

TIA PLAN UPDATE

February 13, 2023

Eligible Teachers

- teaching in an eligible teaching assignment at the time of winter class roster submission during the school year of data submission
- earning a credible year of service in GPISD in a position with a PEIMS role ID of 087 (teacher of record)
- being appraised by T-TESS and scoring a rating of proficient or higher across all dimensions in Domain 2: Instruction and Domain 3: Learning Environment
- must participate in T-TESS & the Student Growth Measurement
- must be ESL / Bilingual Certified

Phase I: 2023-2024

- ESL Certification
- Teacher of record whose students are administered the STAAR with a TEA progress measure
- Math: 4th, 5th, 6th, 7th, 8th & Algebra I
- ELA: 4th, 5th, 6th, 7th, 8th, ENG I & ENG II
- Includes SPED Teachers listed as teachers of record for the listed contents
- Pre-Test = Previous year's STAAR/EOC
- Post-Test= End of year STAAR/EOC

Phase 2

2024-2025

- 3rd - 12th Grade teacher of record whose students are administered a STAAR test that does not have a TEA progress measure.
- Includes: 3rd Math, 3rd Reading, 5th Science, 8th Social Studies, 8th Science, Biology, & US History
- Pre-Test = STAAR/EOC Released Test
- Post-Test = End of year STAAR/EOC

PHASE 3

2025-2026

- 2nd - 12th Grade teacher of record whose students will not be administered a STAAR test, but whose course allows for a multiple choice pre/post test
- Includes core courses, LOTE, Fine Arts & CTE teachers of record whose course allows for a multiple choice pre/post test
- Locally created pre & post tests

PHASE 4

2026-2027

- K-12th Grade teacher of record whose students will not be administered a STAAR test, and will require a rubric for pre/post tests
- All CTE and Fine Arts courses not included in Phase 3
- PK-1st Reading and Math (self-contained or departmentalized)
- PE/Athletics courses in which students' growth can be assessed & monitored

Galena Park ISD's Student Growth for TIA

Recognized Teacher	Exemplary Teacher	Master Teacher
70% of students meet or exceed expected growth	80% of students meet or exceed expected growth	90% of students meet or exceed student growth

Galena Park ISD's Teacher Observation

- TIA will only focus on the “observable” domains of T-TESS
 - Domain 2 - Instruction (2.1, 2.2, 2.3, 2.4, 2.5)
 - Domain 3 - Learning Environment (3.1, 3.2, 3.3)
- Each of the eight dimensions is scored on a scale of 1-5: For a possible total of 40 (then averaged / divided by 8)
- By state guidelines, to earn a designation, a teacher must score at least “Proficient” in each dimension.

Dimension	Distinguished (5)	Accomplished (4)	Proficient (3)	Developing (2)	Improvement Needed (1)

Galena Park's – State Minimum

Teacher Observation Minimum Average Ratings

Designation Level	Minimum Average Score Across Domain 2 and 3	Minimum Rating Required for each Dimension in Domain 2 and 3
<i>Recognized</i>	3.7 (74% of possible points)	At least 3 (proficient) on all dimensions
<i>Exemplary</i>	3.9 (78% of possible points)	At least 3 (proficient) on all dimensions
<i>Master</i>	4.5 (90% of possible points)	At least 3 (proficient) on all dimensions

Weighting of T-TESS vs Student Growth Measure

- Components for teacher's eligibility: (GPISD - ESL Certification)
 - 30% of score = Teacher performance (T-TESS Domains 2 & 3)
 - 70% of score = Student growth measures
- Final Designation Calculation
 - Final T-TESS Domains 2 & 3 _____ x .30 = Final T-TESS Summative Weighted Score
 - Final Student Growth Score _____ x .70 = Final Student Growth Weighted Score
- **Final T-TESS + Final Student Growth = Final Designation Score**
- CUT SCORES TBD

SPENDING PLAN

- ~ 90% to the designated teacher
- ~ 10% to the district to support rollout and implementation

QUESTIONS?
