



Teacher Incentive Allotment

2023 – 2024

Tina Brown

Crystal Stephens

Required Student Scoresheet

This has to be completed by the following teachers: 3rd Grade Reading and Math Teachers, 5th & 8th Grade Science Teachers, 8th Grade Social Studies Teachers, Biology and US History Teachers.

This is the format of the Scoresheet Form that must be uploaded into DMAC by the deadlines.

This form will be completed after the TIA Pre-Test.

Complete the following information after the Pre-Test:

- Campus Name
- Teacher Name
- Student Names
- Beginning of (Pre-Test Scores)

Teachers enter the Pre-test scores for each student into the Student Scoresheet, that has been provided, and submit the scoresheet to the campus principal AND upload the scoresheet into DMAC by November 17, 2023

CAMPUS NAME:		MARSHALL ISD			
TEACHER NAME:		STUDENT LEARNING OBJECTIVE (SLO)			
		SCORESHEET			
Student Name: (Last Name, First Name)	Beginning of	Student	End of	Met or	
Student 1		N/A			N/A
Student 2		N/A			N/A
Student 3		N/A			N/A
Student 4		N/A			N/A
Student 5		N/A			N/A
Student 6		N/A			N/A
Student 7		N/A			N/A
Student 8		N/A			N/A
Student 9		N/A			N/A
Student 10		N/A			N/A
Student 11		N/A			N/A
Student 12		N/A			N/A
Student 13		N/A			N/A
Student 14		N/A			N/A
Student 15		N/A			N/A
Student 16		N/A			N/A
Student 17		N/A			N/A
Student 18		N/A			N/A
Student 19		N/A			N/A
Student 20		N/A			N/A
Student 21		N/A			N/A
Student 22		N/A			N/A
Student 23		N/A			N/A
Student 24		N/A			N/A
Student 25		N/A			N/A
Student 26		N/A			N/A
Student 27		N/A			N/A
Student 28		N/A			N/A
Student 29		N/A			N/A
Student 30		N/A			N/A
Student 31		N/A			N/A
Student 32		N/A			N/A
Student 33		N/A			N/A
Student 34		N/A			N/A
Student 35		N/A			N/A
Student 36		N/A			N/A
Student 37		N/A			N/A
Student 38		N/A			N/A
Student 39		N/A			N/A
Student 40		N/A			N/A
# Students Who Met Growth Target					0
# Students Who Did Not Meet Growth Target					0
% of Students Who Met or Exceeded Expected Growth Target					0%

Note: Please ensure that ALL Pre-Test and Post-Test scores have been included. If a student does not have both a Pre and Post Test score, they will not be included in the student growth calculations.

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Investing in People: One Educator At a Time

This form will be completed after the STAAR Test.

Using the completed Pre-Test Form you previously filled out, you will complete the following after the STAAR Test:

- End of (STAAR Test Scores)

Teachers enter the STAAR scores for each student into the TIA Scoresheet, that has been provided, and submit the TIA scoresheet to the campus principal AND upload the TIA scoresheet into DMAC by MAY 24, 2024

Pre-K Teachers - CLI

Student growth will be measured based on a 7 point increase from Wave 1 to Wave 3 in the Overall Measure from the following areas:

- Rapid Vocabulary
- Phonological Awareness
- Math

In order for a student to meet growth, he/she must increase 7 points in all three areas.

**Teachers upload CLI Wave 1
data into DMAC
By October 5, 2023**

**Teachers upload CLI Wave 3
data into DMAC
By May 24, 2024**

Kindergarten – 2nd Grade – Star Renaissance

Student growth will be measured based on the minimum growth of 1 school year / grade level for both reading and math.

Example:

Student Name	BOY Math	EOY Math	BOY Reading	EOY Reading	Met Growth
Student 1	0.5	1.5	0.2	1.3	Y
Student 2	1.1	2.3	1.6	2.1	N
Student 3	2.0	2.5	2.0	3.0	N
Student 4	0.2	0.4	0.3	0.8	N
Student 5	1.2	3.0	1.4	2.5	Y

In order for a student to meet growth, he/she must increase 1 year in both reading and math.

TIA Eligibility Requirements

STAAR Testing Subject Area Teachers ONLY

Does qualify:

- Pre-K (CLI Classroom Teachers)
- Kindergarten – 2nd Grade (Star Ren Classroom Teachers)
- 3rd Grade (Reading and Math Classroom Teachers)
- 4th Grade (Reading and Math Classroom Teachers)
- 5th Grade (Reading, Math and Science Classroom Teachers)
- 6th Grade (Reading and Math Classroom Teachers)
- 7th Grade (Reading and Math Classroom Teachers)
- 8th Grade (Reading, Math, Science and Social Studies Classroom Teachers)
- Algebra Classroom Teachers
- Biology Classroom Teachers
- English I Classroom Teachers
- English II Classroom Teachers
- US History Classroom Teachers

Does not qualify:

- All other classroom teachers
- Long Term Subs
- Interventionists
- Instructional Coaches
- Dyslexia Teachers
- All other employees

National Board Certification

This is an option – not a requirement

National Board Certification is available in 25 certificate areas across 16 disciplines with emphasis on grade levels from Pre-K through 12th grade. Marshall ISD staff that possess a National Board Certificate should contact the district's Human Resources Department to provide the necessary documentation. Staff interested in pursuing National Board Certification are encouraged to consult the National Board for Professional Teaching Standards at www.nbpts.org for more information. As part of the TIA, the state will reimburse Texas teachers for the approximate \$2,000 in fees associated with achieving National Board Certification (passing all four exams) and the funds will flow from the state to other district to the teacher. National Board Certified Teachers will maintain the Designation of Recognized as long as they keep their National Board Certification active.

