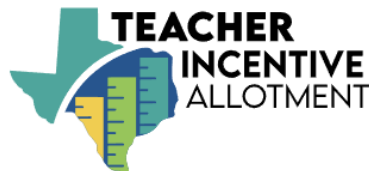


Jarrell ISD

TIA Guidebook



2024-25 Data Capture Year

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Message from Superintendent Dr. Toni Hicks

I am pleased to share some exciting news regarding teacher compensation in our district. We recognize the invaluable contributions our educators make every day in shaping the future of our students, and we are committed to ensuring that their dedication and hard work are appropriately recognized and rewarded.

After thorough discussions and planning, Jarrell ISD is part of the Teacher Incentive Allotment. The TIA is a program established by the Texas Education Agency to help teachers earn up to six figures. Over the past year, we have met the requirements to become an approved TIA district. This initiative is part of our effort to attract and retain top teaching talent, enhance job satisfaction, and ensure our educators feel supported and valued.

Thank you for your commitment to education and for making a difference in the lives of our students.

TIA Overview

The Teacher Incentive Allotment (TIA) was established by the Texas Education Agency (TEA) to reward and incentivize high-performing teachers. The goal is for effective teachers to potentially earn six-figures with the allotment portion of the salary funded by TEA.



Reward Quality Instruction



Improve Teacher Retention

Once highly effective teachers are identified using the approved local system application, a designation can be earned in one of three levels: *Master*, *Exemplary*, and *Recognized*. National Board Certified Teachers (NBCT) are rewarded at the *Recognized* level.



An annual allotment from TEA is provided to districts who employ a designated teacher. Once designated, a teacher who remains in the classroom (087) will receive 90% of the TEA allotment funds for five consecutive years based on the designation level. The socioeconomic needs of the campus in which the teacher is assigned, combined with the TEA campus rural status, determine the annual allotment amount.

Eligibility for TIA Designation & Compensation

A Jarrell ISD teacher must:

1. be coded as a teacher (087) within Ascender, which is reported to TEA through the Public Education Information Management System (PEIMS); and
2. receive district salary compensation that mirrors PEIMS teacher coding for a minimum of 90 days at 100% of the day or 180 days at 50-99% of the day.

After a data collection year, the district must submit T-TESS and Student Growth data on each TIA eligible teacher in alignment with the JISD TIA approved local system application. If JISD passes validation, then eligible teachers who were identified as “high performing” will receive 90% of allotment funds, less the TRS deduction (both employee and district) and any other applicable payroll taxes or deductions, by August 31st based on their designated level and campus assignment from the previous February. The remaining 10% will be used by the district to support the TIA program in the areas of training, expansion, administrative expenses, and professional development.

Payout Dates for Designated Teachers:

2023-24 Data Capture Year: *August 31, 2025*

2024-25 Data Capture Year: *August 31, 2026*

Allotments are based on teacher designation level, campus socioeconomic level, and campus rural status. A TEA TIA campus funding map which is updated each year is linked [here](#). *Amounts below are estimates based on the 2023-24 JISD student/school data.*



\$5,916 - \$6,345



\$11,813 - \$12,690



\$21,719 - \$23,150

Employees who resign or retire: If JISD receives funding for a teacher who has resigned or retired, the district will forward payment to the teacher except for employees who resign before the end of their contract or are terminated. In these cases, JISD will redistribute allotment funds to other designated teachers (in 087 roles) on the campus where the departing designated teacher worked.

JISD Performance Standards



Teacher Evaluation	Student Growth
35%	65%
<p>In Domains 2 & 3, the primary appraiser uses walkthrough data and the 45-minute formal observation to provide a cumulative rating using the T-TESS rubric.</p> <p>The TIA T-TESS score for JISD eligible teachers is the average of the eight dimension scores in Domains 2 and 3.</p> <p>A teacher must score proficient or higher on dimensions 2.1, 2.2, 2.3, 2.4, 2.5, 3.1, 3.2, and 3.3 to be considered for TIA designation.</p>	<p>Student growth is measured from Beginning of Year (BOY) to End of Year (EOY) using the JISD TIA approved local system application assessments.</p> <p><i>TIA Growth is not the same as meeting an achievement level at the EOY. Growth is calculated based on the JISD TIA approved local system application growth measure for each TIA assessment.</i></p> <p>The % of students who met their growth target for each TIA eligible teacher will be calculated as follows: Numerator = # of students who met their TIA growth target; Denominator = total # of TIA assessments</p> <p>Student Growth calculations will be rounded to the nearest tenth. A teacher must have a minimum of six assessments to be considered for TIA designation.</p>

JISD considers the TIA Statewide Performance Standards when determining designation levels.

