

Richardson ISD
**Teacher
Incentive
Allotment**

2025–2026 Guidebook



**Program details and structure subject to change*

Table of Contents

Introduction: What is TIA?	3
TIA System Overview and Teacher Categories	3
TEACHER PERFORMANCE	6
STUDENT GROWTH	11
PROFESSIONAL LEARNING	188
CAMPUS CULTURE	20
Overall Rating	23
Summary of Evaluation Process (Data Collection Year)	24
Teacher Incentive Allotment FAQ	26

**Program details and structure are subject to change at any time without notice*

Introduction: What is TIA?

This document serves as a guide to the RISD Teacher Incentive Allotment (TIA) program. TIA provides more funding and increased salaries to highly effective teachers. In 2019, the 86th Texas Legislature created the Teacher Incentive Allotment (TIA) as part of House Bill 3 (HB 3). The focus of the TIA is to prioritize teaching in high needs areas and rural school districts and reward high performing teachers.

Highly effective teachers can receive a designation of either “Recognized”, “Exemplary”, or “Master”. This designation is added to the teacher’s SBEC certificate and remains valid for five years.

For each designated teacher receiving an allotment, 90% of the funds received for a designation will be awarded in the form of a one-time stipend. The stipend will be paid annually in June of the school year the allotment was earned. TEA reimburses the District in fall of the following school year. The remaining 10% of the funds received will be used by the district to support TIA initiatives, data analysis, and training. One hundred percent of the TIA funds that RISD receives from the state will be used for TIA allotments and support for our TIA designation system.

TIA System Overview and Teacher Categories

What components will be part of the overall rating system?

The TIA rating evaluation consists of four components for teachers:

- **Teacher performance** (using the T-TESS dimensions and rubric)
- **Student Growth** (student growth measures from assessments, SLO processes)
- **Professional Development** (using the T-TESS dimensions and rubric)
- **Campus Culture** (survey results)

**Program details and structure are subject to change at any time without notice*

How do the evaluation components vary for different teachers?

All participating teachers will be evaluated using all four components of the TIA system (teacher performance, student growth, professional development and campus culture). In order to ensure a fair, accurate, and rigorous system, teachers are grouped based on their various assignments. NOTE: All components of the T-TESS system must be completed in order to be eligible for consideration under TIA.

Additionally, National Board-Certified Teachers (NBCTs) will earn a designation on their Texas educator certificate, if they have a one-year or standard Texas teaching certificate. The designation will expire in conjunction with the teacher’s National Board Certification.

Teachers Eligible for TIA in the RISD Local Designation System (newly expanded teacher groups are identified in red italics below):

Elementary	Junior High / Middle School	High School
Pre-K to 6th Teachers	6-8 Math Teachers	<i>9-12 Math Teachers</i>
Special Education Teachers	6-8 ELA Teachers	<i>9-12 ELA Teachers</i>
Art, Music, and PE Teachers	6-8 Science Teachers	<i>9-12 Science Teachers</i>
<i>Dyslexia Teachers (Not CRSs)</i>	<i>6-8 Social Studies Teachers</i>	<i>9-12 History / SS Teachers</i>
<i>Advanced Learning Teachers</i>	Special Education Teachers	<i>Special Education Teachers</i>
	ESL Teachers	<i>ESL Teachers</i>
	<i>Dyslexia Teachers (Not CRSs)</i>	<i>Dyslexia Teachers (Not CRSs)</i>

*Data will be collected for all teachers at TIA campuses in these teacher roles. To earn a TIA designation, a teacher must work with students over 50% of the time, be appraised by T-TESS, and be coded as PEIMS 087.

****Program details and structure are subject to change at any time without notice***

The ten categories of TIA teachers include:

Category	10 Teacher Categories for RISD TIA System 25-26
CATEGORY A	Pre-K Teachers
CATEGORY B	General and Self-Contained Grades KG-3
CATEGORY C	General and Self-Contained Grades 4-8
CATEGORY D	Reading Only Grades 1-3; Science Only Grades 3-8
CATEGORY E	Reading Only Grades 4-8; Math Only Grades 4-8; Algebra I
CATEGORY F	PE Elementary (4th Grade)
CATEGORY G	Music and Art Elementary (5th Grade)
CATEGORY H	Grades 9-12 Algebra I, English I, and English II
CATEGORY I	Grades 9 - 12 Biology and US History; Grade 8 Social Studies
CATEGORY J	Grades 6 - 12 Non-STAAR RLA, Math, Science, Social Studies

Categories C, D, E, and G apply to both elementary and secondary TIA campuses.

Categories A, B, F, and G apply to elementary TIA campuses only. Currently, RISD's TIA application is only approved by TEA to include math, science, reading, social studies/history, dyslexia, and special education teachers in TIA at secondary.

