

# TEACHER INCENTIVE ALLOTMENT GUIDEBOOK



**2023-24**



House Bill (HB) 3 was passed by the 86th Texas Legislature and was signed into law by Governor Abbott on June 11, 2019. The bill established the Teacher Incentive Allotment (TIA) program. The TIA has a stated goal of a highly competitive salary for teachers who prioritize teaching in high needs areas and rural district campuses. The program is dedicated to recruiting, supporting and retaining highly effective teachers in all schools, with particular emphasis on high need and rural schools. Districts, if they choose to, can develop a local designation system and designate high-performing teachers (Master, Exemplary or Recognized). Districts will receive additional funding (\$3,000-\$32,000 per year) for every designated teacher they employ.

This guidebook is intended to provide an overview of the implementation of TIA in Waco ISD.

# Table of Contents

<b>Letter from Dr. Kincannon, Waco ISD Superintendent</b>	<b>3</b>
<b>TIA Overview</b>	<b>4</b>
Master Teacher	4
Exemplary Teacher	4
Recognized Teacher	4
<b>Eligibility for TIA Designation</b>	<b>5</b>
<b>Waco ISD Performance Standards</b>	<b>6</b>
<b>Teacher Evaluation: T-TESS</b>	<b>7</b>
Domain Scores	7
Weighted Scores	7
<b>Student Growth Measure</b>	<b>8</b>
Waco ISD TIA Eligible Teacher and TIA Assessment for 2021-22 Data Collection Year	8
Waco ISD TIA Eligible Teacher and TIA Assessment for 2022-23 Data Collection Year	9
Waco ISD TIA Assessments & Growth Measures	10
Waco ISD Student Growth Calculation	13
Minimum Size & Enrollment Criteria	13
Secure Testing Environment and Allowable Time	13
<b>Core Leadership Practices</b>	<b>14</b>
<b>TIA Scoring &amp; Eligibility</b>	<b>15</b>
<b>TIA Annual Scorecard</b>	<b>16</b>
<b>TIA Campus Allotment</b>	<b>17</b>
<b>TIA Distribution of Funds</b>	<b>17</b>
<b>Compensation</b>	<b>18</b>
<b>Helpful Resources</b>	<b>20</b>
<b>Appendix A: Core Leadership Practices Rubric</b>	<b>21</b>
<b>Appendix B: 2022-23 Courses with TIA Assessments</b>	<b>23</b>
<b>Appendix C: 2023-24 Courses with TIA Assessments</b>	<b>25</b>
<b>Appendix D: Oath of Test Security and Confidentiality</b>	<b>31</b>
<b>Appendix E: Allotment of Time for TIA Assessments</b>	<b>33</b>



**Office of the Superintendent**  
501 Franklin Avenue, Waco, Texas 76701  
(254) 755-9420

---

*Dr. Susan Kincannon, Superintendent*

July 6, 2022

Dear Waco ISD teachers,

As we kick off the 2022-2023 school year, we are also celebrating the first 47 teachers in Waco ISD to be designated as part of the Teacher Incentive Allotment. These outstanding educators will receive additional compensation ranging from just under \$5,000 to just over than \$22,000 per year depending on the level of their designation and the demographics of their campus. With each year that follows, we look forward to designating even more of our teachers.

While it is not possible to calculate a dollar amount that fully reflects the difference you make in our students' lives, it is important to me and to our school board that your pay reflects your expertise. The Teacher Incentive Allotment is one component of that. Raising our base pay for teachers is another. Despite a multi-million-dollar budget deficit this year, the school board voted unanimously raise the starting salary for teachers to \$51,475 and to give returning teachers a \$1,675 increase. It was important to them and to me that all of our teachers receive a raise.

Our students need you in their classrooms, and they need the stability that comes from having teachers who have longevity at their campuses and in the district. That's why we are also using federal stimulus funds to provide retention bonuses for teachers. Teachers who started the 2021-2022 school year with us and stay in Waco ISD for at least three years will receive \$10,000 paid out in three payments with the first payment coming this December. Teachers who are new to the district this year and stay with us for at least two years will receive \$5,000 in two payments starting in December 2023.

Every day in your classroom, you take our mission to provide an educational foundation that empowers and values all and make it real for your students. Your work expands our students' horizons in ways that change their lives and, through them, the world.

This guidebook outlines how Waco ISD will designate teachers for the Teacher Incentive Allotment as well as the additional compensation that designated teachers can receive. I hope that you'll take the time to review it and reach out to Dr. Amy Hosick, our director of strategic evaluation systems and support, if you have any questions. Her direct line is 254-730-7290.

Sincerely,

Susan Kincannon, Ed.D.  
Superintendent

# TIA Overview

---

Waco ISD created a TIA committee consisting of teachers, campus leadership and district leadership who met bi-monthly beginning in April 2020. A teacher survey was sent to all teachers in early June 2020, which gave teachers an opportunity to provide feedback on the initial application and to obtain buy-in to the program. The district has a finalized Phase III implementation plan of the local designation system, approved from the Texas Education Agency (TEA).

The intent of the TIA program is to recruit, support, and retain highly effective teachers in all schools. Through strategic staffing, hiring, and marketing, Human Resources will recruit highly effective teachers. Once hired, teachers will receive quality professional development, career pathways, mentoring, and coaching in order to support their growth. In order to retain teachers, Waco ISD will provide competitive compensation and align district and campus goals for a unified systems of support.

## **The overall benefit of TIA in Waco ISD is:**

- Increasing retention and equity of access to higher performing teachers
- Strengthening of the evaluation system
- Supporting teacher growth
- Increasing teacher salaries
- Improving student outcomes
- Closing opportunity gaps

	Data Collection Year	Data Validation Year	Payout Date	TEA Cohort Application
Phase 1	2020-21	2021-22	August 2022	C
Phase 2	2021-22	2022-23	August 2023	D
Phase 3	2022-23	2023-24	August 2024	E
Phase 4	2023-24	2024-25	August 2025	F

# Eligibility for TIA Designation

---

The goal in Waco ISD is *all* certified teachers at *all* schools will be eligible for designation over a 3-year phase-in period. All schools and levels will be eligible by subject area.

**Phase 1: 2020-2021 school year** (all schools) reading and math.

**Phase 2: 2021-2022 school year** (all schools) reading, math, and science and social studies specific courses and resource/inclusion teachers.

**Phase 3: 2022-2023 school year** (all schools/all subjects) includes fine arts, PE, CTE, and LOTE.

**Phase 4: 2023-2024 school year** (all schools/all subjects) includes fine arts, PE, CTE, and LOTE.

## **Eligibility for a TIA designation:**

1. A teacher must be coded as a teacher (code 087) within our local student information system, Frontline, which is reported to TEA through the Public Education Information Management System (PEIMS); and
2. A teacher must receive district salary compensation that mirrors PEIMS teacher coding for a minimum of 90 days at 100% of the day or 180 days at 50-99% of the day.

**Payout Date for TIA Designated Teachers with 2023-24 Data Capture Year:**  
August 2025

# Waco ISD Performance Standards

---

Waco ISD will use the following three measurements for the local designation system:

**Measure #1 T-TESS Summative Report 40%** - Strongly calibrated teacher observation system which shows a congruence of observation scores to student growth.

**Measure #2 Student Performance 50%** - Accurate and reliable measures of a teacher's impact on student growth, with constant disaggregation and analysis of data to show a high level of validity and reliability.

**Measure #3 Core Leadership Practices 10%** - Includes collaborative practices, mentorship, and extension and expansion of school community involvement.

***Teachers must meet criteria to earn a TIA Designation. Below are the minimum expectations for data capture:***

1. Must score proficient or higher on the 8 dimensions of T-TESS in Domain 2 and Domain 3.
2. Must meet minimum expectations for each designation level:

**Master:**

- Score 70% or higher on student growth.
- Score 4.5 or higher on the "best of" T-TESS average.
- Score 10 points or higher on Leadership Practices.

**Exemplary:**

- Score 60% or higher on student growth.
- Score 3.9 or higher on the "best of" T-TESS average.
- Score 8 points or higher on Leadership Practices.

**Recognized:**

- Score 55% or higher on student growth.
- Score 3.7 or higher on the "best of" T-TESS average.
- Score 6 points or higher on Leadership Practices.

