East Fort Worth Montessori Academy Local Designation System

EFWMA Local Designation System

Timeline and Eligibility

What will EFWMATIA Timeline look like?

EFWMA plans to implement the TIA in 1 phase. This table shows it	System Application or Revision	Data Capture Year	Data Review by TTU	System or Revision Approval	Funding to District
Phase 1	Spring 2021	2021-2022	Fall 2022	Spring 2023	Fall 2023

Who will be eligible for a designation in Phase 1?*

- Kindergarten - Grades 5 ELAR, Math, and Science Teachers
- All supportive assignments

*To be eligible for a designation teachers must be coded as 087, Teacher.

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Student Growth Measures

What growth measures will be used to determine designations in Phase 1?

Teaching Assignment	Student Growth Measure
Kinder- 5th(ELAR, Math, Science)	MAP Test
Kinder Teachers	CLI
PE, SPED, Interventionist, Technology	Pre/Post Test
Grade 3 Teachers	Predicted Test STAAR
PE, SPED, Interventionist, Technology	Student Learning Objectives

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How will student growth measures be used to determine designations?

EFWMA designation system will ensure that student growth measures are aligned with the Texas State Performance Standards for the Teacher Incentive Allotment. For a teacher to earn a designation at the Recognized, Exemplary, or Master Teacher level, their students should meet or exceed the growth expectations listed below.

Designations and Student Growth	
Designation	**% of students meeting or exceeding growth measure***
Recognized	70%
Exemplary	75%
Master	80%

* These values are baselines determined by the Local Performance Standards. The percentage of students meeting or exceeding growth expectations for eligible teachers will be used to calculate a weighted score. These scores will be compared to an overall cut-score for each designation that takes into account teacher observation ratings. Therefore, it will be possible to have slightly lower or higher student growth scores when earning a corresponding designation.

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Teacher Observation

What teacher observation instrument will be used to determine designations?

For phase one of EFWMA Teacher Incentive Allotment, the Texas Teacher Evaluation and Support System (T-TESS) will be used to determine designations for eligible teachers.

In addition to the statutory requirement of using domains 2 and 3 of T-TESS, EFWMA's designation system will include domains 1 and 4 of T-TESS as an optional component. We believe that the use of all of the four domains allows for a more holistic rating of teacher impact, including teacher-leader behaviors that directly affect student learning in and beyond a teacher's own classroom.

How will teacher observations be used to determine designations?

EFWMA's designation system will ensure that teacher observation ratings are aligned with the Texas State Performance Standards for the Teacher Incentive Allotment. For a teacher to earn a designation at the Recognized, Exemplary, or Master Teacher level, their average rating for each T-TESS domain is listed below.

Designations and Teacher Observation	
Designation	**Average rating for Domains 1 - 4***
Recognized	3.7
Exemplary	3.9
Master	4.5

* These values are baselines determined by the State Performance Standards. All ratings in each dimension of domains 1-4 must be "Proficient" in order for a teacher to be eligible for designation. The average rating in each domain for eligible teachers will be used to calculate a weighted score for domains 2 and 3, and a separate weighted score for domains 1 and 4. These scores will be compared to an overall cut-score for each designation that takes into account student growth. Therefore, it will be possible to have slightly lower or higher teacher observation ratings when earning a corresponding designation.

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Weighting

How will the components of EFWMA's designation system be weighted to determine designations?

For our phase 1 Teacher Incentive Allotment all eligible teachers and all support assignment teachers will receive a performance score based on the weighted components listed below.

Component	Weighting
Student Growth Measure	60%
T-TESS Domains 1 - 4	40%

What will the cut scores for each designation level be after the weighted components are used to calculate teacher performance scores?

Cut-scores for Designations	
Designation	Cut-Scores*
Recognized	71.8
Exemplary	74.6
Master	79.2

* These scores were calculated using the Texas State Performance Standards for the Teacher Incentive Allotment.

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Can I see an example of how a teacher's performance score will be calculated?

Consider the two teachers in the table below.

From SGM and T-TESS Ratings to Performance Scores			
	% of students meeting or exceeding growth	Average Rating for T-TESS Domains 1- 4	
Teacher A	53%	3.8	
Teacher B	75%	3.0	p

Teacher A would NOT receive a designation of using the following calculations based on weighted system components:

$$Student\ Growth\ Score\ = \frac{53}{100} \times \frac{x}{60} = 31.9$$

$$Domains\ 1-4\quad Score = \frac{3.8}{5} \times \frac{x}{40} = \textbf{30.5}$$

$$Total\ Performance\ Score = 31.9 + 30.5 = 62.4\ \text{Teacher A}$$

Teacher B would receive a designation of Recognized using the following calculations based on weighted system components:

$$Student\ Growth\ Score\ = \frac{-75/}{100} \times \frac{x}{60} = 45.1$$

$$Domains\ 1-4\ Score = \frac{3.5}{5} \times x/_{40} = 28.1$$

$$Total\ Performance\ Score = 45.1 + 28.1 = 73.2\ \text{Teacher B}$$

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Funding and Spending Plan

When will funds be distributed if teachers earn a designation?

All funds will be distributed as a stipend in one lump sum payment prior to August 31st. Therefore, a teacher earning a designation in our Phase of TIA rollout will receive payment by August 31st, 2023.

How much funding does each designation generate?

The amount of funding that each designation generates depends on multiple factors, including campus demographics/needs. The calculated funding schedule for designations in 2021 for EFWMA is displayed in the table below.

Designation Funding for 2021			
Campus	Recognized	Exemplary	Master
East Fort Worth Montessori Academy	$6,387	$12,775	$23,291

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How will funds be distributed when teachers earn a designation?

- 80% to designated teacher (less TRS contributions)
- 10% to campus to be spent on teacher compensation (highly effective non-eligible teachers, highly effective teachers for hard to staff positions)
- 10% to district (district discretion i.e., cost of TIA implementation, PD, etc.)

After their initial designation year, if a teacher's total performance score falls below the cut score for the Recognized designation, their funds will be distributed as outlined below (this does not apply to teachers designated as Recognized through NBCT status):

- 60% to designated teacher (less TRS contributions)
- 30% to campus to be spent on teacher compensation (highly effective non-eligible teachers, highly effective teachers for hard to staff positions)
- 10% to district (cost of TIA implementation such as PD, application fees, etc.)

If a teacher is designated through National Board Certification, they will have their funds distributed as outlined below while they remain Nationally Board Certified.*

- 90% to designated teacher (less TRS contributions)
- 10% to district (NBCT cohort costs)

*If the NBCT achieves an Exemplary or Master teacher rating through EFWMA local designation system, they will follow the funds distribution for the first phase in which they earned the designation.

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EFWMA NBCT Cohorts

Will EFWMA help me to become a National Board Certified Teacher?

Each year, EFWMA will accept applications for an ESC Region 11 sponsored NBCT cohort. The district will select up to 2 candidates from the application pool. Selected candidates will receive district paid coverage of the NBCT fees ($950).

The district will also pay for a portion of the candidates' ESC Region 11 fee (up to $300). Total out of pocket costs for participants will be $1,250 less pursuing National Board Certification individually without support.