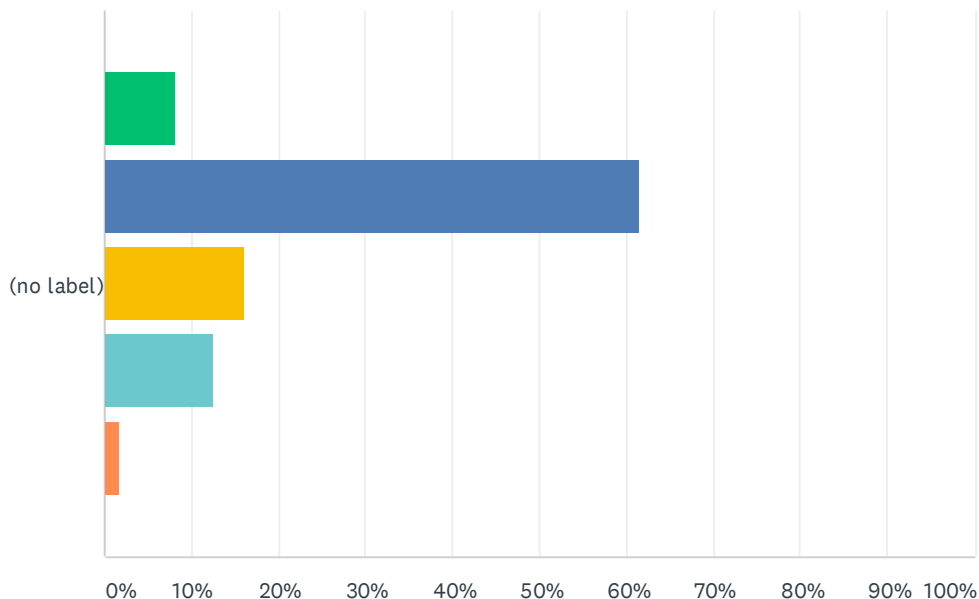


# Q1 I believe most teachers understand the TTESS Observation rubric and how it works.

Answered: 304 Skipped: 2

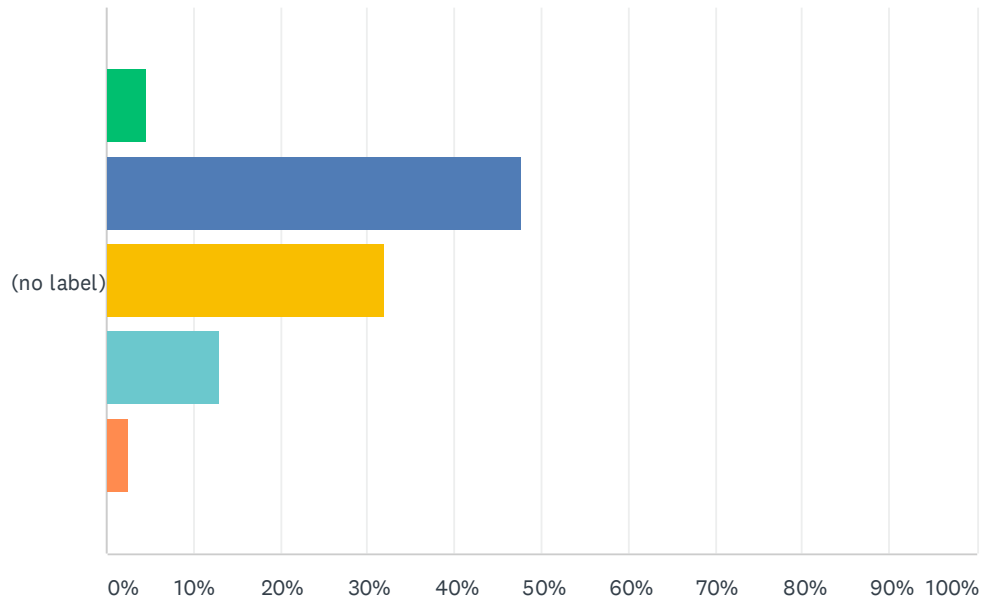


■ Strongly Agree 
 ■ Agree 
 ■ Neutral 
 ■ Disagree 
 ■ Strongly Disagree

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	8.22% 25	61.51% 187	16.12% 49	12.50% 38	1.64% 5	304	2.38