# Teacher Evaluation: T-TESS

The 40% T-TESS calculation will be determined from the summative scores by the *best of* method 1 or method 2. All numbers are rounded to the nearest hundredth value throughout the calculation process.

## Method 1: Waco ISD weighted calculation of Domains 1-4

Domain 1.1 – 1.4 average	<b>30%</b>
Domain 2.1 – 2.5 average	<b>30%</b>
Domain 3.1 – 3.3 average	<b>30%</b>
Domain 4.1 – 4.4 average	<b>10%</b>

## Method 2: TEA average of the eight dimensions in Domains 2 & 3

### Example Calculation for both methods of a summative T-TESS Report:

Domain 1	Domain 2	Domain 3	Domain 4
1.1 = 3 (Proficient)	2.1 = 3 (Proficient)	3.1 = 4 (Accomplished)	4.1 = 4 (Accomplished)
1.2 = 4 (Accomplished)	2.2 = 3 (Proficient)	3.2 = 3 (Proficient)	4.2 = 3 (Proficient)
1.3 = 4 (Accomplished)	2.3 = 4 (Accomplished)	3.3 = 4 (Accomplished)	4.3 = 3 (Proficient)
1.4 = 4 (Accomplished)	2.4 = 4 (Accomplished)		4.4 = 4 (Accomplished)
	2.5 = 4 (Accomplished)		
<b>Average of Domain 1 (30%)</b>	<b>Average of Domain 2 (30%)</b>	<b>Average of Domain 3 (30%)</b>	<b>Average of Domain 4 (10%)</b>
$(3+4+4+4)/4 = 15/4 = 3.75$	$(3+3+4+4+4)/5 = 18/5 = 3.6$	$(4+3+4)/3 = 11/3 = 3.67$	$(4+3+3+4)/4 = 14/4 = 3.5$
$3.75 \times 0.3 = 1.13$	$3.6 \times 0.3 = 1.08$	$3.67 \times 0.3 = 1.10$	$3.5 \times 0.1 = 0.35$
	<b>Average of 8 Dimensions =</b>		
	$(3+3+4+4+4+4+3+4)/8 = 29/8 = 3.63$		

Method 1: Total score for Waco ISD calculation =  $1.13 + 1.08 + 1.10 + 0.35 = \mathbf{3.66}$

Method 2: Total score for TEA average = **3.63**

The **best of summative score for the example above is 3.66**. A teacher must score Proficient or higher from the summative scores on the 8 dimensions of T-TESS in Domains 2 and 3 to be considered for TIA designation.

## Minimum Expectation for Designation:

*subject to change each year*

**Master Teacher: Score 4.5 or higher** on the “best of” T-TESS average.

**Exemplary Teacher: Score 3.9 or higher** on the “best of” T-TESS average.

**Recognized Teacher: Score 3.7 or higher** on the “best of” T-TESS average.



# Student Growth Measure

Teachers are expected to make growth with students each year. Evidence of student growth will be measured using Beginning of Year (BOY) and End of Year (EOY) assessments.

## **Student Growth for Designation:**

The state of Texas has provided the following guidance for Student Growth Performance Standards for STAAR tested subjects. Please note, the performance standards may vary based on the student growth instrument used. Final Performance Standards are available each year in the teacher's scorecard.

**Master Teacher:** 70% of students meet growth measure

**Exemplary Teacher:** 60% of students meet growth measure

**Recognized Teacher:** 55% of students meet growth measure

## **Waco ISD TIA Eligible Teacher and TIA Assessment for 2022-23 Data Capture Year:**

*See Appendix B for specific courses and TIA assessments.*

<b>TIA Eligible Teacher:</b>	<b>TIA Assessment:</b>
AP Science, SS, ELA, & Math	Pre/Post Test District-Created/AP
ATLAS/LAMM specialized	NBCT or teach a course/intervention class with an approved TIA assessment
AVID	NBCT or teach a course/intervention class with an approved TIA assessment
Brazos SGI	Pre/Post Test Previous EOC/December or May EOC
Brazos SIT	NBCT
Challenge	NBCT or qualify from Phase 1 criteria
CTE	Pre/Post Test Precision/Industry Exam or Precision/Precision
ELL Teachers	Pre/Post Test TELPAS
Fine Arts (Choir, Orchestra, Band)	Pre/Post Test Smart Music & District-Created
Fine Arts (Art, Music, Theatre)	Pre-Post Test District-Created
Grades 1-8 English /Reading	Pre/Post Test Ren360
Grades 1-8 Math, Algebra I, Geometry, Algebraic Reasoning	Pre/Post Test Ren360
Grades 11/12 Math	Pre/Post Test District-Created or TSIA 2
Grades 5/8 Sci, Bio, & SS, US Hist	Pre/Post Test District-Created/STAAR
Grades 6/7 Sci, Bio, Chem, Physics	Pre-Post Test District-Created

Grades 6/7 SS, W Geo, W Hist, Gov/Econ	Pre-Post Test District-Created
Grades 9-12 English/Reading	Pre/Post Test Reading Plus or TSIA 2
GWAMA & GWAHCA	Teacher data will include only Waco ISD students. If a student tests at one of these campuses, teacher data will include any student attending on campus the first 4 marking periods in the school year who also have a BOY and EOY score within the district.
Kindergarten	Pre/Post Test TXKEA
LOTE	Pre/Post Test District-Created
MCL (partial)	Pre/Post Test (subject assessment for which intervention occurs)
Online Learning Lab	NBCT
PE	Pre/Post Test Fitness Gram
PreK	Pre/Post Test Circle
Reset Teachers	NBCT

## Waco ISD TIA Eligible Teacher and TIA Assessment for 2023-24 Data Capture Year:

*See Appendix C for specific courses and TIA assessments.*

<b>TIA Eligible Teacher:</b>	<b>TIA Assessment:</b>
AP Science, SS, ELA, & Math	Pre/Post Test District-Created/AP
ATLAS/LAMM specialized	NBCT or teach a course/intervention class with an approved TIA assessment
AVID	NBCT or teach a course/intervention class with an approved TIA assessment
Brazos SGI	Pre/Post Test Previous EOC/December or May EOC
Brazos SIT	NBCT
Challenge	NBCT or qualify from Phase 1 criteria
CTE (see CTE tab)	Pre/Post Test Precision/Industry Exam or Precision/Precision
ELL Teachers	Pre/Post Test TELPAS
Fine Arts (see Fine Arts tab)	Pre/Post Test Smart Music & District-Created
Grades 1-8 English/Reading	Pre/Post Test Ren360
Grades 1-8 Math, Algebra I, Geometry, Algebraic Reasoning	Pre/Post Test Ren360
Grades 11/12 Math (see Math tab)	Pre/Post Test District-Created or TSIA 2
Grades 5/8 Sci, Bio, 8 SS, US Hist	Pre/Post Test District-Created/STAAR
Grades 6/7 Sci, Bio, Chem, Physics	Pre/Post Test District-Created
Grades 6/7 SS, W Geo, W Hist, Gov/Econ	Pre/Post Test District-Created
Grades 9-10 English/Reading	Pre/Post Test District-Created/STAAR
Grades 11-12 English/Reading	Pre/Post Test Reading Plus
GWAMA & GWAHCA	Teacher data will include only Waco ISD students. If a student tests at one of these campuses, teacher data will include any student attending on campus the first 4 marking periods in the school year who also have a BOY and EOY score within the district.
Kindergarten	Pre/Post Test TXKEA
LOTE (see LOTE tab)	Pre/Post Test District-Created
MCL (partial)	Pre/Post Test (subject assessment for which intervention occurs)
Online Learning Lab	NBCT
PE	Pre/Post Test FitnessGram

PreK	Pre/Post Test Circle
Reset Teachers	NBCT
Science/SS/Other (see Sci or SS tab)	Pre/Post Test District-Created
SIT	Pre/Post Test (subject assessment for which intervention occurs) Reading Plus- High School
Sped 18+	NBCT
Sped Adaptive PE	NBCT
Sped Deaf Ed	Pre/Post Test (all subject assessments for which direct service occurs)
Sped ECSE	Pre/Post Test District Created
Sped ACHIEVE/ASPIRE	Pre/Post Test District-Created
Sped Resource & Inclusion	Pre/Post Test (all subject assessments for which direct service occurs)
Sped VI	Pre/Post Test (all subject assessments for which direct service occurs)
Wiley	NBCT, qualify from Phase 1 criteria, or tutor at least 6 students all year from another WISD campus

