Can TIA districts get a copy of the rubric?

Yes. TEA will release the rubric once it is completely finalized. The rubric for next year, however, may be different than Year 1 due to the data that is available in 2019-2020 and improvements to the data validation process.

Where are the additional details about the designation verification rubric? We need more specifics about how the statistics for the indicators are going to be computed.

Guidance about preparing for Cohort B will be provided by TEA by September 1.

Are the data file requirements posted somewhere or just in this ppt? What is the process for data submission?

Yes. Please visit https://tiatexas.org/general-info-and-program-requirements/applications-and-directions/. The information on the site is something that was used for Cohort A, but it will change for upcoming years and different cohorts. Updates will be made after guidance is released by TEA. TEA will post downloadable file templates for data submission in September. Once your system application is approved by TEA, the district will then upload their data files via a secure SFTP link.

Is Eduphoria a system in which we can submit data directly to TTU?

Not at this time. Eduphoria will be able to help prepare files for submission, but they will not be submitting on behalf of the districts.

If we are in Cohort C, will we be submitting 2019-2020 data?

No. 2020-2021 will be the data capture year for Cohort C.

If we must submit all "eligible" teachers, will the fee apply to all of those submitted and we only receive reimbursement for those that qualify for a designation?

No. TEA will approve district designation systems and not individual teacher designations. Upon system approval, all fees will be scheduled for reimbursement. If a designated teacher does not have a
Data Submission and Designation Verification

qualifying certificate or meet other statutory requirements at the time designations are processed in April, fees paid for those teachers will still be reimbursed.

**Do you have limits to how many (number or proportion) teachers a district designates?**

No. There are no limits, however, the Teacher Incentive Allotment is designed to reward the most effective teachers *in the state*. One of the data verification steps that Texas Tech will undertake is to examine where teachers from each district rank in statewide distributions of STAAR. It is expected that designations will likely to mirror that proportion.

**Is the Texas Tech Teacher Buy-in Survey required for Cohort C?**

No. The Buy-in survey is optional, so it does not affect application approval. It is intended for the benefit of the district as plans are being evaluated internally.

**If we are in Cohort D and wish to move to Cohort E is that still possible?**

Yes. Please email tia@tea.texas.gov.
Questions about Comparison Groups

Can you give an estimation of a "similar Domain 2A score"? Will districts be compared to other districts with the same score +/-5 or will it be a larger interval?

Similar Domain 2A refers to the accountability rating. The comparison will be made across campus accountability ratings.

For Domain 2A, if my district received an 80, should I compare us to districts who received a 75 to 85 or will you look at a larger interval?

Texas Tech will be using “categorical” variables, for example: A, B, C etc.

Cross campus comparisons and cross assignment comparisons were mentioned, but what if we are a district with 3 campuses, 1 ES, 1 MS, 1 HS and there is only one teacher per assignment. We probably will only have 1-5 eligible teachers. How will all the comparisons indicated be made? What will our data be compared to?

A mean growth score will be compared between three campuses, and between different assignments. However, if there are less than 10 teachers in an assignment category, comparison will not be made. Similarly, if there are less than 10 teachers in a teaching level (Elementary, Middle, High), comparisons will not be made.

Do I have to track data for all my students for all periods that I have for classes, or will I choose only one period, one class?

Those decisions are left to the district. The data each district uses to identify and designate is under local control. Once the data is finally settled upon, there should be an association between observation and growth, a consistency in observation and growth across designation categories (e.g., all recognized teachers should have similar levels of growth), and the proportion of teachers designated should be considered in light of a statewide distribution, not a local distribution. TEA will not require teachers to track or report growth for every student.

If we have less than 10 teachers and a comparison cannot be made, then can our district not participate in TIA?

Your district can still participate in TIA. The verification analysis will be exempt for the cases of small number of teachers. Verification will be done through a different check, one example would be a video walkthrough.

Questions about Calculating Student Growth Scores

Do districts need to choose SLO's, student portfolios, VAM, or can we combine all this method to track student growth?

For more information, contact tia@ttu.edu
You may submit the score (SLO, portfolio, or VAM) that was "used" to make teacher designations.

Districts must provide evidence to TEA that the measure used is reliable and valid. TTU will validate the data used in determining designations and verify if the data used for designations is valid and reliable and aligned with statewide data.

**Within Domain B, indicator 4, what if the district does not utilize VAM?**

A district is not required to use VAM, but VAM scores have been calculated for all teachers in tested subjects based on SY18-19. These results will provide our basis for comparison to district growth scores.

**How will you check correlations when, teachers do not receive a single growth score, but rather multiple growth scores, not only for each assessment, but multiple statistics for each assessment?**

Texas Tech will calculate correlation between the growth score and the observation score that your district submits. If you have multiple scores, you may first create a composite score by averaging those multiple scores. Then, calculate correlation between this composite score and the observation score. The verification checks for later cohorts will likely be modified given the gaps created by the modified school year.

**We use VAM scores for each assessment the teacher's students are administered. We do not create a single growth score for each teacher. It does not exist, and in the data file for our district, there will be multiple growth statistics for each teacher with standardized assessments. We do not average those growth statistics as it is not appropriate.**

The reported student growth measure must align to the performance standards. If your district has additional measures to consider, that information should be included in file #3.

**If TEA and/or TTU has VAM scores for all teachers in tested subjects, is there a possibility this information can be shared with districts? I believe the VAM model will be shared in the future, but I'm asking about the actual scores.**

Discussions are underway that could allow districts access to this data.
Questions about System Components and Data “Years”

Does this mean we may need to reconsider our waiver process? Or would this exclude a teacher from eligibility if they chose to waive?

A teacher that has been designated by the district must have observation results and student growth from the same year. Things may change given the unique school year we finished or what is ahead.

Does "all teachers" refer to all in the submission group or all in the district?

“All teachers” means all of the teachers in eligible assignments - those who are designated and those who were eligible, but who were not designated.

For more information, contact tia@ttu.edu