TIA Statewide Performance Standards			
	T-TESS	Student Growth	Designation Level
Top 33% of Teachers in Texas	3.7	55%	Recognized
Top 20% of Teachers in Texas	3.9	60%	Exemplary
Top 5% of Teachers in Texas	4.5	70%	Master

Student Growth and TIA Categories

TIA Eligible Teachers	Assessment	How is Growth Measured?	TIA Teacher Category
Grades 3-5 Math & ELAR	<i>iReady</i>	<i>iReady Growth</i>	1
6-8 grade ELAR and Math, English I, English II, and Algebra I	STAAR/EOC	STAAR Growth Measure	2
US History & Biology	<i>District-Created/EOC</i>	<i>Flat Rate % Model (increase of 15% points)</i>	3

TIA Assessments and Growth Measures:

- iReady:** “*i-Ready Standards Mastery* is a digital assessment for Grades 2–8 that gives educators immediate insight into student understanding, progress, and needs in Reading and Mathematics. After using *i-Ready Diagnostic* for an overall picture of student performance, educators can use two prebuilt *i-Ready Standards Mastery* assessment forms—each known as a “Mastery Check”—to evaluate students’ performance on key academic standards” Curriculum Associates (2024)
<https://www.curriculumassociates.com/programs/i-ready-assessment/standards-mastery>. Growth is measured using the iReady Typical Growth [diagnostic model](#).
- District-Created:** The JISD curriculum and instruction department selects a STAAR-released EOC for both US History and Biology beginning-of-year (BOY) assessments.
- STAAR/End-of-Course (EOC):** “The State of Texas Assessments of Academic Readiness (STAAR®) is a standardized academic achievement test designed to measure the extent to which a student has learned and can apply the defined knowledge and skills in the Texas Essential Knowledge and Skills (TEKS) at each tested grade, subject, and course. Every STAAR question is directly aligned to the TEKS currently in effect for the grade and subject or course being assessed” TEA (2024), <https://tea.texas.gov/student-assessment/staar>. Growth for US History and Biology is measured using a JISD Flat Rate % model (increase of 15% points) approved by TEA that measures a student’s growth from a district-created BOY to the STAAR EOC. The STAAR Growth Measure is used to determine growth for all other STAAR/EOC assessments.

TIA Eligible Teacher Annual Review Process

TIA eligible teachers will have the opportunity to review their data at various points throughout the data capture year.

1. BOY student data is available in Eduphoria and/or 3rd-party platforms. Teachers are encouraged to differentiate instruction based on the individual needs of student content knowledge.
2. At the beginning-of-year (BOY) T-TESS conference, teachers and primary administrators are encouraged to review previous T-TESS and Student Growth data as well as VAM, if available. Goals are set based on T-TESS Domains 2 and 3.
3. Walkthrough data, specifically ratings in the 8 dimensions of T-TESS Domains 2 and 3, are available in Eduphoria.
4. MOY student data is available in Eduphoria and/or 3rd-party platforms. Teachers are encouraged to differentiate instruction based on the individual needs of student content knowledge. Intervention is provided to students who do not meet their mid-year growth goal.
5. Final T-TESS dimension scores, based on walk-throughs and the 45-minute formal observation, are shared with teachers at the end-of-year (EOY) T-TESS conference.
6. EOY student data is available in Eduphoria and/or 3rd-party platforms.

Student Verification Reports:

Teachers will verify their student rosters at their end-of-year (EOY) T-TESS conference.

Teachers will sign a student roster after crossing through any student(s) not enrolled from the first Monday in October to the last Friday in April.

Teacher Scorecards:

Each TIA eligible teacher will receive a JISD TIA Scorecard by mid-September with component scores (T-TESS and Student Growth) from the previous data capture year. The scorecard will note whether JISD is recommending a teacher for designation and if so, the designation level. Teachers will have the opportunity to review their scorecard with their primary administrator at the BOY T-TESS conference. *If a teacher feels the data reported on the scorecard is miscalculated, he/she must notify their primary administrator in writing on or before the first Monday in October.*

TIA Stakeholder Committee

Purpose:

The purpose of the TIA Stakeholder Committee is to review and ensure the JISD TIA approved local system application is implemented with fidelity. District leaders will provide committee members with TIA updates and ask for feedback regarding implementation. The committee will review TIA survey data and make recommendations for improvement, including any modifications and/or expansions needed to ensure as many teachers as possible *over time* are eligible for TIA in JISD.

Committee Members:

Laura Buckley, Assistant Supt. of Student Services
Bob Mabry, Assistant Supt. of Human Resources
District Rep: Carla Clegg
JES Campus Admin Rep: Lara Hutchinson
JMS Campus Admin Rep: Josh Curtis
JHS Campus Admin Rep: Andrew Maddox

Teacher Rep, Elementary: Nakoacha Brown
Teacher Rep, Elementary: Kimmie Gingerich
Teacher Rep, Middle School: Paige Ramirez
Teacher Rep, Middle School: Curtis Earle
Teacher Rep, High School: Anne Dyer
Teacher Rep, High School: Paula Cole

Committee Meeting Dates:

January 16, 2025
February 20, 2025
March 27, 2025
April 17, 2025
May 15, 2025

2024-25 Course, Service ID, TIA Assessment, and Category

Course Name:	Service ID:	TIA Assessment:	Category:
Math 3	02640030	iReady	1
Math 4	02640040	iReady	1
Math 5	02640050	iReady	1
Math 6	02820000	STAAR	2
Math 7	03103000	STAAR	2
Pre-Algebra	03103100	STAAR	2
Algebra I	03100500	STAAR EOC	2
ELAR 3	02625030	iReady	1
ELAR 4	02625040	iReady	1
ELAR 5	02625050	iReady	1
ELAR 6	03200510	STAAR	2
ELAR 7	03200520	STAAR	2
ELAR 8	03200530	STAAR	2
English I	03220100	STAAR EOC	2
English II	03220200	STAAR EOC	2
Biology	03010200	District created pre-assessment/EOC Biology	3
US History	03340100	District created pre-assessment/EOC US History	3