

CANUTILLO A Premier District

TIA Growth Calculation

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TIA Definition

On June 11, 2019, House Bill (HB) 3 established the Teacher Incentive Allotment (TIA) program. The TIA has a stated goal of providing a highly competitive salary for highly effective teachers who prioritize teaching in high needs areas and rural district campuses. Our district's stated goal:

In order to continue to attract, retain, and reward effective teachers, Canutillo ISD participates in the Teacher Incentive Allotment to maintain competitive salaries within the region. Canutillo believes that an effective teacher is the single most important factor to student achievement. Thus, teachers who meet the TEA eligibility requirements, can demonstrate their effectiveness through the teacher observation protocol, whose students show yearly progress on the designated assessment, and display leadership qualities are eligible to earn Teacher Incentive Allotment designations.



Kinder TIA Example

Category 2

Assessment: TXKEA; BOY (September) vs. EOY (May)

Growth Model: Gap Closure @ 45% with 10 or more students in final calculation with complete data profile.

Must have been:

- Teacher of record at the time of fall assessment (September)
- Teacher of record at the time of winter enrollment (January)
- Teacher of record at the time of spring assessment (May)

TEA Descriptors of Designation Levels

Master Teacher

Master level teacher designation indicates that the identified teacher has achieved a level of teacher appraisal and student growth performance that places them in a level commensurate with the **top 5% of teachers statewide.**

Exemplary Teacher

Exemplary level teacher designation indicates that the identified teacher has achieved a level of teacher appraisal and student growth performance that places them in a level commensurate with the **top 20% of teachers statewide.**

Recognized Teacher

Recognized level teacher designation indicates that the identified teacher has achieved a level of teacher appraisal and student growth performance that places them in a level commensurate with the **top 33% of teachers statewide.**



TIA Score Calculation

- 45% TTess Summative Appraisal Average in Domains II & III
 - 45% Student Growth Score
 - 10% Teacher Leadership (Score from TTess Domain IV)
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- For a teacher to be eligible for a designation, the minimum thresholds had to be met in all 3 categories of calculation



TEAs Thresholds for TIA Designations

TTESS Average in Domains II & III:

- Average must be 3.7 or Higher
- Teacher cannot have an “2s” in their domain II & III scores
- Cut points within the TTess Average exist within each designation level

Growth Calculation

- Recognized must be at least 55% of students showed growth
- Exemplary be at least 60% of students showed growth
- Master must be at least 70% of students showed growth

Teacher Leadership/ Domain IV

- Recognized: 8-11 points
- Exemplary: 12-17 points
- Masteer: 18 or more points



Gap Closure Model

- A calculation that includes a percentage determining growth based on the pre-test score and the distance of the pre-test score
- The calculation is as follows,
 - Student growth formula = $(100-n)*p+n$
 - Total possible percent minus the pre-test score times the target percentage of growth plus the pre-test score
- Target percentage of growth is set at 45%



Gap Closure Model Example

- Kindergarten grade student, Amanda, scores 18% on her pre-test. Amanda would need to score 55% on the post-test to meet the 45% growth target

- Calculation:

$$(100-18)=82$$

$$82*45\%=36.9$$

$$36.9+18=54.9=55$$



Final Thoughts...

We cannot answer or share information on individual teacher data, questions about personal TIA status should be sent to Dr. Kerney.

Questions? Comments?

