

EFWMA Teacher Incentive Allotment



Session #1





TIA Stakeholder Session 1 Agenda

1:00 – 1:10 PM

- Welcome and Overview

1:10 – 2:30 PM

Weighting Systems

Strongly Calibrated Teacher Observation System

Student Growth Measures

Spending Plan

Exit Ticket Exercise





Please Participate Fully!

- Please ask questions, if I do not know the answer, please paste your question on the parking lot to receive a response to you and the staff.
- Please do not have side conversations, I want everyone to understand the allotment.
- If you have a personal question please wait till after the training .

Goals for the Teaching Profession



Reward

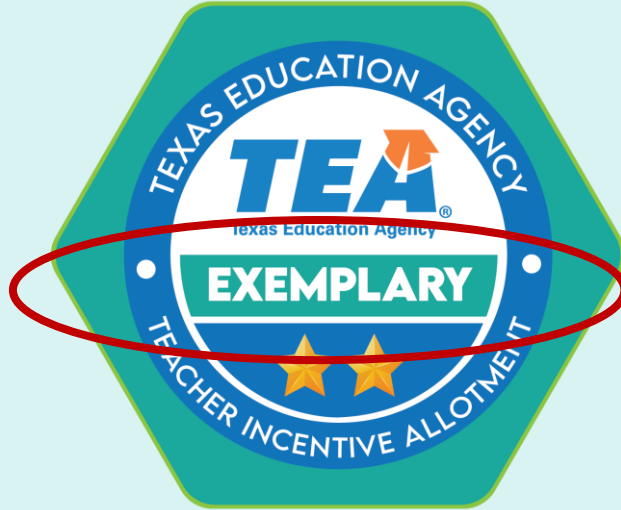


Retain



Recruit

HB 3 Established 3 Levels of Designations



Designations Generate Annual Allotments for EFWMA



Campus Rural Status



Campus Socio-Economic Need



\$3-\$6K



\$7-\$12K



\$13-\$23K



NATIONAL BOARD
for Professional Teaching Standards®



Texas State Performance Standards

Student growth performance standards were created by looking at statewide STAAR performance data across numerous years and using a Value-Added Model to determine the percent of students meeting or exceeding their growth target

The performance standards for teacher observation scores were derived from an analysis of T-TESS observations from across the state with scores on a 1 to 5 scale.

| <i>Growth standard group</i> | <i>% of students meeting or exceeding growth targets</i> |
|------------------------------|--|
| Recognized | 55% |
| Exemplary | 60% |
| Master | 70% |

| <i>Observation standard group</i> | <i>Based on T-TESS</i> | <i>Based on another rubric</i> |
|-----------------------------------|------------------------|--------------------------------|
| Recognized | 3.7 | 74% of points |
| Exemplary | 3.9 | 78% of points |
| Master | 4.5 | 90% of points |

Recognized represents the top 33% of teachers
Exemplary represents the top 20% of teachers
Master represents the top 5% of teachers

EFWMA TIA Timeline



Pre-Application

System Development

Stakeholder Engagement



Year 1

Apply for TIA

April 2021



Year 2

Capture Data



Year 3

Designate and Compensate



Post-Approval

New designations

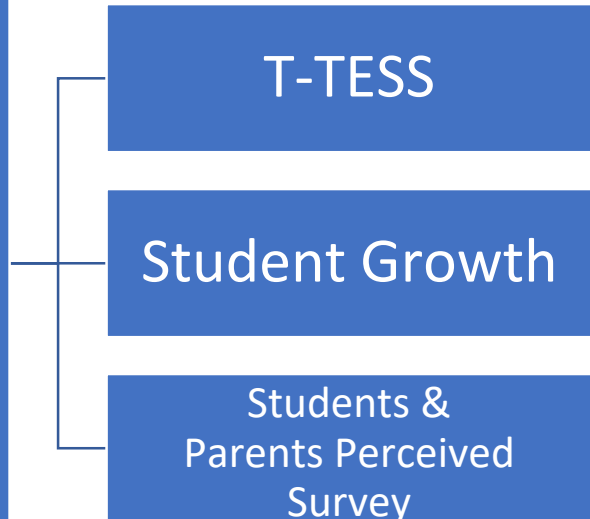
System amendments or expansion

TIA Components



How will we identify, reward, and retain highly effective teachers?