## Q2 Overall, I believe TTESS is an objective evaluation tool.

Answered: 306 Skipped: 0

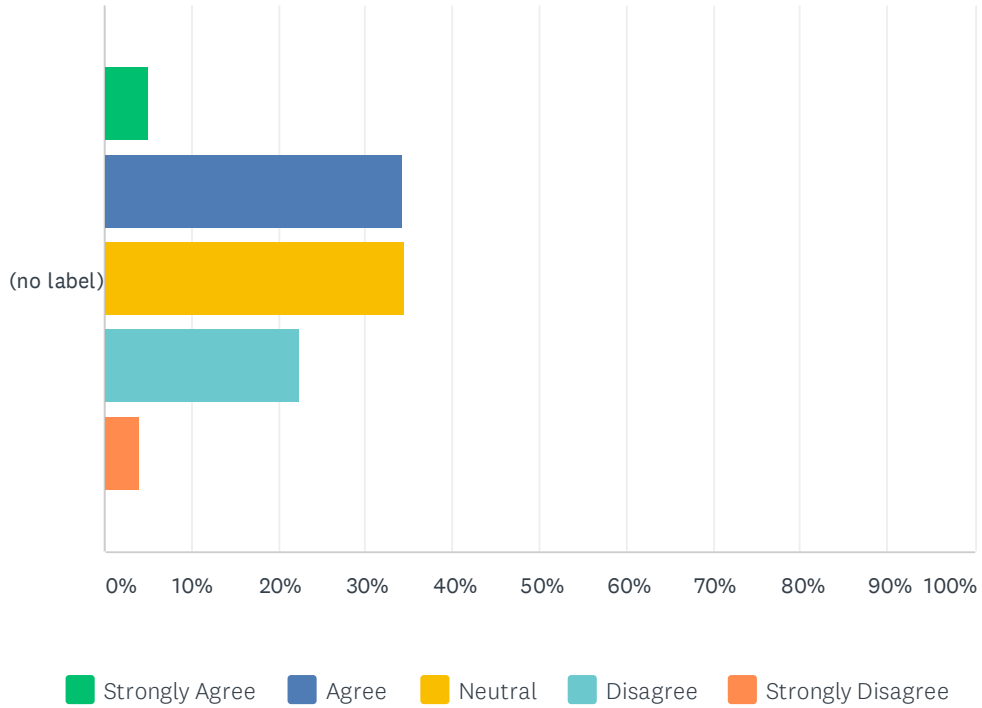


■ Strongly Agree 
 ■ Agree 
 ■ Neutral 
 ■ Disagree 
 ■ Strongly Disagree

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	4.58% 14	47.71% 146	32.03% 98	13.07% 40	2.61% 8	306	2.61

Q3 I believe there is not much variance between TTESS evaluators at my campus or among the district i.e. I will receive a similar rating no matter who my evaluator is or what campus I belong to.