The full list of High School courses that are and are not TIA eligible are listed here:

[High School TIA Course List](#). **Note: some courses may be excluded from TIA in RISD.**

The courses included in Category J for our Non-STAAR RLA, Math, Science, and Social

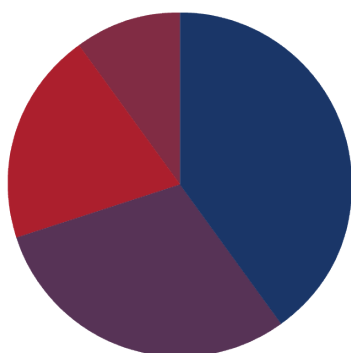
**Program details and structure are subject to change at any time without notice*

Studies teachers in grades 6 - 12 are as follows:

Math TEKS Ready	ELA TEKS Ready	Science TEKS Ready	SS TEKS Ready
Algebra II	English III	IPC	6th Social Studies
Geometry	English IV	Chemistry	7th Social Studies
Math Models		Physics	World History
Algebraic Reasoning		Earth Systems	Economics
Statistics		Aquatic Science	Government
Pre Calculus		Environmental Systems	World Geography
Quantitative Reasoning		Astronomy	Psychology
			Ethnic Studies (AA/MA)
			Sociology
			Financial Literacy

*For more details see the [High School TIA Course List](#).

The four TIA categories and their overall weights are listed below. These components may include different measures depending on the teacher category and teaching assignment.



40% TEACHER PERFORMANCE

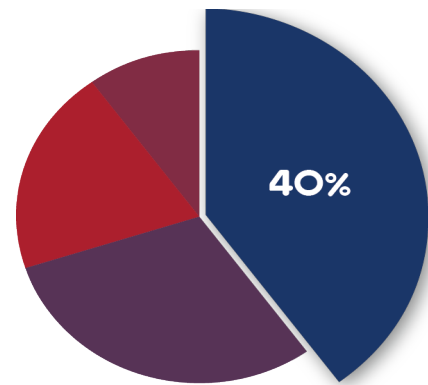
30% STUDENT GROWTH

20% PROFESSIONAL LEARNING

10% CAMPUS CULTURE

**Program details and structure are subject to change at any time without notice*

TEACHER PERFORMANCE



What evaluation system will be used to measure the Teacher Performance component?

The Texas Teacher Evaluation and Support System (T-TESS) will be used to measure the level of effective teaching. T-TESS strives to capture the holistic nature of teaching: the idea that a constant feedback loop exists between teachers and students, and gauging the effectiveness of teachers requires a consistent focus on how students respond to their teacher’s instructional practices.

For those reasons, each of the observable domains in T-TESS focuses on teachers and students rather than separating them out into separate domains. Ultimately, T-TESS is a process that seeks to develop habits of continuous improvement, and the process itself best leads to that outcome when appraisers and teachers focus on evidence-based feedback and professional learning decisions based on that feedback through ongoing dialogue and collaboration.

What specific areas of my T-TESS observation will be included in the TIA system?

While a teacher’s total evaluation will be based on their performance as measured across all four domains of the T-TESS rubric, the teacher incentive allotment focus will be on Domains 2 and 3 and their associated dimensions.

Domain 2 has five dimensions (Achieving Expectations, Content Knowledge and Expertise, Communication, Differentiation, Monitor and Adjust) that specifically address “how” learning is structured and executed during the lesson to ensure that student mastery of the learning objective is occurring.

Domain 3 has three dimensions (Classroom Environment, Routines, and Procedures, Managing Student Behavior, Classroom Culture) that specifically addresses how the

****Program details and structure are subject to change at any time without notice***

learning environment is structured both physically and culturally so that it is conducive to teaching and learning. Establishing a safe, respectful, inclusive, and efficient learning environment is critical to students' social-emotional readiness to learn and ensuring that academic learning goals and outcomes are met. Students who feel connected, valued, and inspired in the classroom are more likely to exhibit positive attitudes to learning.

What types of observations will be used for this component?

Informal and formal observations will be used throughout the standard teacher evaluation cycle to measure this component.

An informal observation/walk-through generally consists of a 10 to 15-minute class visit by a certified evaluator (typically, a principal or assistant principal). These observations focus on the eight (8) Indicators from Domains 2 and 3. Administrators will use information gained from an informal observation to provide targeted and specific feedback to teachers to support the improvement of instructional delivery.

A formal observation may be announced or unannounced. The observation is at least 45 minutes, or one complete lesson if less than 45 minutes. The observation must be a single continuous observation and cannot be divided into two or more observations that total 45 minutes. All Indicators in Domains 2 and 3 will be rated during the extended observation.

How will evaluators be held accountable for accurately assessing teacher performance?

