

# TIA Application Exemplar Answers: District Support Tab

The TIA Exemplar Answer Documents, complementary to the Scoring Rubric, support districts as they develop their local designation system and prepare to submit a TIA System Application. While the Scoring Rubric is designed to show the required criteria for an answer to be scored at 'Full Readiness', the TIA Exemplar Answer Documents are designed to show exemplary answers that go beyond the 'Full Readiness' criteria. The purpose of this design is to embed best practices that districts may reference in the design and implementation of their own local designation systems based on local context.

The sample exemplar answers, organized by each respective tab in the application, provide 1-2 sample answers for narrative question types. This is not an exhaustive list of ways in which a district could respond to the TIA System Application questions nor are the sample answers indicative of any one's district's plan. Each exemplar answer provided is a stand-alone example of how each corresponding question could be answered. Note: there are no exemplar answers for multiple-choice, drop-down menu or Yes/No question types.

## SAMPLE EXEMPLAR ANSWERS FOR THE DISTRICT SUPPORT TAB (FOR NEW SYSTEM APPLICATIONS ONLY)

### Part A

Question	Sample Exemplar Answer #1	Sample Exemplar Answer #2
2. Name the specific roles/positions in the district (names of specific roles, not names of departments) that will be responsible for training and coordinating the above personnel to support the execution of the local designation system and spending plan?	The assistant superintendent (or designee) will be responsible for training and coordinating the above personnel on how to gather data, work with campus teachers to understand student growth, organize calibration of teacher observations, and assist in understanding the spending plan.	The Curriculum Director will serve as the lead TIA position in our district, ensuring that all other departments involved work together in a way that is both collaborative and informative. The goal is to have all parties are aware of the big picture, as well as able to effectively address the respective details that correspond to their specific departments.

## Part B

Question	Sample Exemplar Answer #1	Sample Exemplar Answer #2
1. How will the district use teacher observation and student growth data to adjust professional development plans and/or staffing plans?	The district will customize the professional development, by campus, based on teacher observation and student growth data. Some campuses might need more support on instructional best practices, whereas others might need more support on valid and reliable implementation of student growth measures, SLOs and portfolios. The district will create/provide professional development opportunities accordingly.	Based on a review of teacher effectiveness, as defined by teacher observation and student growth, the district will provide incentives for the most highly effective teachers to serve at the highest needs campuses. While the district will not reassign teachers from their current campus directly, the district will highly incentivize teachers to elect to serve on our highest needs campuses through financial stipends, and additional professional development time and opportunities.

## Part C

Question	Sample Exemplar Answer #1	Sample Exemplar Answer #2
1. What personnel position(s) in the district will be responsible for compiling and analyzing teacher observation and student growth data?	The district's campus principals and Assistant Superintendent will be responsible for compiling and analyzing teacher observation data and student growth data. Student growth data is analyzed each six weeks in campus benchmark data meetings. Teacher observation data is also analyzed each six weeks, and results are discussed with teacher in PLC meetings.	Campus principals, instructional coaches and the Director of Instructional Supports will work collaboratively to compile and analyze teacher observation and student growth data. The director of instructional supports will be responsible for compiling all data for the TTU data submission and all data will be double checked by campus administrators.



<p>2. What data management system(s) does the district use to track teacher observation and student growth data?</p>	<p>Eduphoria is used to track teacher observation data. NWEA MAP houses its own data for student growth measures. This data is exported for sorting/filtering, but the management system is NWEA.</p>	<p>The data management system that comes with T-TESS (at <a href="http://teachfortexas.org">teachfortexas.org</a>), will be used to track teacher observation data. Student Growth Data will be tracked from within the program associated with each assessment (CLI CIRCLE and TX-KEA, Renaissance STAR, iStation, and iReady). A spread sheet will be used to establish target scores for district created pre-tests/post-tests to assess student growth on those growth measures. Our district plans to use the Gap Closure Method to assess growth on district created pre-tests/post-tests.</p>
<p>3. How will the district ensure that all teachers in eligible teacher assignments have both teacher observation and student growth data during the data capture year?</p>	<p>All teachers in the district will be getting a T-TESS observation yearly beginning in 2023-2024 which will be our district's first data capture year. The district will manage all student growth data and teacher observation data in DMAC. Campus principals, our ESC Region content specialist, and the Assistant Superintendent will meet with the teachers each six weeks in benchmark data meetings to look at student growth data and adjust instruction as needed. The campus principals will meet each six weeks with their teachers to go over their observation data and compare it to their student growth data. The district will offer professional development opportunities for all teachers who are struggling with student growth or their teacher observations.</p>	<p>Prior to the start of the data capture year, district and campus leaders will meet to ensure all are aware of the teachers on each campus who have been assigned to an eligible teaching assignment. Appraisal/Observation and Assessment Calendars will be determined during this meeting. These calendars will include all teachers in an eligible teaching assignment. The Curriculum Director will also create a spreadsheet, allowing campus and district leaders the ability to easily track the progress of all eligible teachers on each campus. This spreadsheet will be monitored by the Curriculum Director to ensure all steps in the teacher observation process are being completed, including ensuring that all teachers have full and complete observations. The Curriculum Director will ensure that all teachers in eligible teaching assignments administer a district approved pre-test and post-test (STAAR BOY, Circle, MAP, or district-created test) to all students in their representative student group during the established pre-test &amp; post-test windows.</p>

<p>4. Who/what personnel will make decisions regarding teacher designations?</p>	<p>The districts TIA Planning Committee, along with information and collaboration from TIA subcommittees and surveys will create the TIA designation scoring rubric based on student growth and teacher observation data. The Assistant Superintendent with help from campus principals will compare the student growth and teacher observation data of teachers in eligible teaching assignments to the rubric to see which teachers will qualify to be submitted for a designation. Once all the data is completed, campus principals and the Assistant Superintendent will review the data individually with the teachers. The teachers who qualified to be submitted for a designation will receive training and support to review the next steps in the TIA process. The teachers who did not qualify to be submitted for designation will have the opportunity to meet and develop a professional develop plan for the upcoming year to improve their chances of qualifying to be submitted for a designation.</p>	<p>The Curriculum Director and campus principals will work together to make decisions regarding teacher designations based upon T-TESS data &amp; student growth data. The cut points we will use align to the TIA Statewide Performance Standards. Campus principals, Assistant Superintendent and the Director of Instructional Supports will work together to ensure teachers are designated correctly for submission. We then will share the information and the data we used to come to these decisions with teachers.</p>
<p>5. Who/what personnel will track designated teacher placement/movement and eligibility for generating the annual allotment.</p>	<p>The Director of Human Resources, with support from the PEIMS Coordinator, will track all designated teachers each year to ensure they still will be eligible to generate an allotment, and to recalculate the amount of the allotment generated, if they move from one campus in the district to another.</p>	<p>The placement and movement of designated teachers (whether via the local designation system or National Board) will be monitored by the TIA Lead for our district, who also will monitor the eligibility of each designated teacher to generate an allotment annually.</p>