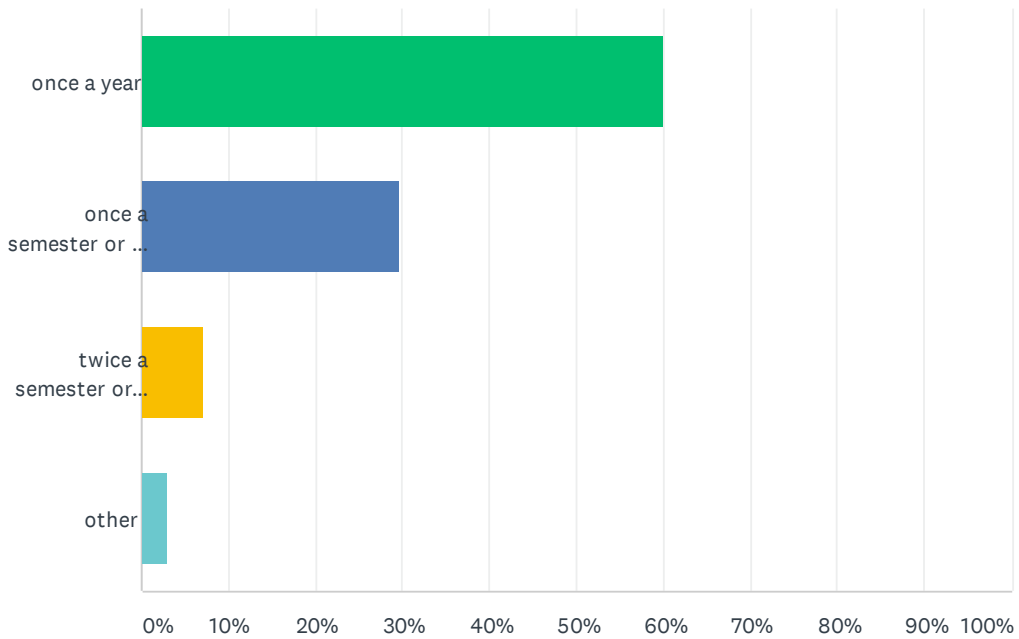
Answered: 304 Skipped: 2



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	4.93% 15	34.21% 104	34.54% 105	22.37% 68	3.95% 12	304	2.86

### Q4 In order to ensure reliability for TTESS evaluators, I believe evaluators should be required to recalibrate

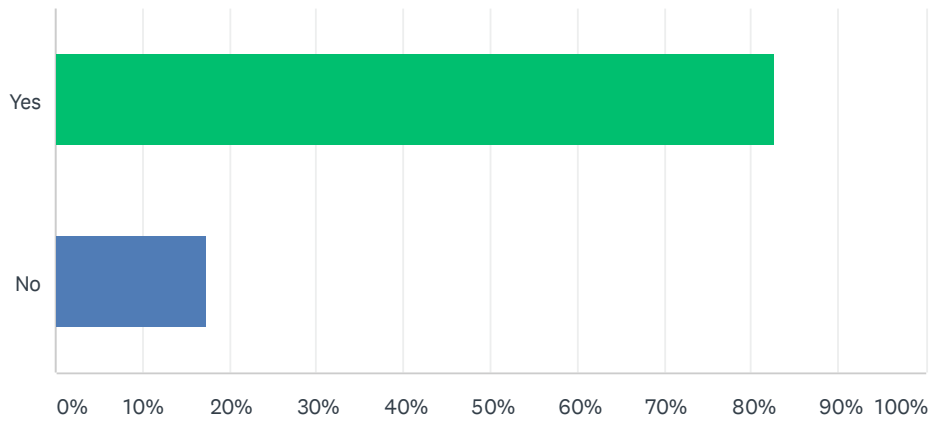
Answered: 306 Skipped: 0



ANSWER CHOICES	RESPONSES	
once a year	60.13%	184
once a semester or two times a year	29.74%	91
twice a semester or four times a year	7.19%	22
other	2.94%	9
<b>TOTAL</b>		<b>306</b>

Q5 I believe student progress measures (students showing yearly growth) is a fair way to earn a TIA distinction.