Appraisers will participate in extensive training, practice, and calibration efforts to ensure that administrators performing informal and formal observations are providing targeted feedback that teachers can use to improve their performance and student outcomes. Campus administrators will calibrate to build inter-rater reliability around Domains 2 and 3 through campus level walkthroughs. Area Superintendents will help ensure campus level calibration practices and expectations are being implemented at high levels of quality. The Accountability and Continuous Improvement Department will analyze appraisal scores on T-TESS to ensure that raters on the same campus are consistent with one another and

**Program details and structure are subject to change at any time without notice*

appraisers on each campus are consistent with all of our TIA campus administrators across the district. **If an appraiser's scores are higher or lower than those of other RISD TIA appraisers, additional support, coaching, and team-appraisals will be conducted to help the administrator better align with other raters in TIA.**

What resources are available to help me improve on T-TESS?

Professional learning sessions based on specific dimensions of T-TESS will be offered at Together We Grow for TIA teachers. These sessions will be facilitated by TIA administrators or teachers and will provide high-yield strategies to grow on T-TESS. Throughout the year, teachers can search professional learning opportunities based on the dimensions of T-TESS they want to grow in through STRIVE. In addition, information will be shared via the TIA Newsletter regarding "look-fors" and strategies for improving on specific T-TESS dimensions. Campus administrator walk-through feedback will be provided 4x a year, and it is vital that all teachers read and respond to the feedback given on walkthroughs entered into STRIVE.

What if I disagree with my summative evaluation?

RISD encourages teachers to discuss their concerns directly with their supervisor/appraiser, prior to filing a formal complaint. However, if a teacher feels that their evaluation is inaccurate and not reflective of their classroom performance they can request a second evaluation in accordance with the established [RISD T-TESS Guidelines](#)

How do we ensure that all summative evaluations are complete and accurate at the end of the year?

It is both the responsibility of the appraising administrator and the teacher being appraised to ensure that all components of T-TESS have been scored when the summative is signed in Eduphoria. If any aspect of T-TESS is incomplete, the administrator and teacher must work together to ensure it is finalized prior to the close of the T-TESS window. ***Missing components or scores on a T-TESS summative may result in making a teacher ineligible for a TIA designation or an allotment; therefore, both administrators and teachers must ensure all is finalized before signing the summative evaluation.***

**Program details and structure are subject to change at any time without notice*

How will teacher performance be calculated?

In order for a teacher to qualify for a component score, the teacher must meet minimum criteria for Recognized for each dimension and domain. This includes having a minimum average score of 3.7 across domain 2 and 3 and scoring at least 3 (proficient) on all dimensions.

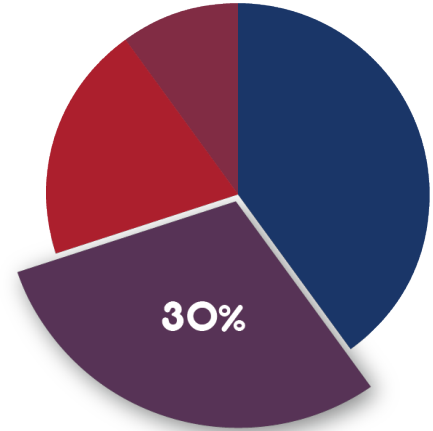
Designation Level	Minimum Average Score (Domain 2 and 3)	Minimum Rating Required (Each Dimension in Domains 2 and 3)	Scaled Score
RECOGNIZED	3.7	At least 3 (proficient) on all dimensions	74
EXEMPLARY	3.9	At least 3 (proficient) on all dimensions	78
MASTER	4.5	At least 3 (proficient) on all dimensions	90

Average of Domain 2 and 3 Scores/5 Total Points x 100 = Scaled Score

The component score will be calculated by multiplying the scaled score by the assigned weight (40%).

STUDENT GROWTH

The main measure of student performance in this system is demonstrated student growth. Note: This section will continue to be revised as the measures collected may change.



What measures of student growth will be included in the TIA system?

Student growth will be measured using multiple sources and calculated based on teacher category and student participation. Formative assessments may include MAP and CIRCLE with data collected at different stages of the year (BOY, MOY, EOY). Summative assessments may include STAAR and TELPAS. Student Learning Objectives (SLOs) may be used for subjects without formative or summative assessments to show growth toward specific TEKS using portfolios, pre- and post-testing, etc. An overall measure of student growth for the campus will also be used (Domain II: Part A rating) for all teachers to promote collaboration across the campus.

