

JISD TIA Question & Answers

1. Does a JISD teacher apply for TIA?

No. Districts submit a TIA application to TEA. Since JISD was approved to implement our locally-developed TIA system, we submit names of high performing teachers each October as part of the TIA validation process. The locally-developed system outlines which teachers within a district are eligible for TIA, based on a specific category. *See page 7 of the JISD TIA Guidebook for a list of eligible teachers by category.*

2. How is the T-TESS score calculated? Is it the average between the formal and the walkthroughs or just the formal observation?

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. The TIA T-TESS score for JISD eligible teachers is the average of the eight dimension scores in Domains 2 and 3. *See page 6 of the JISD TIA Guidebook.*

3. How does a TIA eligible teacher know if they qualified and how they scored?

JISD will notify TIA eligible teachers in September of each year through a TIA scorecard. *See page 8 of the JISD TIA Guidebook.*

4. What are the statewide expectations that are considered when a district recommends a teacher for designation?

When determining which TIA eligible teachers are “high performing,” JISD uses the TEA TIA Statewide Performance Standards as outlined in the chart below.

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

5. How do STAAR scores impact a teacher’s consideration for designation?

STAAR scores may be used by a district in a specific category of the TIA locally-developed system. If STAAR scores are used in one or more TIA teacher categories, the growth is calculated based on the TIA locally-developed and approved system. TEA provides districts with a Value-Added Measure (VAM) score which is a prediction of the growth a student should meet based on historical testing data. VAM is used as part of the overall analysis when identifying high performing teachers within a data collection year.

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6. What if the T-TESS Observer is having a “bad day”?

Using the “Summative” addresses a “one-off.” In addition, administrators participate in calibration activities to ensure accuracy and consistency.

7. When will other subjects/grade levels be added? Other departments?

The stakeholder committee will make new recommendations each April.

8. Can we see i-Ready in September next year to track our progress from the previous year?

iReady uses the typical growth diagnostic model. See pg. 7

9. Is there an August 31st payout, one lump sum, or are the payments spread out?

A designated teacher is paid an allotment amount for five years as long as the teacher remains a 087 (PEIMS). The allotment is based on the campus assignment (February PEIMS report) and designation level.

Is the sum paid each year, or is the amount divided by five years?

90% of the TEA allotment is paid out each year for five years at a specific designation level.

10. The video mentions cumulative T-TESS scores. Is this the same as “Summative”?

The “Summative” should match cumulative walkthrough data & the 45-minute formal observation to provide a cumulative rating. See page 6.

11. How does a recipient submit TIA money for taxes?

TIA monies are added to the W2, less TRS taxes & federal, all applicable deductions. See page 5.

12. Are there a minimum number of sections for HS teachers?

A teacher must have a minimum of six assessments to be considered for TIA designation. See page 6.

13. Are teachers who moved from elementary to middle school eligible?

Once designated, a teacher receives the payout for 5 years. The pay-out is based on the campus where the teacher is assigned in February. This can change yearly, depending on campus assignment and the campus socio-economic student population (census block calculated by TEA).

14. When will teachers be notified of validation (for the 23-24 data collection year)? Who will notify?

Notification will come via an invitation to an information meeting. This invitation will be sent out shortly after the district receives word of validation, which is expected by March 6th.

15. If a designated teacher moves in or out of the district, do the funds follow for 5 years?

It depends. The designated teacher should contact the human resource office to discuss the scenario.

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16. What happens when a designated teacher moves up a level?

The clock starts over with the higher payout for the next five years. See the infographic below.

What Happens When a Designated Teacher Moves Up a Level: EXAMPLE

Designated Teachers who **Move Up a Level.**



In this example, the TIA Designated Teacher receives 3 payouts at the same level because in Year 3, the teacher moves up a designated level.*



The Year in which a Designated Teacher Moves Up a Level - **The Clock Starts Over!**

In this same example, the TIA Designated Teacher receives a higher payout in Year 4 (which becomes Year 1 at the higher level).

Designated Teachers who **Move Up a Level Start at Year 1 with a Higher Payout Amount*.**



In this same example, the TIA Designated Teacher would receive the higher payout for 5 more years with a total of 8 years of payouts.



**Allotment amounts are based on the teacher's school assignment from the February PEIMS Report.*