### **Waco ISD TIA Assessments and Growth Measures:**

- **Advanced Placement Exam:** “The [Advanced Placement Program® \(AP\)](#) enables willing and academically prepared students to pursue college-level studies while still in high school. The program consists of college-level courses developed by the AP Program that high schools can choose to offer, and [corresponding exams](#) that are administered once a year.” For TIA assessments that include AP tests, students who score one level above or maintain a score of 3 or higher from the pre-test to the post-test meet the standard for growth.
- **Circle:** “The [CIRCLE Progress Monitoring System](#) is a user-friendly, technology-driven tool that enables teachers to assess a child’s progress in a particular skill area almost instantly. This simplistic yet reliable data collection prompts teachers to focus on lessons that target their students’ least developed skill areas.” For TIA assessments that include Circle, subtests of Phonological Awareness and Math will be used to determine growth. For growth, students will increase one level or maintain the highest level.
- **CTE Industry-Based Certification:** The Texas Education Agency provides a list of [CTE Industry-Based Certifications](#). For TIA assessments that include CTE Industry-Based Certification courses, a [percent increase model](#) will be used to determine student growth.

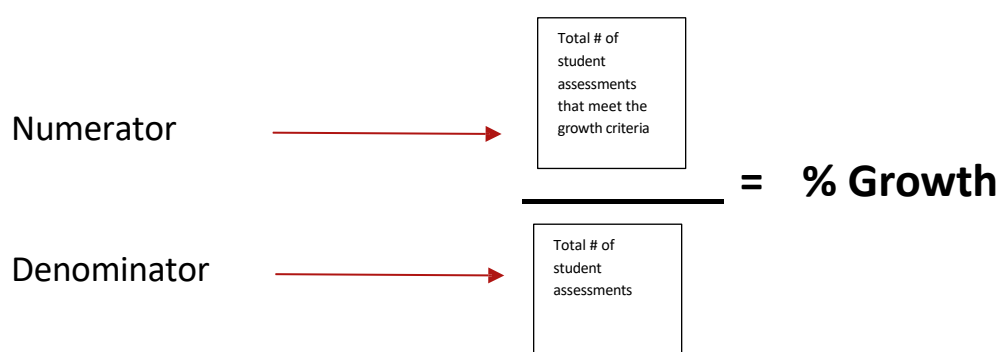
- **District-Created:** Waco ISD Curriculum & Instruction Department will develop high-quality assessments that are uploaded into Eduphoria. For TIA assessments that include District-Created assessments, a [percent increase model](#) will be used to determine student growth.
- **EOC:** “[STAAR](#) is the state’s testing program and is based on state curriculum standards in core subjects including reading, writing, mathematics, science, and social studies. End-of-course assessments (EOC) are given throughout the year. STAAR tests are designed to measure what students are learning in each grade and whether or not they are ready for the next grade. The goal is to ensure that all students receive what they need to be academically successful. Meeting these individual student needs depends greatly on schools, parents, and community members working together.” For TIA assessments that include STAAR EOC, a [percent increase model](#) will be used to determine student growth.
- **FitnessGram:** “Students participating in the [FitnessGram assessment](#) gain a better understanding of their own health-related fitness. Schools that include the FitnessGram assessment in their physical education programs are better equipped to meet student fitness needs and teach healthy habits that will last **well into the future.**” For TIA assessments that include Fitnessgram, subtests of 1) Push Up and 2) Curl Up will be used. For growth, students will increase one level or maintain the highest level.
- **Precision:** [CTE Skill Certificate Program exam](#). For TIA assessments that include Precision, a [percent increase model](#) will be used to determine student growth.
- **Primary Texas KEA:** “The [TX-KEA](#) is a comprehensive assessment that can be reliably administered by kindergarten teachers and is a valid predictor of academic success.” For TXKEA student growth, the Literacy Composite score will include three language subtests (Letter Names, Letter Sounds, and Blending) and Math Composite. For TIA assessments that include TXKEA, students will increase one level or maintain the highest level to determine student growth. Students must pass all three language subtests to show growth for Literacy Composite.
- **Reading Plus:** “The [Reading Plus](#) adaptive assessment, InSight, provides a fast and effective way to determine students’ academic standing and ensure they are on a personalized learning path to success.” For TIA assessments that include Reading Plus, students will meet the standard for growth by increasing one Grade Equivalent (GE) or increase lexile/quantile if the student encounters a grade level max.
- **Renaissance 360:** “The most comprehensive Pre-K–12 interim and formative assessment suite available, [Renaissance Star 360](#) delivers the valid, reliable screening, progress monitoring, and

student growth data you need to make informed decisions. Guide greater student growth as you lead students toward mastery of [state-specific learning standards](#) for reading, math, and early literacy.” For TIA assessments that include Ren360, students will meet the standard for growth which is SPG in the Ren360 platform. **Supplemental Instruction Teacher (SIT) student growth will be measured from BOY to MOY at 0.5 and MOY to EOY at 0.5.**

- **Smart Music:** “[SmartMusic](#) is the leading browser-based music education platform that connects teachers and students from the cloud to the classroom. It facilitates focused practice, assessment, and immediate feedback, making the link between educator and student even more powerful.” For TIA assessments that include Smart Music, a [percent increase model](#) will be used to determine student growth.
- **STAAR:** “[STAAR](#) is the state’s testing program and is based on state curriculum standards in core subjects including reading, writing, mathematics, science, and social studies. STAAR tests are designed to measure what students are learning in each grade and whether or not they are ready for the next grade. The goal is to ensure that all students receive what they need to be academically successful. Meeting these individual student needs depends greatly on schools, parents, and community members working together.” For TIA assessments that include STAAR, a [percent increase model](#) will be used to determine student growth.
- **TELPAS:** “TEA designed the Texas English Language Proficiency Assessment System (TELPAS) to assess the progress that Emergent Bilingual (EB) students, also referred to as English learners (ELs), make in learning the English language.” For TIA assessments that include TELPAS, each student will increase one level on their composite score (1=beginning and 4=advanced high) or score advanced high to determine student growth. If a student does not have a composite score, then the student is expected to increase one level in each tested language domain sub-test (listening, speaking, reading, and writing).
- **TSIA 2:** “The [TSI Assessment \(TSIA\) is part of the Texas Success Initiative](#) enacted by the Texas State Legislature and designed to determine a student’s readiness for college-level coursework in the general areas of reading, writing, and mathematics. The TSIA 2, or one of its exemptions, has been required of Texas students entering a Texas college or university for nearly ten years. The TSIA 2 is administered through the College Board’s Accuplacer digital platform. Universities, community colleges, school districts and high school campuses can request to administer the TSIA 2 to students.” For TIA assessments that include TSIA 2, an [increase model](#) will be used to determine student growth.

## **Waco ISD Student Growth Calculation:**

The total number of student assessments will be used to calculate a teacher's TIA student growth measure score. For teachers who teach more than one subject with a TIA assessment, the total number of student assessments that meet the growth criteria will be used. For instance, a third-grade teacher who teaches both math and reading with 21 students in his/her class will have a total of 42 assessments. *If a teacher has more than 1 eligible course, all student assessments are included in the calculation. See page 10-12 for a description of how student growth is calculated for each TIA assessment.*



**Waco ISD Minimum Size for Student Growth:** 6 students

### **Enrollment Criteria:**

- Teacher of record at beginning of year (mid-September)
- Teacher of record at end of year (mid-May)
- Student must test within the district's BOY and EOY window. For SIT Teachers, students must test within the district's BOY and MOY windows for the first semester and the MOY and EOY windows for the second semester.

### **Secure Testing Environment and Testing Time:**

BOY, MOY, and EOY assessments are given as part of the WISD aligned curriculum and assessment strategy. As such, the campus testing coordinator and the building principal are responsible for ensuring all assessments are conducted in a secure testing environment. Test administrators are required to attend annual training and sign an oath of test security and confidentiality (see Appendix D).