****Program details and structure are subject to change at any time without notice***

Assessments for Each Teacher Category:

Category	Teacher Subject/Grade	Assessment
CATEGORY A	Pre-K Teachers	CIRCLE (Rapid Letter Naming and Overall Math)
CATEGORY B	General and Self-Contained Grades KG-3	MAP (Reading and Math)
CATEGORY C	General and Self-Contained Grades 4-8	MAP and STAAR (Reading and Math)
CATEGORY D	Reading Only Grades 1-3; Science Only Grades 3-8	MAP Reading, MAP Science
CATEGORY E	Reading Only Grades 4-8; Math Only Grades 4-8; Algebra I	MAP and STAAR (Reading or Math)
CATEGORY F	PE Elementary (4th Grade)	Fitnessgram (PACER)
CATEGORY G	Music and Art Elementary (5th Grade)	5th Music and Art TEKS Ready
CATEGORY H	Grades 9-12 Algebra I, English I, and English II	STAAR
CATEGORY I	Grades 9 - 12 Biology and US History; Grade 8 Social Studies	Released STAAR for BOY and STAAR for EOY
CATEGORY J	Grades 6 - 12 Non-STAAR RLA, Math, Science, Social Studies	TEKS Ready assessments for eligible courses as BOY and EOY assessments

**Program details and structure are subject to change at any time without notice*

Teacher Goals in STRIVE:

All TIA teachers will complete a professional goal and a student growth goal in STRIVE annually. These goals will be chosen from the RISD Learner Framework. It is recommended that TIA teachers align their goal choice with their TIA goals. The goals will be used by administrators to determine if teachers are progressing toward their professional and student growth objectives, but the attainment or non-attainment of these goals will not be tied to a teacher's TIA overall score.

How will student growth be calculated?

Student growth calculations will follow Student Growth Performance Standards designated by TEA. For a particular assessment instrument, performance at the end of the year will be compared to performance at a prior data point. The difference between the scores will be calculated to determine growth. The percentage of students meeting or exceeding growth will be calculated using the formula:

$$\text{Number of Tests That Meet or Exceed Growth} / \text{Total Number of Tests} \times 100 = \text{Growth \%}$$

Students without two data points will not be included in the calculation numerator or denominator.

The percentages below are the statewide performance standards for student growth in each of the three teacher designation levels, regardless of the student growth measure used.

Designation	Percentage of Growth Recommended by TEA
Recognized	55% of students meet or exceed expected growth
Exemplary	60% of students meet or exceed expected growth
Master	70% of students meet or exceed expected growth

Teachers must meet the Recognized level of growth in order to qualify for a student growth score. The total points earned for each portion of the student growth

**Program details and structure are subject to change at any time without notice*

component will be calculated by multiplying the percentage of students showing growth by the assigned weight for the teacher category.

How will campus growth be calculated?

A campus growth measure was included in this component in order to support and encourage collaboration across grade levels and content areas. Campus growth will be determined using the School Progress (Domain II: Part A) rating from the accountability system. The raw score for this portion of the student growth component will be calculated by multiplying the School Progress Domain score by the assigned weight for the teacher category.

If a campus growth score is not available, then the student growth measure will comprise the entire percentage of this component.

What factors will be used to determine students eligible for calculations?

Students will be assigned to teachers based on class schedules and campus assignments at snapshot dates during the year (Fall and Spring). A minimum of 10 students assigned to the teacher must have growth measures for a particular assessment to be included in the calculation. Additionally, the student must be assigned to the teacher and in attendance for 85% of the school days to be included in the calculation.

What if I teach more than one tested subject?

When a teacher is assigned to teach more than one subject, the student growth calculation will include all applicable formative and/or summative assessments for the students assigned to that teacher.

How do we ensure that we have enough students tested in our data set?

All of the assessments used to measure student growth for TIA are administered in a testing window (2 to 3 week time period). **In order to have the highest possible number of students complete their assessments prior to the closing of the window, it is vital that campuses start testing early in the window.** Waiting until the end of the window to begin testing does not allow flexibility if the district

**Program details and structure are subject to change at any time without notice*

experiences bad weather days, special events, or school closures. Waiting until later in the testing window also does not allow ample time to provide make-up tests for students who were absent on the testing day. Campus administrators are responsible for ensuring that assessment schedules do not delay until the second week of the window to begin testing students.

Are there additional measures for test security on TIA growth measure assessments?

Yes, see the following sections regarding test security measures and accountability for the different types of assessments we use for TIA growth measures.

Guidebook Receipt and Oath for Test Security

By signing the TIA Guidebook Receipt, you are acknowledging that you will abide by the required test security guidelines for accountability within the TIA Guidebook and those outlined by TEA. Failure to comply with these expectations may result in invalidating student results and/or causing a teacher to become ineligible for a TIA designation or an allotment.

Each TIA teacher will sign an oath before BOY and after EOY testing for CLI, MAP, Fitnessgram, and TEKS Ready. These documents will be retained on the campus by campus administrators.

