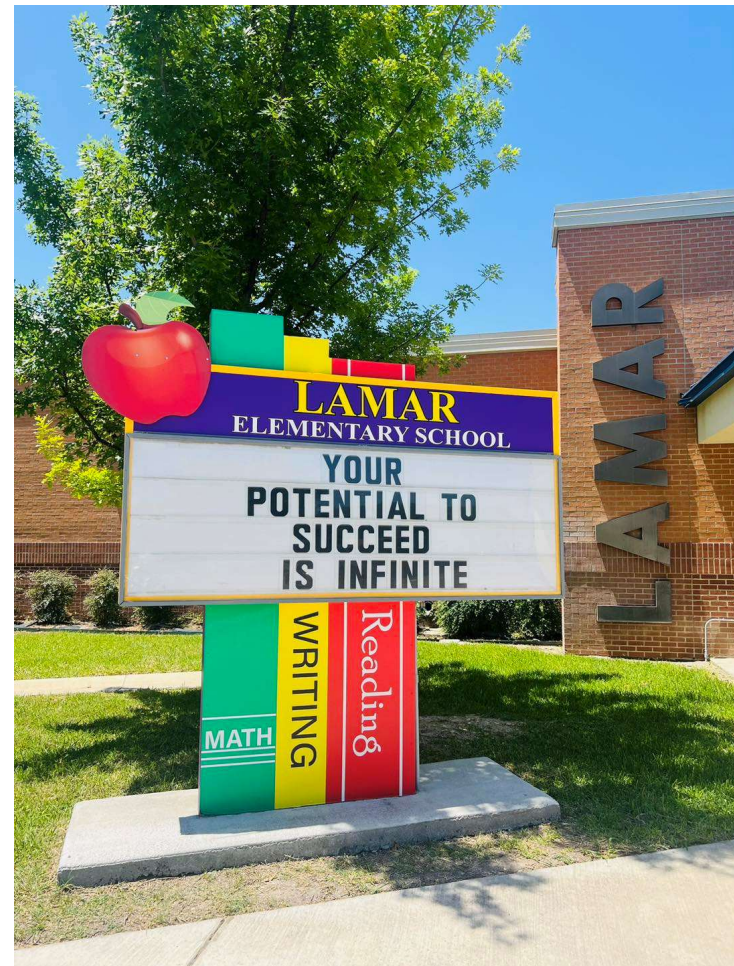# Eligible Teachers:

ELIGIBLE TEACHERS INCLUDE:

Phase 1 >>> **ELAR & Mathematics**
- PK-5 (ELAR)
- Grade 6-8 (ELAR/MATH)
- English 1-2
- Algebra I
- Includes Co-Teach Classes

Phase 2 >>>
Adv. Dual Credit
Dual Credit
ELAR/Mathematics
Science
Social Studies
- Grade 6-8 (S.S. and Sci.)
- English III-IV
- Grade 9-12 (Math)
- Grade 9-12 (S.S. and Sci.)

Weight Components:

50% >>> **T-TESS**
- Domains 2&3

Educator Evaluation Component

40% >>>
- CIRCLE
- TX-KEA
- TPRI
- TEA BOY
- STAAR EOC
- District Created

Student Growth Component

10% >>>
- Campus Growth

School-Wide Student Growth Component

Teacher Observation

TIA establishes a priority emphasis on the Instruction (Domain 2) and Learning Environment (Domain 3) domains of the T-TESS evaluation. To be eligible for a TIA-designation, teachers will have 3 counted 15min walkthroughs, 1 full 45 min observation and must earn a rating of proficient or higher on each of the eight dimensions measured across Domains 2 and 3. If a teacher scores lower than a 3.0 in any dimension, they cannot receive a score for that Domain; therefore, do not qualify for the Teacher Incentive Allotment. In addition, based on an analysis of statewide T-TESS observation data, TEA has identified minimum score averages across Domains 2 and 3 of T-TESS:

Dimension & Domain Score:

Domain 2 & 3 are averaged evenly

Instruction (Domain 2)

- Dimension 2.1 – Achieving Expectations
- Dimension 2.2 – Content Knowledge and Expertise
- Dimension 2.3 – Communication
- Dimension 2.4 – Differentiation
- Dimension 2.5 – Monitor and Adjust

Learning Environment (Domain 3)

- Dimension 3.1 – Classroom Environment, Routines, and Procedures
- Dimension 3.2 – Managing Student Behavior
- Dimension 3.3 – Classroom Culture

Student Growth

To be eligible for a TIA-designation, teachers must earn a minimum student growth outcome. TEA established minimum expectations based on statewide performance expectations.