For the allotted amount of time per test, please see Appendix E.

For test irregularities, please contact the campus testing coordinator and building principal.

# Core Leadership Practices

Collaborative Practices	3 pts
Mentorship	2 pts
Extends/Expands Community Involvement	3 pts
Supports the Campus Vision, Mission, and Values	2 pts

- 1 Teachers will submit documentation for Core Leadership Practices completed throughout the school year
- 2 Principals and/or Assistant Principals will review and score each applicable teacher
- 3 A completed spreadsheet scoring all applicable teachers will be submitted to Human Resources

Teacher Name: Grade and Subject: Campus:		
Leadership Practices	Points Earned	Total Possible Points
Collaborative Practices		3 Points
Mentorship		2 Points
Extends/Expands School & Community Involvement		3 Points
Supports the Vision, Mission and Values of the Campus		2 Points

## How will teachers submit their Core Leadership Practices?

Teachers will complete a [Google Form](#) submitting all documentation they have collected during the school year. Google Forms support video, photos, and files. Principals and Assistant Principals will have access to the responses submitted.

## Minimum Leadership Practices for Designation:

**Master Teacher: 10 points** in Leadership Practices

**Exemplary Teacher: 8 points** in Leadership Practices

**Recognized Teacher: 6 points** in Leadership Practices

See *Appendix A* for [Leadership Practices Scoring Rubric](#)



## TIA Scoring & Eligibility

---

Following the data collection year, based on the 3 measures/components and weightings, the district will set the standards for each designation level and submit eligible teachers and data to TEA/Texas Tech for review against state measures. Designation levels are set based on TEA's recommendation of Top 33% Recognized, Top 20% Exemplary, and Top 5% Master.

The Texas Education Agency (TEA) will have final approval, and it is possible that not all teachers submitted for designation by the district will be approved by TEA. Once a designation is earned by a teacher, it is not tied to a specific subject/content or grade level. Measures/ratings may be adjusted each year by the district and teachers not obtaining a designation one year may be submitted in subsequent years.

# TIA Annual Scorecard

---

The purpose of the TIA Annual Scorecard is to have transparency in communicating the overall TIA calculation based on the scoring guidelines for each component (T-TESS, Student Growth, and Leadership Practices).

**Scorecard Distribution Target Date:** September of each school year

## **What if a teacher disagrees with their scorecard?**

Step 1: Within 3 weeks of receiving a scorecard, a teacher may submit a request for review in the following [form](#).

Step 2: The TIA Director will meet with the teacher to review the scorecard and listen to the concerns within 15 days of receiving the review request.

Step 3: The TIA Director will notify the teacher in writing of the response.


# TIA Campus Allotment

Based on input from teachers, as Waco ISD expands TIA eligibility, the district will phase out the shared compensation approach. See the charts below for additional information.

## TEACHER INCENTIVE ALLOTMENT FUNDING

			More Need						
Designation	Base	Multiplier	Tier	Non Eco-Dis	Tier 1	Tier 2	Tier 3	Tier 4	Tier 5
			Student Point Value	X 0	X 0.5	X 1.0	X 2.0	X 3.0	X 4.0
Recognized	\$3,000	\$1,500	Non-rural	\$ 3,000	\$ 3,750	\$ 4,500	\$ 6,000	\$ 7,500	\$ 9,000
			Rural	\$ 4,500	\$ 6,000	\$ 7,500	\$ 9,000	\$ 9,000	\$ 9,000
Exemplary	\$6,000	\$3,000	Non-rural	\$ 6,000	\$ 7,500	\$ 9,000	\$ 12,000	\$ 15,000	\$ 18,000
			Rural	\$ 9,000	\$ 12,000	\$ 15,000	\$ 18,000	\$ 18,000	\$ 18,000
Master	\$12,000	\$5,000	Non-rural	\$ 12,000	\$ 14,500	\$ 17,000	\$ 22,000	\$ 27,000	\$ 32,000
			Rural	\$ 17,000	\$ 22,000	\$ 27,000	\$ 32,000	\$ 32,000	\$ 32,000

Max funding amount = \$32,000



More Funding

TIA funding page: <https://tiatexas.org/funding/>

Please visit TEA's website for the current designation amounts for each campus. *Note: amounts will be calculated each year based on student demographics.*

## TIA Payouts for August 2023:

Allotment Funds		
Designated Teachers	75%	Paid out in a one-time supplemental pay
Other High Performing Teachers on Campus	15%	Paid out in one-time supplemental pay <i>To meet the criteria for other high performing teachers on the campus, the teacher's T-TESS must meet the "best of" criteria (see page 7) and score 8 or higher on Leadership Practices.</i>
District	10%	Use for training/support, expansion, administrative expenses, and professional development

## TIA Payouts for 2024 and Beyond:

Allotment Funds		
Designated Teachers	90%	Paid out in a one-time supplemental pay
District	10%	Use for training/support, expansion, administrative expenses, and professional development

# Compensation

---

## **TIA Payouts for August 2023:**

For any funds received by Waco ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 75%, less the TRS deduction (both employee and district) and any other applicable payroll taxes or deductions, will be paid to the designated teacher. The other 15 % will be paid equally to the other high performing teachers on the designated teacher's campus.

The remaining 10% will be collected at the district level and used for training/support, expansion, administrative expenses, and professional development.

## **TIA Payouts for August 2024 and Beyond:**

For any funds received by Waco ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90%, less the TRS deduction (both employee and district) and any other applicable payroll taxes or deductions, will be paid to the designated teacher.

The remaining 10% will be collected at the district level and used for training/support, expansion, administrative expenses, and professional development.

**Employees who resign or retire:** Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the retired teacher if the retired teacher notifies the district in writing by May 15. If an employee resigns, the funds will be redistributed to designated teachers and other high performing teachers from the campus the employee was assigned.

## **Frequency of Compensation**

TIA compensation is an annual allotment provided by the state and subject to availability of state funding allocations. TIA-designated teachers and other high-performing teachers will receive TIA compensation **annually**, by August 31<sup>st</sup>, based on their TIA designation and TIA state funding for their campus assignment in late February.

## **Impact of Compensation**

Actual TIA compensation amounts distributed will include deductions for federal income tax, Medicare tax and TRS contributions (employee and District contribution) as part of an employee's annual wages reported to the state and federal governments, as well as the Teacher Retirement System (TRS). TIA compensation supplemental pay will be eligible for use when calculating TRS retirement benefits.

## **[TIA Compensation per school in Waco ISD](#)**

### **5-year Period of Designation Level**

Once a teacher designates at a level (Recognized, Exemplary, or Master), the teacher remains at that level for 5 consecutive years. The teacher will not be recommended again to TEA within this 5-year designation period unless he/she moves up a designation level. If a designated teacher moves up a level, the designation period begins at year 1 for 5 consecutive years.

# Helpful Resources

---

[Leadership Practices Scoring Rubric Link](#)

[National Board Certified Teachers in Texas](#)

[Texas Education Agency \(TEA\) TIA Overview](#)

[T-TESS Rubric](#)

[Texas Teacher Evaluation & Support System \(T-TESS\)](#)

[TIA Compensation per school in Waco ISD](#)

[Transformation Waco TIA Website](#)

[Waco ISD Core Leadership Practices](#)

[Waco ISD Testing Calendar](#)

[Waco ISD TIA Website](#)

[Waco ISD TIA Flier](#)