Campuses should only test within the windows which are provided on the district testing assessment calendar. Teachers should follow the guidelines for accommodations and accessibility provided by NWEA: [NWEA Accommodation Guidelines](#). Here are the calculator guidelines provided by RISD: [Calculator Guidelines](#). Teachers are not to terminate tests. Terminating tests loses all data and it cannot be recovered.

CIRCLE (Category A Teachers)

All components of the CIRCLE assessment for Pre-K are typically given by the classroom teacher. However, at TIA campuses are required to have an additional teacher assigned to Pre-K classes during the Rapid Letter Naming and Overall Math assessments (an instructional coach or other support staff). Campus

**Program details and structure are subject to change at any time without notice*

administrators will ensure that this accountability process occurs.

MAP and STAAR (Category B , C, D, E, F, G, H and I Teachers)

MAP and STAAR testing may be administered by the classroom teacher. Teachers and staff are expected to follow regular district protocols for both MAP and STAAR assessments in alignment with TEA test administration guidelines.

Elementary Specials Teachers (Category F and G Teachers)

At the elementary level, Art, Music, and PE teachers will also be required to have additional accountability requirements to ensure that data collected is valid and reliable. See details for each content area below:

- Art and Music: The TEKS Ready Art and Music assessments will be conducted with 5th grade students (the 3rd grade art assessment will not be a TIA option in the 2025–26 school year). All 5th graders will be assessed using a multiple choice assessment. These assessments will be distributed to students on the day of their assessment via Eduphoria. Teachers may use a bank of questions from previous years provided by the Music or Art Department in their review for the assessment, **but they may not access the current year’s test prior to the time they test their students.** Accessing the assessment early or using the current year’s test for reteach or review is not acceptable and may result in the teacher being ineligible for a TIA designation or an allotment or other disciplinary measures. Teachers must let their administrators know which days they will be testing so that administrators can monitor testing procedures and security.
- Physical Education: PE will test their 4th grade students on the PACER. Since the PE test is performance based, it is important that teachers ensure that students are tested in a location (approved by the Director of Health, PE, and Wellness) that is visible on the gym cameras. The cameras will serve as an accountability tool; therefore, it is essential that students and objects do not block camera view and that testing takes place in the approved location that captures student performance.

****Program details and structure are subject to change at any time without notice***

Category H and I Teachers: Secondary Teachers in a STAAR tested course:

Teachers in Algebra I, Biology I, English I and English II will be given a pre-test (released STAAR) within the first six weeks of school. Assessment results will be compared to performance on the STAAR or EOC exams in April/May.

Category J Teachers: Secondary Teachers Utilizing TEKS Ready Assessments:

Teachers who instruct in the courses using TEKS Ready assessments (listed on page 5 of this TIA Guidebook), will use a TEKS Ready assessment via Eduphoria as a pre-assessment within the first six weeks of school and they will compare the results with an end of year TEKS Ready assessment given in April/May.

Student Growth for Dyslexia and Advanced Learning Teachers:

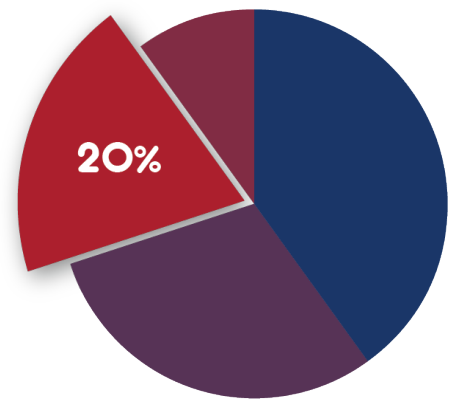
Dyslexia teachers' student growth scores will be based on the RLA assessments for the student caseload they work with. Advanced Learning teachers' student growth scores will be based on the RLA and Math assessments for the student caseload they work with. Students they work with will take the appropriate RLA or Math assessments based on their grade level (MAP, STAAR, or TEKS Ready).

Can we test students in small groups on assessments used to measure growth for TIA?

Yes, if a student receives that accommodation on other district assessments, they may receive small group administration on assessments used for the TIA growth measure. It is important that students who receive small group administration demonstrate a need for this accommodation and it is outlined in their 504 plan, IEP, or LPAC. Students may also receive this accommodation if they have been identified by the campus MTSS team as a student with a reading difficulty. **All other students must complete the test in a whole group setting.**

**Program details and structure are subject to change at any time without notice*

PROFESSIONAL LEARNING



What are the Professional Learning Expectations for this component?

Richardson Independent School District believes that intentional and relevant professional learning aligned to the professional goals of educators is essential toward the advancement of ensuring quality student learning. RISD recognizes educators who fully engage in professional learning, apply their learning and share their learning with colleagues to collectively grow each other for our students. When educators enjoy taking professional learning risks to better meet the needs of our diverse learners, our students positively benefit from their educator’s commitment to continuous learning.