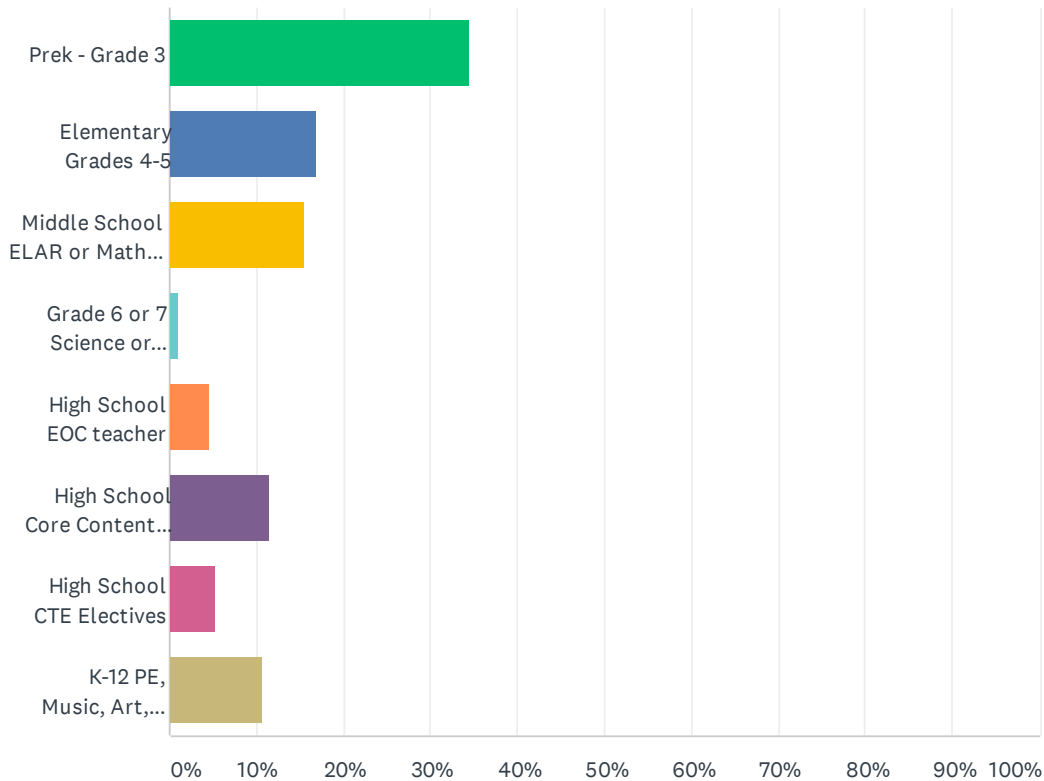
Answered: 305 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	82.62%	252
No	17.38%	53
TOTAL		305