- Recognized designation > 65%
- Master designation > 80%
- Exemplary designation > 70%

Student Growth will count towards 40% of the overall TIA score. Student growth will be calculated for all students that have a designated fall and spring assessment. Student growth performance will be associated with teachers based on the following PEIMS criteria:

- Unique ID of the teacher of record as of October snapshot date
- Main Service ID(s) for Observation and Growth
- Main Content Area(s) for Observation and Growth
- Main Grade Level(s) for Observation and Growth

Assessment by Subject & Grade Level :

	Teacher, Grade , Subject	Assesment	Scoring Guide
ELAR	PK	CIRCLE	% of Students On-Track in the Phonological Awareness category at End of Year
	Kindergarten	TXKEA	% of students On- Track on the Statewide Readiness Screener at End of Year (vocabulary, letter name, & spelling)
	Grade 1 & 2	TPRI	% of students developed on Fluency Story 1 & 2 BOY / Story 5 & 6 EOY
	English Language Arts and Reading, Grade 3	Local Beginning of Year to STAAR	Beginning of Year to TEA Growth Measure Transition Table
	English Language Arts and Reading, Grade 4 - 8	Previous year STAAR	TEA Growth Measure: Transition Table
	English As A Second Language, Grade 6 -8	Previous year STAAR	TEA Growth Measure: Transition Table
	English I , II	Previous year STAAR	TEA Growth Measure: Transition Table
	English III, IV	Local Beginning of Year / End of Year	
	English I & II For Speakers Of Other Languages	Previous year STAAR	TEA Growth Measure: Transition Table
Math	Algebra I	Previous year STAAR	TEA Growth Measure: Transition Table
	Algebra II	Local Beginning of Year / End of Year	Local Beginning of Year / End of Year Transition Table
	AP Calculus AB	Local Beginning of Year / End of Year	Local Beginning of Year / End of Year Transition Table
	AP Statistics	Local Beginning of Year / End of Year	Local Beginning of Year / End of Year Transition Table
	College Preparatory Course Mathematics	Local Beginning of Year / End of Year	Local Beginning of Year / End of Year Transition Table
	Geometry	Local Beginning of Year / End of Year	Local Beginning of Year / End of Year Transition Table
	Independent Study In Mathematics (First Time Taken)	Local Beginning of Year / End of Year	Local Beginning of Year / End of Year Transition Table
	Independent Study In Mathematics (Second Time Ta	Local Beginning of Year / End of Year	Local Beginning of Year / End of Year Transition Table
	Mathematical Models with Applications	Local Beginning of Year / End of Year	Local Beginning of Year / End of Year Transition Table
	Mathematics, Departmentalized Grade 6 - 8	Previous year STAAR	TEA Growth Measure: Transition Table
	Precalculus	Local Beginning of Year / End of Year	Local Beginning of Year / End of Year Transition Table