How will teachers demonstrate an effective student culture through activities that are considered above and beyond their expected duties?

In order to establish a classroom of successful students, a teacher must have a strong foundation and focus around the whole child. “Above and beyond” is defined as duties and responsibilities that are not identified as the daily, school- based, or district expectations. “Above and beyond” Educators attend professional learning and are implementing what was learned and uploading evidence of their implementation for all of Domain 4 in the T-TESS Rubric.

In order for a teacher to qualify for a component score, the teacher must meet minimum criteria for *Recognized* in this component for their assigned teacher category.

**Program details and structure are subject to change at any time without notice*

Designation	TEA’s Recommended Scale Score for Professional Development
Recognized	70% of the total “points available” determined by Professional Learning
Exemplary	80% of the total “points available” determined by Professional Learning
Master	90% of the total “points available” determined by Professional Learning

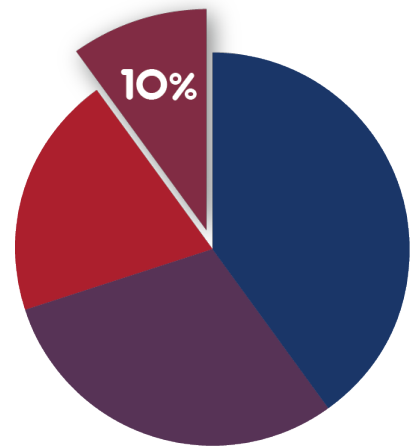
Average of Domain 4 Scores/5 Total Points x 100 = Scaled Score

The total points earned for the professional development component will be calculated by multiplying the scaled score by the assigned weight for the teacher category.

**Program details and structure are subject to change at any time without notice*

CAMPUS CULTURE

Campus culture is associated with and/or promotes healthy relationships, school connectedness, engaged learning and teaching, school improvement efforts, safety and dropout prevention. A sustainable and positive campus culture fosters youth development and learning, and supports students, families and educators in working together to develop, live, and contribute to a shared school vision. Results from student surveys and parent surveys will be used to measure teacher impact on classroom and overall school culture.



Which students will receive a student survey?

The Student Survey aims to investigate student experience on campus and teacher impact on each student. The survey results can not only gauge the association between observed teacher performance and student perception, but also provide helpful feedback that teachers can use to improve their instructional practice.

Eligible students will take the Student Survey for their teachers who are identified as a teacher of record. The Survey will be available in both English and Spanish. In alignment with the research, RISD will procure a research-based student survey that provides feedback to teachers and input for the teacher's evaluation. The survey will have two versions for elementary based on age-appropriateness and will be written in language that is suitable for the student's vocabulary and understanding.

How will the student survey be administered?

Students will complete a survey for that classroom teacher. Students have to meet criteria based on attendance, developmental appropriateness, and language proficiency. They must have attended class with the teacher for a sufficient period of time and have been able to understand and take the survey in English or Spanish.

**Program details and structure are subject to change at any time without notice*

Students in a classroom will be sampled to take a survey. The sampling process randomly assigns surveys to students to maximize the number of surveys each teacher received until all eligible students on each campus are assigned two surveys. Surveys will be first maximized for teachers with low enrollments, and then for remaining teachers. If a student had only one eligible teacher, the student received one survey. On average, elementary students will be assigned to take 2 surveys. No survey results will be reported if a teacher receives less than 10 student responses.

Student surveys will be administered online. Each student will complete, on average, two surveys. In elementary schools, it may be necessary to have all students complete surveys for their core teachers and one specialty teacher, due to smaller-sized classrooms. Teachers will be trained on survey administration and protocols.

How will my student survey score be calculated?

TIA Teachers will have 5 percent of their evaluation based on student survey results. A target distribution approach will be used based on school level. This approach will differentiate teacher impact on students and allow for greater equity across school levels.

The raw student survey score will be the average percentage of items across all subscales (such as “Strongly Agree”, “Agree”, “Neutral”, “Disagree” and “Strongly Disagree”).

Which parents will receive a parent survey?

Parent perception of the school and their involvement in school activities are an important component of a campus culture. Recent research demonstrates that effective schools have high levels of parental and community involvement. Schools that successfully engage families find that their students earn higher grades, score higher on tests, develop better social skills, and are more likely to graduate. The Parent Survey can provide schools with a clear picture of family attitudes toward campus culture.

All parents will be invited to take the Parent Survey. The Survey will be available in

****Program details and structure are subject to change at any time without notice***

English and other main languages spoken in students' homes. Campuses are expected to encourage and facilitate parent participation.