# Appendix A: Core Leadership Practices Rubric



## CORE LEADERSHIP PRACTICES

<b>Collaborative Practices</b>	<p><b>CLARIFICATIONS:</b></p> <p>Proactively and consistently seeks out collaborative opportunities with other colleagues and promotes effective instructional collaboration that may include modeling, coaching, providing resources, assisting with professional development, and collegial discussion to improve student achievement.</p>	<p><b>SCORE OF 0:</b></p> <p>1-3 slightly below</p>
		<p><b>SCORE OF 3:</b></p> <p>4+ meets standard</p>
<p><b>LOOK FORs:</b></p> <ul style="list-style-type: none"> <li>• Plan PD</li> <li>• Deliver PD</li> <li>• Assist in turning around PD</li> <li>• Assist with classroom implementation strategies</li> <li>• Co-teach or model teach with a colleague</li> <li>• Lead PLC meetings</li> <li>• Actively seeks out resources for dissemination to the staff</li> <li>• Actively participate on at least one campus committee</li> </ul>		
<b>Mentorship</b>	<p><b>CLARIFICATIONS:</b></p> <p>Creates mentoring relationships (formal or informal) with others and in such a way that positively impacts the performance, well-being, and growth of others.</p>	<p><b>SCORE OF 0:</b></p> <p>1-3 slightly below</p>
		<p><b>SCORE OF 2:</b></p> <p>4+ meets standard</p>
<p><b>LOOK FORs:</b></p> <ul style="list-style-type: none"> <li>• Models lessons in person or virtually and/or provides peer coaching</li> <li>• Initiates informal mentorship with colleagues</li> <li>• When asked to mentor, accepts responsibility and carries out duties effectively</li> <li>• Recognizes when teachers are in need (emotionally and academically) and offers support</li> <li>• Mentorship helps teachers improve (impact)</li> <li>• Evidence of engagement by the mentee in the mentor process</li> </ul>		

**Extends & expands  
school community  
involvement**

**CLARIFICATIONS:**

Consistently supports campus initiatives and extends impact by finding new and innovative ways to help the campus initiatives succeed by dedicating a truly exceptional amount of time and commitment in support of the initiative and in an effective manner. Finds new and innovative ways to foster engagement with students' families by creating partnerships to consistently engage students' families as valued partners.

**SCORE OF 0:**

1-2 slightly below

**SCORE OF 3:**

3+ meets standard

**LOOK FORs:**

- Actively leads or assists extracurricular clubs/activities that lead to increased student involvement and engagement in campus initiatives (does not include stipend-related positions/activities)
- Models exemplary practices that align with campus and district instructional initiatives
- Actively and systematically engages with parents and stakeholders that increases parent and stakeholder engagement in campus initiatives aligned to the Campus Improvement Plan
- Attends and participates in multiple school functions
- Serves on the Campus Based Decision-Making Committee

**Consistently models  
& supports the  
mission, vision, &  
values of the  
campus**

**CLARIFICATIONS:**

Finds new and innovative ways to help promote high expectations by dedicating time and commitment towards developing a culture of high expectations for self, team members, and students.

**SCORE OF 0:**

1 slightly below

**SCORE OF 2:**

2+ meets standard

**LOOK FORs:**

- Actively promotes the mission, vision, and values of the campus through the grant writing process, partnerships, or by other means to help the campus achieve its goals
- Chair and lead campus committees
- Seeks, leads, or implements best practices aligned with campus goals as evident in the Campus Improvement Plan



## Appendix B: 2022-23 Courses with TIA Assessments

---

<b>Course:</b>	<b>Department:</b>	<b>TIA Assessment:</b>
AC/DC Electronics	CTE	Precision Pre and Post-Test
Accounting 1	CTE	Precision Pre and Post-Test
Accounting 2	CTE	Precision Pre and Post-Test
Advertising	CTE	Precision Pre and Post-Test
Algebra I	Math	Pre/Post Test Ren360
Algebra II	Math	District-Created Pre and Post-Test
Algebraic Reasoning	Math	Pre/Post Test Ren360
Anatomy and Physiology	CTE	Precision Pre and Post-Test
Animation II (3D Animation)	CTE	Precision Pre-Test and Industry Certification Post-Test
AP Biology	Science	Pre/Post Test District-Created/AP
AP Calculus	Math	Pre/Post Test District-Created/AP
AP Chemistry	Science	Pre/Post Test District-Created/AP
AP Environmental Science	Science	Pre/Post Test District-Created/AP
AP Human Geography	Social Studies	Pre/Post Test District-Created/AP
AP Language	English	Pre/Post Test District-Created/AP
AP Literature	English	Pre/Post Test District-Created/AP
AP Statistics	Math	Pre/Post Test District-Created/AP
AP US History	Social Studies	Pre/Post Test District-Created/AP
AP World History	Social Studies	Pre/Post Test District-Created/AP
Aquatic Science	Science	District-Created Pre and Post-Test
Architectural Design	CTE	Precision Pre and Post-Test
Architectural Design II	CTE	Precision Pre and Post-Test
Art 7	Fine Arts	District-Created Pre and Post-Test
Art II	Fine Arts	District-Created Pre and Post-Test
Automotive 1 (ASE Cert)	CTE	Precision Pre-Test and Industry Certification Post-Test

Automotive 2 (ASE Cert)	CTE	Precision Pre-Test and Industry Certification Post-Test
Auto Service Fundamentals	CTE	District-Created Pre and Post-Test
AV Pro 1	CTE	Precision Pre and Post-Test
AV Pro 2	CTE	Precision Pre and Post-Test
Band 7	Fine Arts	Smart Music Pre and Post-Test
Band II	Fine Arts	Smart Music Pre and Post-Test
BIM (Microsoft Cert)	CTE	Precision Pre-Test and Industry Certification Post-Test)
Biology	Science	Pre/Post Test District-Created/STAAR
Brazos SGI	Brazos	Pre/Post Test Previous EOC/December or May EOC
Business Law	CTE	Precision Pre and Post-Test
CAN	CTE	Precision Pre-Test and Industry Certification Post-Test
Career Prep (Entrepreneurship and Small Business Cert)	CTE	Precision Pre-Test and Industry Certification Post-Test
CCMA	CTE	Precision Pre-Test and Industry Certification Post-Test
Chemistry	Science	District-Created Pre and Post-Test
Child Development	CTE	Precision Pre and Post-Test
Choir 7	Fine Arts	Smart Music Pre and Post-Test
Choir II	Fine Arts	Smart Music Pre and Post-Test
Clinical Ethics	CTE	District-Created Pre and Post-Test
College-Prep English	English	TSIA 2 Pre and Post Test
College-Prep Math	Math	TSIA 2 Pre and Post Test
Commercial Photography 1	CTE	Precision Pre and Post-Test
Commercial Photography 2	CTE	Precision Pre and Post-Test
Construction Technology I (NCCER Carpentry Level I)	CTE	Precision Pre-Test and Industry Certification Post-Test
Construction Technology II	CTE	Precision Pre and Post-Test
Correctional Services	CTE	Precision Pre and Post-Test
Culinary 1	CTE	Precision Pre and Post-Test

Culinary 2	CTE	Precision Pre and Post-Test
Digital Electronics (Electron II)	CTE	District-Created Pre and Post-Test
Disaster Response (CERT Cet)	CTE	Precision Pre-Test and Industry Certification Post-Test
Dollars Sense	CTE	Precision Pre and Post-Test
Economics	Social Studies	District-Created Pre and Post-Test
ELL	ELL	Pre/Post Test TELPAS
Elem Art Grade 5	Fine Arts	District-Created Pre and Post-Test
Elem Music Grade 5	Fine Arts	District-Created Pre and Post-Test
Engineering Science	CTE	Precision Pre and Post-Test
Environmental Systems	Science	District-Created Pre and Post-Test
Financial Math	CTE	Precision Pre and Post-Test
Forensic Science	CTE	Precision Pre and Post-Test
French I	LOTE	District-Created Pre and Post-Test
French II	LOTE	District-Created Pre and Post-Test
Gateway to Technology 1	CTE	District-Created Pre and Post-Test
Geometry	Math	Pre/Post Test Ren360
German I	LOTE	District-Created Pre and Post-Test
German II	LOTE	District-Created Pre and Post-Test
Government	Social Studies	District-Created Pre and Post-Test
Grade 1 English/Reading	English	Pre/Post Test Ren360
Grade 1 Math	Math	Pre/Post Test Ren360
Grade 2 English/Reading	English	Pre/Post Test Ren360
Grade 2 Math	Math	Pre/Post Test Ren360
Grade 3 English/Reading	English	Pre/Post Test Ren360
Grade 3 Math	Math	Pre/Post Test Ren360
Grade 4 English/Reading	English	Pre/Post Test Ren360
Grade 4 Math	Math	Pre/Post Test Ren360
Grade 5 English/Reading	English	Pre/Post Test Ren360