	Teacher, Grade , Subject	Assesment	Scoring Guide
Science	AP Biology	Local Beginning of Year / End of Year	TEA Growth Measure: Transition Table
	AP Chemistry	Local Beginning of Year / End of Year	Local Beginning of Year / End of Year Transition Table
	AP Environmental Science	Local Beginning of Year / End of Year	Local Beginning of Year / End of Year Transition Table
	AP Physics 1: Algebra Based	Local Beginning of Year / End of Year	Local Beginning of Year / End of Year Transition Table
	Biology	Local Beginning of Year to STAAR	Beginning of Year to TEA Growth Measure Transition Table
	Chemistry	Local Beginning of Year / End of Year	Local Beginning of Year / End of Year Transition Table
	Earth and Space Science	Local Beginning of Year / End of Year	Local Beginning of Year / End of Year Transition Table
	Environmental Systems	Local Beginning of Year / End of Year	Local Beginning of Year / End of Year Transition Table
	Integrated Physics And Chemistry	Local Beginning of Year / End of Year	Local Beginning of Year / End of Year Transition Table
	Physics	Local Beginning of Year / End of Year	Local Beginning of Year / End of Year Transition Table
	Science, Departmentalized Grade 6	Local Beginning of Year / End of Year	Local Beginning of Year / End of Year Transition Table
	Science, Grade 7	Local Beginning of Year / End of Year	Local Beginning of Year / End of Year Transition Table
	Science, Grade 8	Local Beginning of Year to STAAR	Beginning of Year to TEA Growth Measure Transition Table
Social Studies	AP Psychology	Local Beginning of Year / End of Year	Local Beginning of Year / End of Year Transition Table
	AP U.S. Government and Politics	Local Beginning of Year / End of Year	Local Beginning of Year / End of Year Transition Table
	AP United States History	Local Beginning of Year to STAAR	Beginning of Year to TEA Growth Measure Transition Table
	AP World History	Local Beginning of Year / End of Year	Local Beginning of Year / End of Year Transition Table
	Economics Advanced Studies (First Time Taken)	Local Beginning of Year / End of Year	Local Beginning of Year / End of Year Transition Table
	Economics with Emphasis on the Free Enterprise Sy	Local Beginning of Year / End of Year	Local Beginning of Year / End of Year Transition Table
	Psychology	Local Beginning of Year / End of Year	Local Beginning of Year / End of Year Transition Table
	Social Studies, Departmentalized Grade 6	Local Beginning of Year / End of Year	Local Beginning of Year / End of Year Transition Table
	Social Studies, Grade 7	Local Beginning of Year / End of Year	Local Beginning of Year / End of Year Transition Table
	Social Studies, Grade 8	Local Beginning of Year to STAAR	Beginning of Year to TEA Growth Measure Transition Table
	Sociology	Local Beginning of Year / End of Year	Local Beginning of Year / End of Year Transition Table
	Special Topics in Social Studies (First Time Taken)	Local Beginning of Year / End of Year	Local Beginning of Year / End of Year Transition Table
	United States Government	Local Beginning of Year / End of Year	Local Beginning of Year / End of Year Transition Table
	United States History Studies Since 1877	Local Beginning of Year / End of Year	Local Beginning of Year / End of Year Transition Table
	World History Studies	Local Beginning of Year / End of Year	Local Beginning of Year / End of Year Transition Table

Campus Growth

The School-Wide Student Growth measure will count towards 10% of the overall teacher TIA score. The School-Wide Campus Growth Score will be calculated using the teacher growth score for Reading, Mathematics, Science and Social Studies for each teacher and averaged across the campus.

Possible Points earned:

Campus Growth Rubric	
Campus Growth Percentage	TIA Teacher Campus Growth Points Earned
71-100	10
61-70	8
51-60	6
41-50	4
31-40	2
<30	0

TIA CALENDARS

TIA CALENDAR:

2024-2025 SFDRCISD Teacher Incentive Allotment Calendar

Month/Year	Week	Assessment	Who is Responsible
August 2024	Aug. 1	Expansion and Modification Application Results Renewal Application Results	TEA
	Aug. 1	Build an SLO Timeline for Teachers and Appraisers (SLO Orientation Material provided by TEA)	HR
	Aug. 1 - Aug. 9	Identify all Eligible TIA Teachers / Co-Teachers on Master Schedule	TIA / HR
	Aug. 1 - Sept. 3	T-TESS Campus Orientation / Recertification (Must be within first 3 weeks of school)	TIA / HR
	Aug. 13 - Sept. 23	GSPD Conference for New Teachers (Must be within first 6 weeks of Orientation)	Campus
	Aug. 14 - Aug. 23	TIA BOY: TX-KEA (Kindergarten) Must test within first 20 days	Campus / C&I
	Aug. 19 - Aug. 30	TIA BOY: Non-STAAR Assessments 6-12th Math, Science, Social Studies, and Eng. III and IV	Campus / C&I
September 2024	Sept. 3 - Sept. 13	TIA BOY: CIRCLE and TPRI (PreK 1st & 2nd)	Campus / C&I
	Sept. 4	Appraisal Period Begins	Campus
	Sep. 8 - Sept. 27	Collect BOY Data	TIA
	Sept. 24 - Sept. 27	TIA BOY: TEA Assessments - Mandatory for NonTested 2023 Students - (3rd-12th) TEA Online Produced Assessments - Math / Reading / EOC	Campus / C&I
October 2024	Oct. 7	Prepare Capture Year Submission File	TIA
	Oct. 11	First Capture Year Update with Principals	TIA
	Oct. 17	Data Submission due to Texas Tech University	TIA / HR
	Oct. 25	Fall Snapshot	PEIMS
November 2024	Nov. 4 - Nov. 22	HR Visits with Campuses to Confirm Teacher Assignments	TIA / HR
	November	Expansion and Modification Appliocation Posted ; Renewal Appication Posted ; District Submit $500 per Designation Fee	TEA
December 2024	Dec. 3 - Dec. 13	STAAR EOC Assessment Window for Alg. I, Bio & US History	Campus / C&I
	Dec. 3 (Tuesday)	STAAR EOC English I & Biology	
	Dec. 4 (Wednesday)	STAAR EOC Algebra I & US History	
	Dec. 5 (Thursday)	STAAR EOC English II	
January 2025	Jan. 13 - Jan. 24	MOY: Circle, TX-KEA, and TPRI 1st Grade MUST administer Dyslexia Screener (SCR-2 and SCR-3)	Campus / C&I
	Jan. 27	Collect MOY Data	TIA
February 2025	Feb. 1	Final System Approval Notification	TEA
	Feb. 10 - Feb. 28	Submit MOY Campus Update Reports to Principals	TIA
	Feb. 14	Second Capture Year update with Principals	TIA
	Feb. 28	Snapshot	PEIMS
March 2025	Mar. 3 - Mar. 17	TIA Manual Updated (if necessay)	TIA
	Mar. 3 - Mar. 17	Update TIA Expansion Modification Application (if necessary)	TIA
April 2025	Apr. 15	Expansion and Modification Application Due to TEA	TIA / HR
	Apr. 15 - Apr. 25	STAAR Gr 3-8 Reading Language Arts, English I and English II EOC	Campus / C&I
	Apr. 22 - May 2	TIA EOY: CIRCLE, TX-KEA and TPRI 1&2	Campus / C&I
	Apr. 22 - May 2	STAAR Gr 5&8 Science, STAAR Gr 8 SS, Biology & US History EOC	Campus / C&I
	Apr. 29 - May 9	STAAR Gr 3-8 Math & Algebra I EOC	Campus / C&I
	Apr. 25	Appraisal Period ENDS	Campus
May 2025	May 5 - May 9	TIA EOY: TPRI 3	Campus / C&I
	May 5 - May 21	TIA EOY: Non-STAAR Assessments Math, Science, Social Studies	Campus / C&I
	May. 9	End of Year Conference / Goal Setting Summtives Due	Campus
	May. 12	TIA EOY : Collect data for Circle, TX-KEA, TPRI 1 & 2	TIA
	May. 19	Third Capture Year Update with Principals	TIA
	May, 19 -May 28	T-TESS Check in Roundup	
	June. 13	T-TESS Evaluations DUE	Campus
June 2025	June 17 - June 27	Algebra I, English I, English II, Biology & US History EOC 8-12 Retesters	Campus / C&I
	June. 17 -Jun 30	Collect EOC STAAR Score -Create Reports	TIA
July 2025			

TIA Calendar is under revision; Principals will receive final copy before the end of the first six weeks.

Annual Evaluation Cycle

Process Step	Timeliness	Description
Teaching & Orientation	August	· Training on the TIA plan and the T-TESS observation instrument · Principal communicates school & district goals to inform teacher goal setting
Beginning of Year (BOY) Student Assessment - Fall	August-September	· CIRCLE: Pre-K · CLI: K-3 Reading · MAP Growth: 4-8 Reading and English I-IV · MAP Growth: Kinder-Algebra 1, Geometry, and Algebra 2 · District Created · STEMscope , McGrawHill
Middle of Year (MOY) Student Assessment – Winter	January	· CIRCLE: Pre-K · CLI: K-3 Reading · MAP Growth: 4-8 Reading and English I-IV · MAP Growth: Kinder-Algebra 1, Geometry, and Algebra 2 · District Created · STEMscope , McGrawHill
T-TESS Walkthrough Observations	September-May	· 15 minute observation (minimum of three counted observations for all eligible teachers) · Focus on T-TESS Domains 2 & 3 and their eight dimensions · Written feedback required
Extended Observations with Conference	October-April	· One 45-minute observation · Focus on T-TESS Domains 2 & 3 and their eight dimensions · Written feedback conference required
Summative Evaluation	March-May	· Include a review of all four T-TESS domains · Focus on T-TESS Domains 2 & 3 and their eight dimensions · Written feedback and conference required
End of Year (EOY) Student Assessment – Spring	April-May	· CIRCLE: Pre-K · CLI: K-3 Reading · MAP Growth: 4-8 Reading and English I-IV · MAP Growth: Kinder-Algebra 1, Geometry, and Algebra 2 · District Created · STEMscope , McGrawHill
Conduct Teacher TIA Calculations and Ratings	July-September	· District analysis 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	October	· Teachers may request a data verification audit and provide corresponding documentation to support review

Spending Plan

Spending Plan:

Distribution of Allotment:

State statute requires that 90% of TIA funds be distributed directly to the teachers as follows:

▸ 90% of TIA funds must be used for Designated Teachers.