In alignment with the research, RISD will procure a research-based parent survey. The survey will address parent's perceptions that pertain to campus culture including education quality, school climate, staff-student relationship, school leadership, etc. Sample items will be available on the ACI website so that teachers can explore the questions to become familiar with the type of questions that are included.

How will the parent survey be administered?

The Parent Survey will be anonymous and will be administered online. Parents will find the URL link to the survey either on www.risd.org or on a campus website. Parents will complete a survey for each school a child attends if the family has students enrolled in more than one RISD school. No survey results will be reported if a school receives less than 10 parent responses.

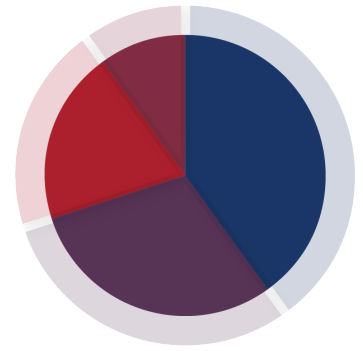
How will the parent survey score be calculated?

The Parent Survey score will count 5 percent of teacher evaluation. However, considering the anonymity of the survey, the campus-level rather than the classroom-level score will be calculated and applied to all TIA teachers in that school. A target distribution approach will be used based on school level. This approach will differentiate parent engagement efforts among schools and allow for greater equity across school levels.

The raw student survey score will be the average percentage of items across all subscales (such as "Strongly Agree", "Agree", "Neutral", "Disagree" and "Strongly Disagree").

Overall Rating

There are several steps in determining an overall rating from the four major components. This is the same process used for all teacher categories.



STEP 1: Identify the ratings for each component

For a teacher to qualify for an overall system rating, the teacher must meet the minimum score for each component of the system. If the teacher does not, then they will not qualify for an overall rating and will not be eligible for a designation for that year.

STEP 2: Calculate a score for each component

As described in an earlier section, each component (teacher observation, student growth, professional learning, and campus climate) is calculated using a different percentage or weight. To calculate the component score, the scaled score for that component is multiplied by the assigned percentage.

STEP 3: Add the component scores to create an overall score

Once each component score is calculated, all four component scores are added together to create an overall score. In this system, the minimum score is 0 while the maximum score is 100.

STEP 4: Determine the system rating based on the overall score

System ratings are determined by matching the overall score to the associated range for that rating:

Designation Level	Category A-E and H-J Teachers	Category F and G Teachers
RECOGNIZED	67.9	68.6
EXEMPLARY	74.2	75.2
MASTER	85.0	86.0

**Program details and structure are subject to change at any time without notice*

Summary of Evaluation Process (Data Collection Year)

The following provides a summary of the T-TESS evaluation process within TIA:

Process Step	Component	Timeline	Description
Training and Orientation	All components	August	<ul style="list-style-type: none"> • Training on systems • School goals are communicated to inform teacher goal-setting
Goal Setting Conference: PD Plan and SLOs	Teacher Observation Student Growth Professional Learning	September	<ul style="list-style-type: none"> • Evaluator and teacher agree on SLOs and PD plan to support growth
Observation	Teacher Observation	September - May	<ul style="list-style-type: none"> • Smaller observations throughout year • Focused on Domain 2 & Domain 3 (8 indicators)
Extended Observation with Conference	Teacher Observation	October - May	<ul style="list-style-type: none"> • One 45-min observation • Focused on Domain 2 & Domain 3 (8 indicators)
Summative Performance Evaluation with Conference	Teacher Observation	Spring	<ul style="list-style-type: none"> • T-TESS process is completed by evaluator
Student and Parent Surveys	Campus Culture	April	<ul style="list-style-type: none"> • Student and parent surveys are administered and scored
Assessments	Student Growth	BOY, MOY, EOY	<ul style="list-style-type: none"> • Assessments are administered and scored

**Program details and structure are subject to change at any time without notice*

Process Step	Component	Timeline	Description
Data Reviews	All components	May – October	<ul style="list-style-type: none"> All collected data is reviewed and validated
System Validation	All components	November–February	<ul style="list-style-type: none"> The system is validated based on data collected during the prior school year. Scorecards are generated & disseminated