2023 – 24 Important NBC Dates and Deadlines

Registration Window	May 22, 2023 – February 29, 2024
Registration (includes payment of \$75 fee)	February 29 2024
Component Selection (includes payment Of component fees)	February 29, 2024
Change of Certificate and/or Specialty Area	March 22, 2024
Change of Component Selection	March 22, 2024
Withdrawal Deadline	February 29, 2024
ePortfolio Submission Window	April 2 – May 18, 2024
Component 1: Content Knowledge Testing Window	March 1 – June 15, 2024
Score Release	On or before December 7, 2024

Eligibility Requirements

- Bachelor's Degree
- 3 Years of Employment Experience Prior to Starting the
- Certification Process

Teacher Designation Projected Funding Amounts for Marshall ISD for 2023-24

These amounts were determined by TEA in 2020 based Student Socio-Economic Level and are subject to change from year to year.

Campus name	District name	Region	Rural flag	Recognized	Exemplary	Master
CROCKETT EL	MARSHALL ISD	7	Non-rural	4,469	8,939	16,899
MARSHALL EARLY GRADUATION SCHOOL	MARSHALL ISD	7	Non-rural	4,734	9,469	17,782
MARSHALL ECH CTR	MARSHALL ISD	7	Non-rural	6,020	12,041	22,068
MARSHALL H S	MARSHALL ISD	7	Non-rural	4,679	9,358	17,598
MARSHALL J H	MARSHALL ISD	7	Non-rural	4,773	9,546	17,910
PRICE T YOUNG EL	MARSHALL ISD	7	Non-rural	6,128	12,257	22,429
SAM HOUSTON EL	MARSHALL ISD	7	Non-rural	4,787	9,575	17,959
WM B TRAVIS EL	MARSHALL ISD	7	Non-rural	4,744	9,489	17,816

Marshall ISD
System for Determining TIA Teacher Designations
2021-22 School Year

Eligibility:

Pre-K – CLI

Kindergarten – 2nd – Star Renaissance

STAAR Tested Subject Classroom Teachers

Measures for Designations:

T-TESS Summative (40%)

Student Growth (50%)

Teacher Attendance (5%)

Campus Growth Rating on State Accountability (5%)

To calculate points:

$(T\text{-TESS Summative Score} \times 40\%) + (\text{Classroom Student Growth Score} \times 50\%) + (\text{Teacher Attendance Score} \times 5\%) + (\text{Campus Growth Score} \times 5\%) = \underline{\hspace{2cm}} \text{ pts}$

*STAAR Grades 4-8 Reading and Math

Designation	Minimum Score
Master	4.5
Exemplary	4.2
Recognized	3.9

Example:

A teacher has the following data:

- T-TESS score= 3.58 x 40% (1.432 pts)
- Classroom growth score= 4.26 x 50% (2.13 pts)
- Teacher attendance score=4 x 5% (.2 pts)
- Campus growth score=4 x 5% (.2 pts)

$1.432 + 2.13 + .2 + .2 = 3.962 \text{ pts}$

3.962 is an Exemplary Teacher

Calculating the T-TESS Score in Marshall ISD

1 T-TESS Formal Evaluation + 4 Walkthroughs (by a campus administrator)

The district will utilize the
T-TESS Evaluation Rubric as designed by the state.

For each of the 16 indicators, the teacher ratings will be calculated using the following metric:

Distinguished= 5
Accomplished= 4
Proficient =3
Developing= 2
Needs Improvement= 1

All 16 scores will be averaged together equally for a cumulative numerical rating between 1 and 5.

Calculating the “Classroom Student Growth” Score

% of students who met or exceeded expected growth levels	Student Growth Scale Score
Less than 30%	0
31%-40%	3
41%-50%	3.25
51%-55%	3.5
56-60%	3.75
61%-65%	4
66%-70%	4.25
71%-75%	4.5
76%-80%	4.75
Greater than 80%	5

Calculating the “Other Measures” Score

Teacher Attendance Point System (5%):

Missed 0-1 days = 5 points

Missed 2 days = 4.5 points

Missed 3 days = 4 points

Missed 4 days = 3.5 points

Missed 5 days = 3 points

Missed 6 or more days = 0 points

Campus Growth Rating on State Accountability (5%):

“A” Rating = 5 points

“B” Rating = 4 points

“C” Rating = 3 points

TIA Designation with Minimum Score

TIA Designation	Minimum Score
MASTER	4.5 PTS
EXEMPLARY	4.2 PTS
RECOGNIZED	3.9 PTS

Contact Information

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