▸ TIA dollars will be distributed directly to the individual TIA Designated Teacher.

▸ The district shall retain 10% of the TIA dollars.

Compensation

TIA compensation is an annual allotment provided by the State and subject to availability of state funding allocations. TIA-designated teachers will receive TIA compensation annually based on their TIA designation and TIA state funding for their campus of assignment at the time TIA funds are disbursed which is usually the subsequent academic year. Given that a school's student enrollment changes yearly, the campus' socioeconomic tier will be recalculated annually using the home address of the student that attends a particular campus. There will be set points in time at which TEA will calculate the allotment for a teacher based on the teacher's designation and school characteristics (socioeconomic tiers and rural status).

Impact of Compensation:

TIA compensation stipends will be included in the annual wages reported to the Teacher Retirement System (TRS) and will be used when calculating retirement benefits.

Texas Tech University Data Validation	
November 2024 to May 2025	▶▶ SFDR TIA Data is submitted to the Texas Education Agency (TEA) and Texas Tech University (TTU) to conduct the Data Validation of TIA system.

Teacher Payout	
May 2025 & August 2025	▶▶ SFDR-CISD divides the payout into two lump sum payments based on the estimated total allotment. First payment would be scheduled Late May followed by final payment by no later than August 31st.

NATIONAL BOARD CERTIFICATION

National Board Certification and TIA

What is National Board Certification?

National Board Certification is a voluntary, advanced professional certification for PreK–12 educators that identifies teaching expertise through a performance-based, peer-reviewed assessment. More than 125,000 teachers across all 50 states have achieved Board Certification.

What is required to become a National Board Certified Teacher?

The certification process is designed to collect standards-based evidence of accomplished practice. To become a Board-certified teacher, eligible candidates must demonstrate advanced knowledge, skills and practice in their individual certificate areas by completing four components. The content knowledge component is a computer-based assessment taken at a testing center; the other three are portfolio-based and submitted through an electronic portfolio system.