Grade 5 Math	Math	Pre/Post Test Ren360
Grade 5 Science	Science	Pre/Post Test District-Created/STAAR
Grade 6 English/Reading	English	Pre/Post Test Ren360
Grade 6 Math	Math	Pre/Post Test Ren360
Grade 6 Science	Science	District-Created Pre and Post-Test
Grade 6 Social Studies	Social Studies	District-Created Pre and Post-Test
Grade 7 English/Reading	English	Pre/Post Test Ren360
Grade 7 Math	Math	Pre/Post Test Ren360
Grade 7 Science	Science	District-Created Pre and Post-Test

Grade 7 Social Studies	Social Studies	District-Created Pre and Post-Test
Grade 8 English/Reading	English	Pre/Post Test Ren360
Grade 8 Math	Math	Pre/Post Test Ren360
Grade 8 Science	Science	Pre/Post Test District-Created/STAAR
Grade 8 Social Studies	Social Studies	Pre/Post Test District-Created/STAAR
Grade 9 English/Reading	English	Pre/Post Test Reading Plus
Grade 10 English/Reading	English	Pre/Post Test Reading Plus
Grade 11 English/Reading	English	Pre/Post Test Reading Plus
Grade 12 English/Reading	English	Pre/Post Test Reading Plus
Graphic Design	CTE	Precision Pre and Post-Test
Graphic Design 2	CTE	Precision Pre and Post-Test
Health	CTE	District-Created Pre and Post-Test
Human Growth	CTE	Precision Pre and Post-Test
Instructional Practices	CTE	Precision Pre and Post-Test
Intermediate Computer-Aided Design	CTE	Precision Pre and Post-Test
Introduction to Computer Aided Drafting	CTE	Precision Pre and Post-Test
Introduction to Culinary (Food Handlers)	CTE	Precision Pre-Test and Industry Certification Post-Test
Introduction to Welding	CTE	Precision Pre and Post-Test
IPC	Science	District-Created Pre and Post-Test

Kindergarten	Kinder	Pre/Post Test TXKEA
Law Enforcement	CTE	Precision Pre and Post-Test
MCL (partial)		Pre/Post Test (all subject assessments for which direct service occurs)
Math for Medical Professionals	CTE	District-Created Pre and Post-Test
Medical Terminology	CTE	Precision Pre and Post-Test
Orchestra 7	Fine Arts	Smart Music Pre and Post-Test
Orchestra II	Fine Arts	Smart Music Pre and Post-Test
Pharmacy	CTE	District-Created Pre and Post-Test
Pharmacy Tech	CTE	Precision Pre-Test and Industry Certification Post-Test
Physics	Science	District-Created Pre and Post-Test
Physical Education	PE	FitnessGram Pre and Post-Test
Practicum in Architectural Design (Autodesk Certified Professional/User)	CTE	Precision Pre-Test and Industry Certification Post-Test
Practicum in AV PRO (Final Cut Pro X)	CTE	Precision Pre-Test and Industry Certification Post-Test

Practicum in Com Photo (Adobe Certified Associate)	CTE	Precision Pre-Test and Industry Certification Post-Test
Practicum in Culinary	CTE	Precision Pre and Post-Test
Practicum in Education	CTE	Precision Pre and Post-Test
Practicum in Entrepreneurship (Entrepreneurship and Small Business Cert)	CTE	Precision Pre-Test and Industry Certification Post-Test
Practicum in Graphic Design (Adobe Certified Associate)	CTE	Precision Pre-Test and Industry Certification Post-Test
Practicum in Law (Non-Commissioned Security Officer Level 1)	CTE	Precision Pre-Test and Industry Certification Post-Test
Practicum in Manufacturing (FANUC Robot Operator I)	CTE	Precision Pre-Test and Industry Certification Post-Test
Practicum in Real Estate	CTE	Precision Pre and Post-Test
Practicum in STEM (Certified Solidworks Associate - CSWA)	CTE	Precision Pre-Test and Industry Certification Post-Test
Pre-Calculus	Math	District-Created Pre and Post-Test
Pre-Kindergarten	PreK	Pre/Post Test Circle

Principles of Applied Engineering (Eng Prin I)	CTE	District-Created Pre and Post-Test
Principles of AV	CTE	District-Created Pre and Post-Test
Principles of Business	CTE	Precision Pre and Post-Test
Principles of Education	CTE	Precision Pre and Post-Test
Principles of Health Science (Health Sci Fund)	CTE	District-Created Pre and Post-Test
Principles of Law	CTE	Precision Pre and Post-Test
Principles of Manufacturing (Manu Prin)	CTE	District-Created Pre and Post-Test
Principles of Transportation	CTE	Precision Pre and Post-Test
Principles of Information Technology	CTE	Precision Pre and Post-Test
Professional Communication	CTE	Precision Pre and Post-Test
Project Based Research	CTE	Precision Pre and Post-Test
Robotics I	CTE	Precision Pre and Post-Test
SIT	Math/English	Pre/Post Test Ren360 (subject assessment for which intervention occurs)
Spanish I	LOTE	District-Created Pre and Post-Test
Spanish II	LOTE	District-Created Pre and Post-Test
Sped ECSE	Sped	Pre/Post Test Circle
Sped FA	Sped	Pre/Post Test STAAR Alt

Sped Resource & Inclusion	Sped	Pre/Post Test (all subject assessments for which direct service occurs)
Sports and Entertainment Marketing	CTE	Precision Pre and Post-Test
Theater 7	Fine Arts	District-Created Pre and Post-Test
Theater II	Fine Arts	District-Created Pre and Post-Test
Tech Theater II	Fine Arts	District-Created Pre and Post-Test
US History	Social Studies	Pre/Post Test District-Created/STAAR
Welding I	CTE	Precision Pre and Post-Test
Welding II	CTE	Precision Pre and Post-Test
World Geography	Social Studies	District-Created Pre and Post-Test
World History	Social Studies	District-Created Pre and Post-Test

## Appendix C: 2023-24 Courses with TIA Assessments

Course:	Department:	TIA Phase 4 Assessment:
AC/DC Electronics	CTE	Precision Pre and Post-Test (% Increase Model)
Accounting 1	CTE	Precision Pre and Post-Test (% Increase Model)
Accounting 2	CTE	Precision Pre and Post-Test (% Increase Model)
Advertising	CTE	Precision Pre and Post-Test (% Increase Model)
Algebra I	Math	Ren360
Algebra II	Math	District-Created Pre and Post-Test (% Increase Model)
Algebraic Reasoning	Math	Ren360
Anatomy and Physiology	CTE	Precision Pre and Post-Test (% Increase Model)
Animation II (3D Animation)	CTE	Precision Pre-Test and Industry Certification Post-Test (% Increase Model)
AP Biology	Science	Pre/Post Test District-Created/AP
AP Calculus	Math	Pre/Post Test District-Created/AP
AP Chemistry	Science	Pre/Post Test District-Created/AP
AP Environmental Science	Science	Pre/Post Test District-Created/AP
AP Human Geography	Social Studies	Pre/Post Test District-Created/AP
AP Language	English	Pre/Post Test District-Created/AP
AP Literature	English	Pre/Post Test District-Created/AP
AP Statistics	Math	Pre/Post Test District-Created/AP
AP US History	Social Studies	Pre/Post Test District-Created/AP
AP World History	Social Studies	Pre/Post Test District-Created/AP
Aquatic Science	Science	District-Created Pre and Post-Test (% Increase Model)
Architectural Design	CTE	Precision Pre and Post-Test (% Increase Model)
Architectural Design II	CTE	Precision Pre and Post-Test (% Increase Model)
Art 7	Fine Arts	District-Created Pre and Post-Test (% Increase Model)
Art II	Fine Arts	District-Created Pre and Post-Test (% Increase Model)