## Q6 What is your teaching group?

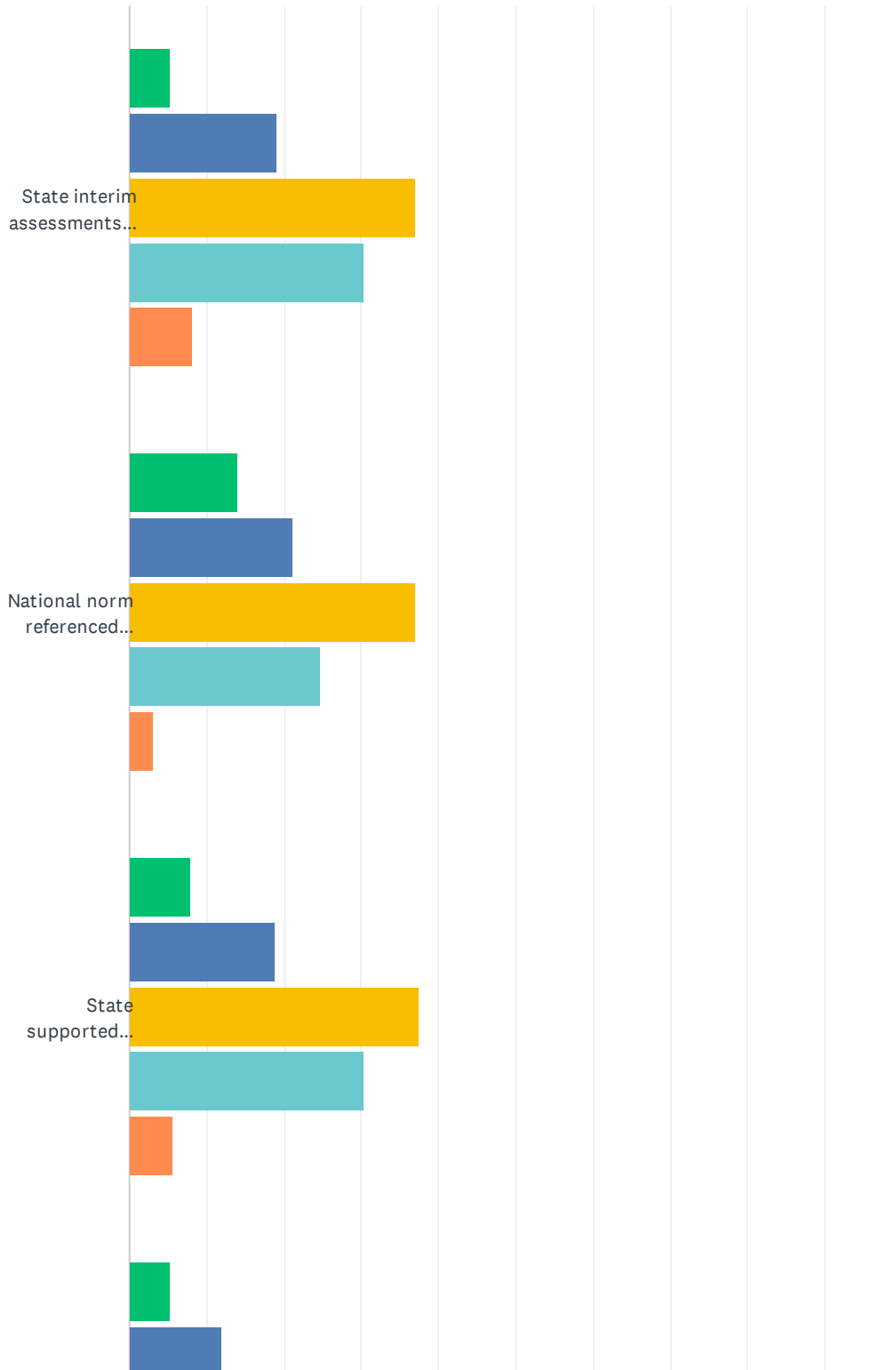
Answered: 302 Skipped: 4



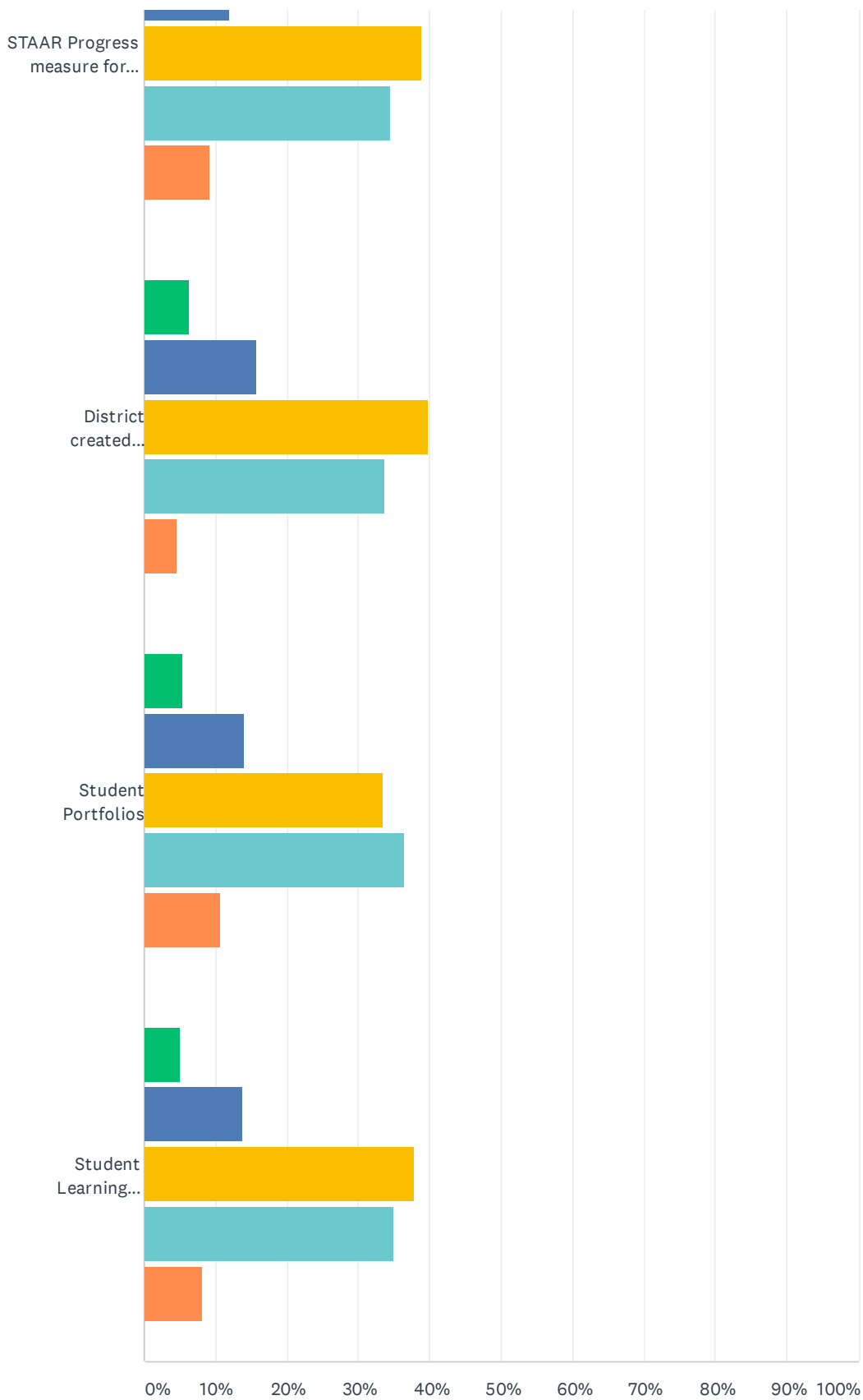
ANSWER CHOICES	RESPONSES	
Prek - Grade 3	34.44%	104
Elementary Grades 4-5	16.89%	51
Middle School ELAR or Math or Grade 8 Science or Grade 8Social Studies	15.56%	47
Grade 6 or 7 Science or Social Studies	0.99%	3
High School EOC teacher	4.64%	14
High School Core Content Teacher	11.59%	35
High School CTE Electives	5.30%	16
K-12 PE, Music, Art, Spanish, Drama, Speech, Dance teacher	10.60%	32
<b>TOTAL</b>		<b>302</b>

Q7 The district will have to use multiple types of student progress measures since not every grade level or subject has a "test". Rate your confidence for each measure listed that it is an accurate way to measure student growth with 100 being most confident and 0 being no confidence.

Answered: 305 Skipped: 1



# TIA Teacher Survey



■ No confidence   
 ■ A little confidence   
 ■ 50% confident  
■ Strongly confident   
 ■ 100% confident