****Program details and structure are subject to change at any time without notice***

Teacher Incentive Allotment FAQ

1. Which campuses participate in the Teacher Incentive Allotment (TIA):
 - Forest Lane Academy (began in 2019-20)
 - Carolyn Bukhair Elementary (began in 2019-20)
 - RISD Academy (began in 2019-20)
 - Aikin Elementary (began in 2023-24)
 - Audelia Creek Elementary (began in 2023-24)
 - O.Henry Elementary (began in 2023-24)
 - Apollo Junior High (new in 2024-25)
 - Forest Meadow Middle School (new in 2024-25)
 - Jess Harben Elementary (new in 2024-25)
 - Parkhill Junior High (new in 2024-25)
 - Richardson Terrace Elementary (new in 2024-25)
 - Skyview Elementary (new in 2024-25)
 - Big Springs Elementary (new in 2025-26)
 - Bowie Elementary (new in 2025-26)
 - Dartmouth Elementary (new in 2025-26)
 - Forestridge Elementary (new in 2025-26)
 - Hamilton Park Pacesetter Magnet (new in 2025-26)
 - Lake Highlands High School (new in 2025-26)
 - Merriman Park Elementary (new in 2025-26)
 - Northlake Elementary (new in 2025-26)
 - Northrich Elementary (new in 2025-26)
 - Richardson Heights Elementary (new in 2025-26)
 - Richardson North Junior High (new in 2025-26)
 - Richardson Terrace Elementary (new in 2025-26)
 - Richland Elementary (new in 2025-26)
 - Stults Road Elementary (new in 2025-26)
 - Wallace Elementary (new in 2025-26)
 - Westwood Junior High (new in 2025-26)

2. I've received my TIA designation. What happens next?
 - RISD will receive information from TEA in late spring
 - The verification process will be completed
 - Once verified, teachers receiving an allotment will be notified by RISD

****Program details and structure are subject to change at any time without notice***

- Financial allotment is provided in June of the corresponding school year
3. I have a Recognized designation on my certificate. Will I be able to earn a higher designation through RISD?
- It depends. If a teacher is hired to teach at one of our current TIA campuses, data for the year will be submitted to TEA for consideration.
 - TEA verifies submission and communicates any designations/allotments earned
 - Data is not submitted for any other campuses
4. If a teacher teaches multiple subjects do they get the best scores from the higher performing subject?
- No
 - All applicable subjects and corresponding assessments taught by the teacher are included in the overall calculation of student performance for the teacher.
5. Are other staff members at the TIA campuses eligible for a TIA designation or allotment?
- No. The TIA is only available to classroom teachers of record with a PEIMS job code of 087 per TEA.
 - However, RISD provides a High Needs Campus stipend to the following staff members at the following four campuses – Forest Lane Academy, RISD Academy, Audelia Creek and Bukhair Elementary. *Subject to change each year based on funding sources.
 - The following roles are not eligible for generating a TIA designation:
 - Assistant Principal
 - Campus Math Specialists
 - Campus Reading Specialist
 - Culture Coach
 - Instructional Coach
 - Math Interventionist
 - Principal
 - Reading Interventionist

****Program details and structure are subject to change at any time without notice***

- Speech Language Pathologist
- LITEs

6. If I receive a TIA designation and I am working towards my National Board Certification, which designation do I use for an allotment?

- National Board Certification earns an automatic “Recognized” designation
- Teachers will receive the higher of the two possible designations.

8. Am I able to continue generating an allotment if I change roles?

- To earn a **new allotment**, a teacher must fulfill the following criteria:
 - be in a PEIMS 087 role
 - be appraised using the T-TESS tool
 - teach at a TIA campus
 - be appraised by the leadership at that TIA campus
 - work directly with students more than 50% of the time
- To **continue a previously earned allotment** after changing roles, the new role in the district must:
 - continue to be coded as a PEIMS 087 teacher
 - continue working directly with students more than 50% of the time

9. Is student growth for TIA measured from year to year or from the beginning of the year to end of the year?

- For teachers in Categories A-H, both STAAR and TELPAS (when applicable) measure growth from year to year. Circle, TEKS Ready, Fitnessgram, and MAP data are used to measure growth from a point at the beginning of the year to a point at the end of the year (with monitoring at points throughout the year).

10. How is the student growth measure determined for bilingual students when they take an assessment in Spanish and English?

- We first look at the Spanish assessment. If the student meets their growth measure for the Spanish assessment, we will use that growth

****Program details and structure are subject to change at any time without notice***

measure in the numerator of our calculation.

- If the student did not meet their growth measure on the Spanish assessment, we look at their English assessment. If they meet their growth measure for the English assessment, we use that growth measure in the numerator of our calculation.
- A student's growth will not be counted twice in Spanish and English.
- If a student did not meet their growth measure in Spanish or English, we will include them in the denominator only.

11. Why is TIA only for core areas (RLA, Math, Science, and Social Studies/History) and special education at secondary?

- The TEA approved district application for TIA includes CIRCLE, STAAR, MAP, Fitnessgram (for PE), and TEKS Ready for Art, Music, and core non-STAAR courses at secondary. To add additional assessments for other courses, the RISD would need to reapply with the state.
- RISD is considering how we can expand TIA into other courses such as LOTE and CTE in the future; however, this process takes time and planning to ensure reliability and validity of the assessments we choose and also requires State approval.