Automotive 1 (ASE Cert)	CTE	Precision Pre-Test and Industry Certification Post-Test (% Increase Model)
Automotive 2 (ASE Cert)	CTE	Precision Pre-Test and Industry Certification Post-Test (% Increase Model)
Automotive Basics	CTE	District-Created Pre and Post-Test (% Increase Model)
AV Pro 1	CTE	Precision Pre and Post-Test (% Increase Model)
AV Pro 2	CTE	Precision Pre and Post-Test (% Increase Model)
Band 7	Fine Arts	Smart Music Pre and Post-Test (% Increase Model)
Band II	Fine Arts	Smart Music Pre and Post-Test (% Increase Model)
BIM (Microsoft Cert)	CTE	Precision Pre-Test and Industry Certification Post-Test (% Increase Model)
Biology	Science	Pre/Post Test District-Created/STAAR (% Increase Model)
Business Law	CTE	Precision Pre and Post-Test (% Increase Model)
CAN	CTE	Precision Pre-Test and Industry Certification Post-Test (% Increase Model)
Career Prep (Entrepreneurship and Small Business Cert)	CTE	Precision Pre-Test and Industry Certification Post-Test (% Increase Model)
CCMA	CTE	Precision Pre-Test and Industry Certification Post-Test (% Increase Model)
Chemistry	Science	District-Created Pre and Post-Test (% Increase Model)
Child Development	CTE	Precision Pre and Post-Test (% Increase Model)
Choir 7	Fine Arts	Smart Music Pre and Post-Test (% Increase Model)
Choir II	Fine Arts	Smart Music Pre and Post-Test (% Increase Model)
College-Prep English	English	TSIA 2 Pre and Post Test (Increase Model)
College-Prep Math	Math	TSIA 2 Pre and Post Test (Increase Model)
Commercial Photography 1	CTE	Precision Pre and Post-Test (% Increase Model)
Commercial Photography 2	CTE	Precision Pre and Post-Test (% Increase Model)
Construction Technology I (NCCER Carpentry Level I)	CTE	Precision Pre-Test and Industry Certification Post-Test (% Increase Model)
Construction Technology II	CTE	Precision Pre and Post-Test (% Increase Model)
Correctional Services	CTE	Precision Pre and Post-Test (% Increase Model)

Culinary 1	CTE	Precision Pre and Post-Test (% Increase Model)
Culinary 2	CTE	Precision Pre and Post-Test (% Increase Model)
Digital Electronics	CTE	District-Created Pre and Post-Test (% Increase Model)
Disaster Response (CERT Cet)	CTE	Precision Pre-Test and Industry Certification Post-Test (% Increase Model)
Dollars Sense	CTE	Precision Pre and Post-Test (% Increase Model)
Economics	Social Studies	District-Created Pre and Post-Test (% Increase Model)
Elem Art Grade 5	Fine Arts	District-Created Pre and Post-Test (% Increase Model)
Elem Music Grade 5	Fine Arts	District-Created Pre and Post-Test (% Increase Model)
Engineering Science	CTE	Precision Pre and Post-Test (% Increase Model)
Environmental Systems	Science	District-Created Pre and Post-Test (% Increase Model)
Financial Math	CTE	Precision Pre and Post-Test (% Increase Model)
Forensic Science	CTE	Precision Pre and Post-Test (% Increase Model)
French I	LOTE	District-Created Pre and Post-Test (% Increase Model)
French II	LOTE	District-Created Pre and Post-Test (% Increase Model)
Gateway to Technology 1	CTE	District-Created Pre and Post-Test (% Increase Model)
Geometry	Math	Ren360
German I	LOTE	District-Created Pre and Post-Test (% Increase Model)
German II	LOTE	District-Created Pre and Post-Test (% Increase Model)
Government	Social Studies	District-Created Pre and Post-Test (% Increase Model)
Grade 1 English/Reading	English	Pre/Post Test Ren360
Grade 1 Math	Math	Ren360
Grade 2 English/Reading	English	Pre/Post Test Ren360
Grade 2 Math	Math	Ren360
Grade 3 English/Reading	English	Pre/Post Test Ren360
Grade 3 Math	Math	Ren360
Grade 4 English/Reading	English	Pre/Post Test Ren360

Grade 4 Math	Math	Ren360
Grade 5 English/Reading	English	Pre/Post Test Ren360
Grade 5 Math	Math	Ren360
Grade 5 Science	Science	Pre/Post Test District-Created/STAAR (% Increase Model)
Grade 6 English/Reading	English	Pre/Post Test Ren360
Grade 6 Math	Math	Ren360
Grade 6 Science	Science	District-Created Pre and Post-Test (% Increase Model)
Grade 6 Social Studies	Social Studies	District-Created Pre and Post-Test (% Increase Model)
Grade 7 English/Reading	English	Pre/Post Test Ren360
Grade 7 Math	Math	Ren360
Grade 7 Science	Science	District-Created Pre and Post-Test (% Increase Model)
Grade 7 Social Studies	Social Studies	District-Created Pre and Post-Test (% Increase Model)
Grade 8 English/Reading	English	Pre/Post Test Ren360
Grade 8 Math	Math	Ren360
Grade 8 Science	Science	Pre/Post Test District-Created/STAAR (% Increase Model)
Grade 8 Social Studies	Social Studies	Pre/Post Test District-Created/STAAR (% Increase Model)
Grade 9 English/Reading	English	District Created/STAAR (% Increase Model)
Grade 10 English/Reading	English	District Created/STAAR (% Increase Model)
Grade 11 English/Reading	English	Pre/Post Test Reading Plus
Grade 12 English/Reading	English	Pre/Post Test Reading Plus
Graphic Design	CTE	Precision Pre and Post-Test (% Increase Model)
Graphic Design 2	CTE	Precision Pre and Post-Test (% Increase Model)
Human Growth	CTE	Precision Pre and Post-Test (% Increase Model)
Instructional Practices	CTE	Precision Pre and Post-Test (% Increase Model)
Intermediate Computer-Aided Design	CTE	Precision Pre and Post-Test (% Increase Model)
Introduction to Computer Aided Drafting	CTE	Precision Pre and Post-Test (% Increase Model)
Introduction to Culinary (Food Handlers)	CTE	Precision Pre-Test and Industry Certification Post-Test (% Increase Model)

Introduction to Welding	CTE	Precision Pre and Post-Test (% Increase Model)
IPC	Science	District-Created Pre and Post-Test (% Increase Model)
Law Enforcement	CTE	Precision Pre and Post-Test (% Increase Model)
Math for Medical Professionals	CTE	District-Created Pre and Post-Test (% Increase Model)
Medical Terminology	CTE	Precision Pre and Post-Test (% Increase Model)
Orchestra 7	Fine Arts	Smart Music Pre and Post-Test (% Increase Model)
Orchestra II	Fine Arts	Smart Music Pre and Post-Test (% Increase Model)
Pharmacy Tech	CTE	Precision Pre-Test and Industry Certification Post-Test (% Increase Model)
Physical Education	PE	Pre/Post Test Fitnessgram (Increase 1 Level or Maintain)
Physics	Science	District-Created Pre and Post-Test (% Increase Model)
Practicum in Architectural Design (Autodesk Certified Professional/User)	CTE	Precision Pre-Test and Industry Certification Post-Test (% Increase Model)
Practicum in AV PRO (Final Cut Pro X)	CTE	Precision Pre-Test and Industry Certification Post-Test (% Increase Model)
Practicum in Com Photo (Adobe Certified Associate)	CTE	Precision Pre-Test and Industry Certification Post-Test (% Increase Model)
Practicum in Culinary	CTE	Precision Pre and Post-Test (% Increase Model)
Practicum in Education	CTE	Precision Pre and Post-Test (% Increase Model)
Practicum in Entrepreneurship (Entrepreneurship and Small Business Cert)	CTE	Precision Pre-Test and Industry Certification Post-Test (% Increase Model)
Practicum in Graphic Design (Adobe Certified Associate)	CTE	Precision Pre-Test and Industry Certification Post-Test (% Increase Model)
Practicum in Law (Non-Commissioned Security Officer Level 1)	CTE	Precision Pre-Test and Industry Certification Post-Test (% Increase Model)
Practicum in Manufacturing (FANUC Robot Operator I)	CTE	Precision Pre-Test and Industry Certification Post-Test (% Increase Model)
Practicum in Real Estate	CTE	Precision Pre and Post-Test (% Increase Model)
Practicum in STEM (Certified Solidworks Associate - CSWA)	CTE	Precision Pre-Test and Industry Certification Post-Test (% Increase Model)
Pre-Calculus	Math	District-Created Pre and Post-Test (% Increase Model)
Principles of Applied Engineering	CTE	District-Created Pre and Post-Test (% Increase Model)