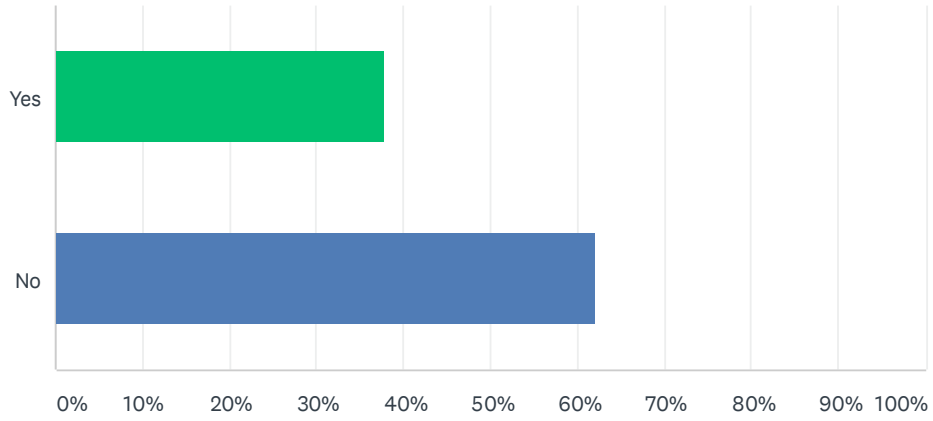


## TIA Teacher Survey

	NO CONFIDENCE	A LITTLE CONFIDENCE	50% CONFIDENT	STRONGLY CONFIDENT	100% CONFIDENT	TOTAL	WEIGHTED AVERAGE
State interim assessments (BOY, MOY, EOY)	5.28% 16	19.14% 58	36.96% 112	30.36% 92	8.25% 25	303	3.17
National norm referenced tests (IOWA, Stanford, MAP, NWEA, etc)	14.04% 41	21.23% 62	36.99% 108	24.66% 72	3.08% 9	292	2.82
State supported instruments (IStation, Renaissance, ESTAR/MSTAR)	7.89% 24	18.75% 57	37.50% 114	30.26% 92	5.59% 17	304	3.07
STAAR Progress measure for those STAAR tests that have a progress measure.	5.32% 16	11.96% 36	38.87% 117	34.55% 104	9.30% 28	301	3.31
District created assessments	6.33% 19	15.67% 47	39.67% 119	33.67% 101	4.67% 14	300	3.15
Student Portfolios	5.35% 16	14.05% 42	33.44% 100	36.45% 109	10.70% 32	299	3.33
Student Learning Objectives (SLOs)	4.95% 15	13.86% 42	37.95% 115	34.98% 106	8.25% 25	303	3.28

### Q8 In addition to Teacher Observation and Student Progress Measures, do you think another measure should be required?

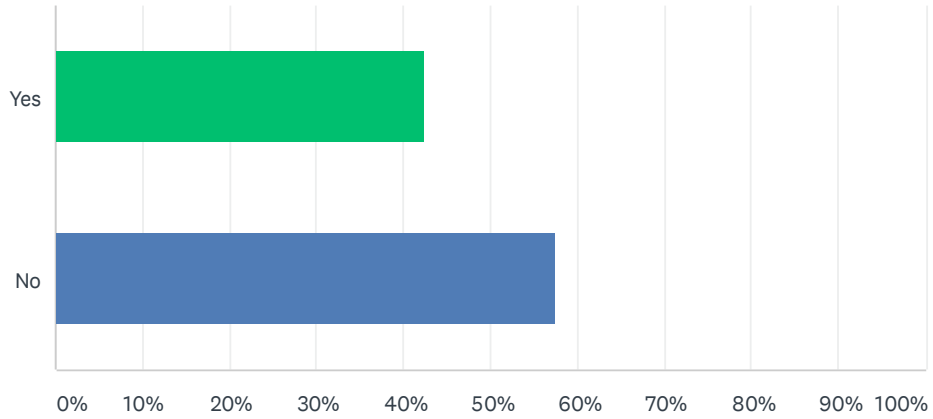
Answered: 306 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	37.91%	116
No	62.09%	190
TOTAL		306

### Q9 If the another measure is added, do you think parent survey results should be included to earn the Teacher Incentive Allotment?

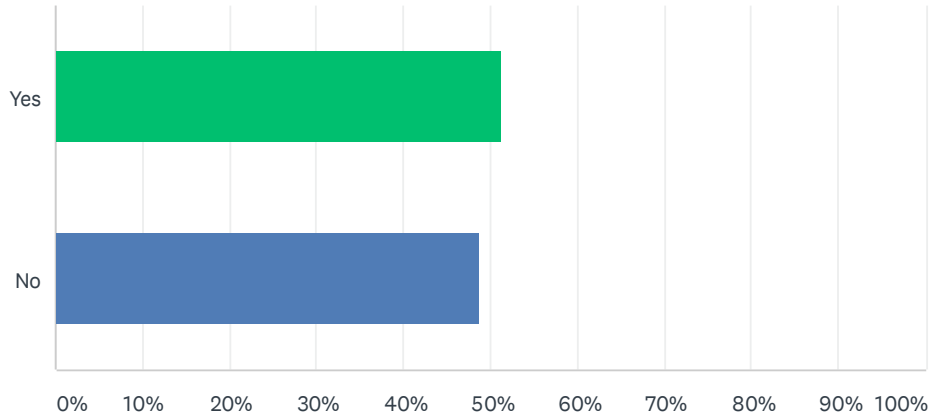
Answered: 306 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	42.48%	130
No	57.52%	176
TOTAL		306

### Q10 If another measure is added, do you think student survey results should be included to earn the Teacher Incentive Allotment?