Eligible Assignments



Weighting

- Eligible Teaching Assignments/Campuses
- Teacher Observation
 - Rubric
 - Weight %
- Student Growth
 - Measure
 - Weight %
 - Assessment
- Optional Local Components
 - Student/Parent surveys
 - Teacher leadership

TIA Components



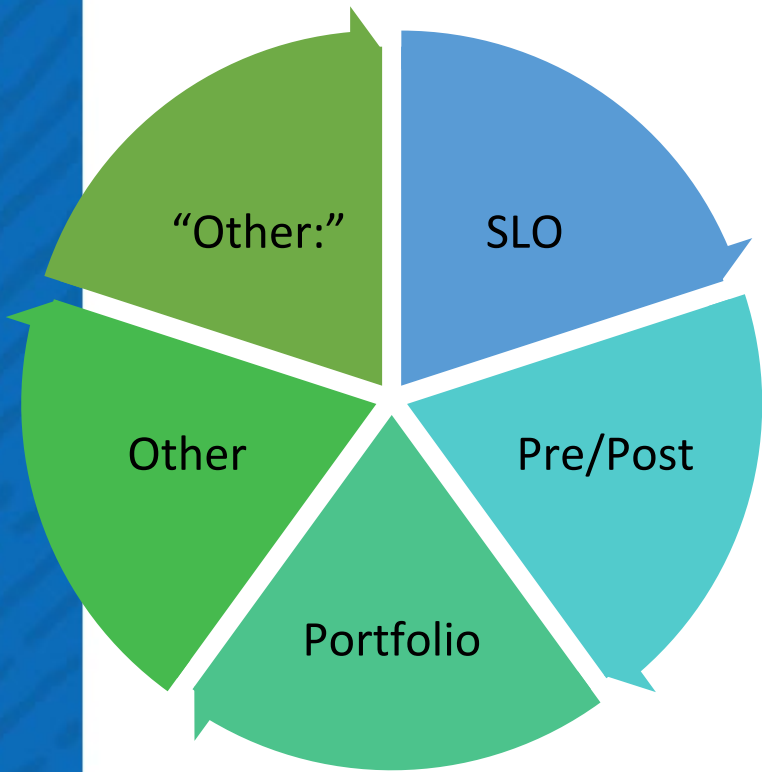
Teacher Observation



TIA Components



- Teacher Observation Rubric and Appraiser Certification
- Reliability of teacher observations within EFEMA
- District review of observation trends
- Correlation analysis of observation and student growth data
- Observation feedback schedule
- Alignment to statewide and district performance standards



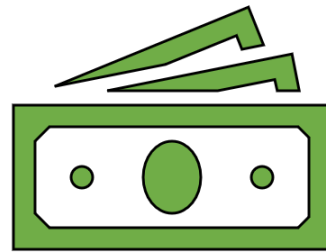
Student Growth

- Growth metric
 - SLOs, Pre-Post tests
- Validity and reliability based on
 - Development and approval processes
 - Alignment to standards
 - Administration
 - Scoring
- Rationale for each student growth measure
- Alignment with statewide and district performance standards
- Calculation of growth

TIA Components



Spending Plan



% allotment to designated teacher, to other teachers

How and when will teachers receive compensation?

How will this change based on teacher movement?

School board approval plan

- Distribution of Allotment Funds (75/15/10)
- How and when teachers are compensated
 - Class Roster Winter Submission snapshot
 - Risks of compensating before snapshot
- General Spending Plan
- Movement of Teachers
- National Board

TIA Components





Breakout Sessions!

Questions and Answers