Principles of AV	CTE	District-Created Pre and Post-Test (% Increase Model)
Principles of Business	CTE	Precision Pre and Post-Test (% Increase Model)
Principles of Education	CTE	Precision Pre and Post-Test (% Increase Model)
Principles of Health Science	CTE	District-Created Pre and Post-Test (% Increase Model)
Principles of Law	CTE	Precision Pre and Post-Test (% Increase Model)
Principles of Manufacturing	CTE	District-Created Pre and Post-Test (% Increase Model)
Principles of Transportation	CTE	Precision Pre and Post-Test (% Increase Model)
Principles of Information Technology	CTE	Precision Pre and Post-Test (% Increase Model)
Professional Communication	CTE	Precision Pre and Post-Test (% Increase Model)
Project Based Research	CTE	Precision Pre and Post-Test (% Increase Model)
Robotics I	CTE	Precision Pre and Post-Test (% Increase Model)
Spanish I	LOTE	District-Created Pre and Post-Test (% Increase Model)
Spanish II	LOTE	District-Created Pre and Post-Test (% Increase Model)
Sports and Entertainment Marketing	CTE	Precision Pre and Post-Test (% Increase Model)
Theater 7	Fine Arts	District-Created Pre and Post-Test (% Increase Model)
Theater II	Fine Arts	District-Created Pre and Post-Test (% Increase Model)
Tech Theatre II	Fine Arts	District-Created Pre and Post-Test (% Increase Model)
US History	Social Studies	Pre/Post Test District-Created/STAAR (% Increase Model)
Welding I	CTE	Precision Pre and Post-Test (% Increase Model)
Welding II	CTE	Precision Pre and Post-Test (% Increase Model)
World Geography	Social Studies	District-Created Pre and Post-Test (% Increase Model)
World History	Social Studies	District-Created Pre and Post-Test (% Increase Model)

## Appendix D: Oath of Test Security and Confidentiality

---

### **Waco ISD OATH OF TEST SECURITY AND CONFIDENTIALITY**

School Year: **2022-23**

Campus Name: \_\_\_\_\_

Authorized individuals participating in the Waco ISD Student Assessment Program are required to complete this portion of the security oath after receiving training and before handling secure test materials.

In accordance with Waco ISD employee handbook and TIA guidebook; I do hereby certify, warrant, and affirm that I will fully comply with all requirements governing the WISD Student Assessment Program and do hereby certify the following (initial each box):

- I have received training on the appropriate administration(s) of the district assessments.
- If applicable,
- I have received all applicable manuals, directions, and procedures governing the administration of the student assessment program. I affirm that I have or will read these materials prior to administering any district assessment.
- I am aware of the security and confidentiality requirements (not limited to the following excerpt):
  - (1) All assessment instruments included in the student assessment program are considered secure, and the contents of these tests, including student information used or obtained in their administration, are confidential.
  - (2) The superintendent, district leaders, and campus principals shall:
    - (A) implement and ensure compliance with test administration procedures and training activities;
    - (B) notify the campus testing coordinator and school principal as soon as the school becomes aware of any alleged or suspected violation of the security or confidential integrity of a test; and
    - (C) report all confirmed testing violations to the TIA Director and the WISD Testing Coordinator within 5 working days of becoming aware of the violation.
- I am aware of the range of penalties that may result from a violation of test security and confidentiality.
- I understand the responsibilities and requirements related to my role in testing.
- I understand that test administrators are required to actively monitor during test administrations.
- I understand that student information is confidential and that I am obligated to maintain and preserve the confidentiality of the information.

- I understand my obligations to maintain and preserve the security and confidentiality of all WISD assessments.
- I understand my obligation to report any suspected violations of test security or confidentiality to the appropriate supervisor.
- I will **NOT** directly or indirectly assist students with responses to test questions.
- I will **NOT** tamper with student responses.
- I will **NOT** discuss or solicit the contents of a test generally or specifically with anyone BEFORE, DURING, OR AFTER the test administration.
- I will **NOT** copy, record, electronically capture, post, or distribute any part of a secure test instrument.

*Campus Testing Coordinators are also required to complete this portion of the security oath.*

I do hereby further certify, warrant, and affirm that:

- I understand the responsibilities and requirements related to my supervisory role in testing.
- I will ensure that the appropriate personnel are trained in general test administration policies and procedures, including policies and procedures specific to each administration during this school year.
- I will ensure that any noncertified paraprofessionals who are allowed to participate in the student assessment program will have a certified staff member identified who will be responsible for supervising these individuals. If a violation of test security or confidentiality occurs under these circumstances, the supervising certified professional is subject to penalty.
- I understand my obligation to report any suspected violations of test security or confidentiality to the TIA Director and the WISD Testing Coordinator.

IN WITNESS WHEREOF I affix my hand on this date:

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

Last Name (print): \_\_\_\_\_

First Name (print): \_\_\_\_\_

## Appendix E: Allotment of Time for TIA Assessments

*Test Administrators should consult with the campus test administrator for guidance, training, and administration of each district assessment.*

<b>Advanced Placement Exam</b>	<a href="https://apstudents.collegeboard.org/ap-exams-overview/exam-timing-structure">https://apstudents.collegeboard.org/ap-exams-overview/exam-timing-structure</a>
<b>Circle</b>	<a href="https://public.cliengage.org/training/support/how-to-guides/circle-progress-monitoring-administration-videos/">https://public.cliengage.org/training/support/how-to-guides/circle-progress-monitoring-administration-videos/</a>
<b>CTE Industry-Based Certification</b>	<a href="https://tea.texas.gov/academics/college-career-and-military-prep/career-and-technical-education/industry-based-certification-resources">https://tea.texas.gov/academics/college-career-and-military-prep/career-and-technical-education/industry-based-certification-resources</a>
<b>District-Created</b>	The district-created pre and post-assessments are not adaptive and are measured using a percentage score where the growth needed is set by the district. Because of this, students should be allowed the time necessary to complete district-created pre and post-assessments so that teachers can measure growth as accurately as possible.
<b>EOC</b>	<a href="https://www.texasassessment.gov/-/media/project/client-portals/texas/pdf/2020-2021/staar-time-limits-for-assessments-final.pdf">https://www.texasassessment.gov/-/media/project/client-portals/texas/pdf/2020-2021/staar-time-limits-for-assessments-final.pdf</a>
<b>FitnessGram</b>	<a href="https://fitnessgram.net/assessment/">https://fitnessgram.net/assessment/</a>
<b>Precision</b>	<a href="https://f.hubspotusercontent40.net/hubfs/4038895/Proctor%20Agreement%20-%20YouScience%202021.pdf">https://f.hubspotusercontent40.net/hubfs/4038895/Proctor%20Agreement%20-%20YouScience%202021.pdf</a>
<b>Primary Texas KEA</b>	<a href="https://cliengage.org/cli/rep/CLI-Engage-HTG/TX-KEA_User-Guide.pdf">https://cliengage.org/cli/rep/CLI-Engage-HTG/TX-KEA_User-Guide.pdf</a>
<b>Reading Plus</b>	<a href="https://www.readingplus.com/reading-intervention-program/reading-assessment/">https://www.readingplus.com/reading-intervention-program/reading-assessment/</a>
<b>Renaissance 360</b>	Renaissance 360 assessments are computer-adaptive tests that adjust in difficulty level while the student is taking the test. Renaissance Star assessments do not have an overall time limit associated with them; however, there are time limits for individual items intended to keep the test moving and maintain test security. Most students can answer items within the established time limits, but the program does have the option to extend time limits for individual students to support needed accommodations.
<b>Smart Music</b>	The time limit for Smart Music is set by the Fine Arts Department.
<b>STAAR</b>	<a href="https://www.texasassessment.gov/-/media/project/client-portals/texas/pdf/2020-2021/staar-time-limits-for-assessments-final.pdf">https://www.texasassessment.gov/-/media/project/client-portals/texas/pdf/2020-2021/staar-time-limits-for-assessments-final.pdf</a>
<b>TELPAS</b>	<a href="#">TELPAS Test Administrator Manual 2021-22</a>
<b>TSIA</b>	Untimed <a href="https://accuplacer.collegeboard.org/accuplacer/pdf/tsia2-student-informational-brochure.pdf">https://accuplacer.collegeboard.org/accuplacer/pdf/tsia2-student-informational-brochure.pdf</a>