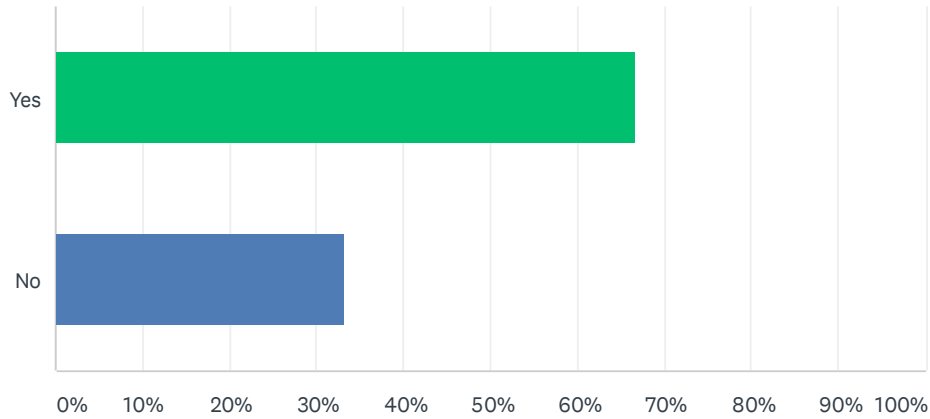
Answered: 306 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	51.31%	157
No	48.69%	149
TOTAL		306

**Q11 Do you think Teacher Leadership responsibilities (extra-curricular activities, leading committees, presenting PD to fellow teachers, mentoring teachers, contributing to PLCs, etc) should be included as a measure to earn a Teacher Incentive Allotment designation?**

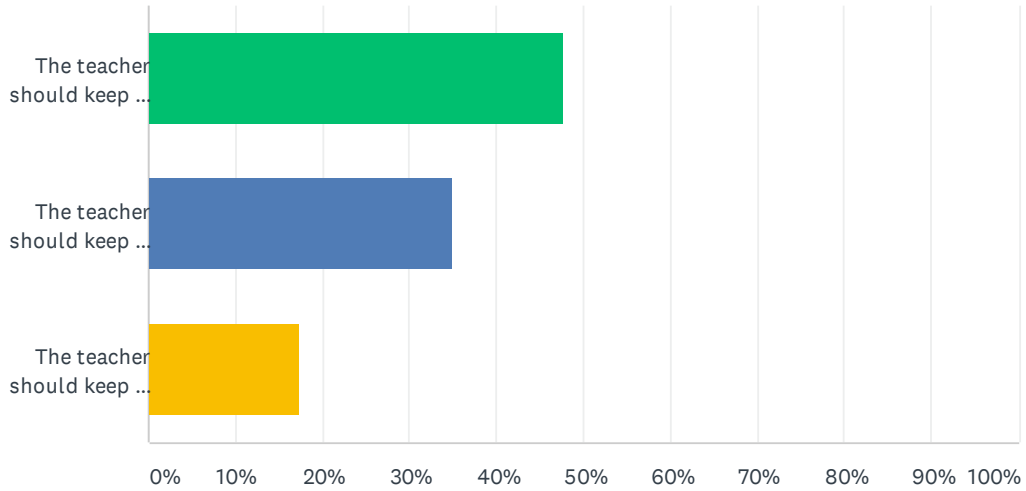
Answered: 306 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	66.67%	204
No	33.33%	102
TOTAL		306

### Q12 I think the district should allocate the money, the following way.

Answered: 306 Skipped: 0



ANSWER CHOICES	RESPONSES	
The teacher should keep 90% of the money earned.	47.71%	146
The teacher should keep 80% of the money earned and 10% should go to paraprofessionals.	34.97%	107
The teacher should keep 75% of the money earned and 15% should go to paraprofessionals.	17.32%	53
<b>TOTAL</b>		<b>306</b>