Component 1: Content Knowledge

Component 2: Differentiation in Instruction

Component 3: Teaching Practice and Learning Environment

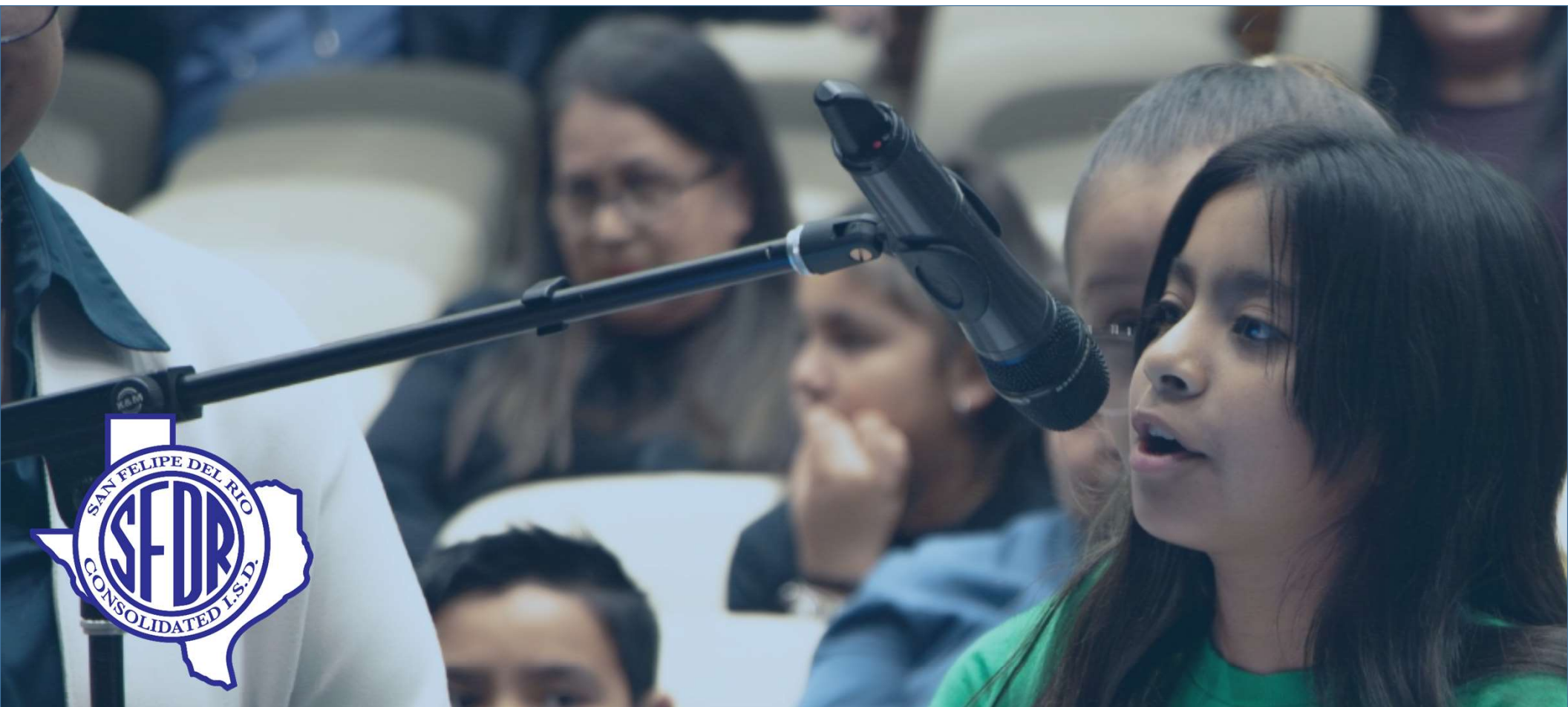Component 4: Effective and Reflective Practitioner

TIA Campus Representatives:

Campus	Contact	Phone	Email
Irene C. Cardwell Elementary	Dr. Alanna Talamantez	(830) 778-4650	alanna.elizondo@sfdr-cisd.org
Buena Vista Elementary	Jorge Jurado	(830) 778-4600	jorge.jurado@sfdr-cisd.org
Dr. Fermin Calderon Elementary	Santiaga Salas	(830) 778-4620	santiaga.salas@sfdr-cisd.org
Dr. Lonnie Green Elementary	Maryvel Flores	(830) 778-4750	maryvel.flores@sfdr-cisd.org
Garfield Elementary	Iris Oca	(830) 778-4700	iris.oca@sfdr-cisd.org
Lamar Elementary	Cynthia Sahagun	(830) 778-4730	cynthia.sahagun@sfdr-cisd.org
Ceniza Hills Elementary	Jesus R. Soto Jr.	(830)-778-4770	jesusr.soto@sfdr-cisd.org
Roberto "Bobby" Barrera Elementary STEM School	Aurora Guerra	(830)-778-4110	aurora.guerra@sfdr-cisd.org
Ruben Chavira Elementary	Carol Sunderland	(830) 778-4660	carol.sunderland@sfdr-cisd.org
Del Rio Middle School	Maytte Soliz	(830) 778-4500	maytte.soliz@sfdr-cisd.org
San Felipe Memorial Middle School	Cheryl L. Pond	(830) 778-4560	cheryl.pond@sfdr-cisd.org
Blended Academy	Alda Zuniga	(830)-778-4680	alda.zuniga@sfdr-cisd.org
Del Rio Freshman School	Rocio Faz	(830) 778-4400	rocio.faz@sfdr-cisd.org
Del Rio High School	Cynthia Salas	(830) 778-4300	Cynthia.Salas@sfdr-cisd.org
Early College High School	Carlos Barrera	(830) 778-4424	carlos.barrera@sfdr-cisd.org
SGLC	Jose Rodriguez	(830) 778-4452	jose.rodriguez@sfdr-cisd.org
SFRDCISD TIA Coordinator	Giovanna Cardenas	(830) 778-4036	giovanna.cardenas@sfdr-cisd.org
SFDRCISD HR Director	Carlos Ramirez	(830) 778-4034	carlos.ramirez@sfdr-cisd.org
Chief Financial Officer	Amy Childress	(830)-778-4005	amy.childress@sfdr-cisd.org

Please feel free to contact your Principal and /or TIA Coordinator with any questions.

Questions?