

## This flowchart provides guidance on which teachers will be eligible to earn TIA designations in Phase 1<sup>1</sup> based on SY 2023-24 teaching assignments.

Are EITHER of the following statements true?

- I transferred to HISD and was designated under TIA in my previous district.
- I am a National Board Certified working in a role ID coded as 087?<sup>2</sup>

YES

*You are automatically eligible to earn a Recognized TIA designation and may be eligible to earn a higher designation in SY 2023-24.*

NO

Are ALL of the following statements true?

- I hold an active lifetime or standard Texas certification issued by SBEC in a teacher or Legacy Master Teacher class of certification.
- I have been employed and compensated by HISD in a role ID coded as 087 for at least 90 days at 100% of the day or 180 days at 50-99% of the day and am evaluated on the T-TESS rubric.

NO

*You do not meet the State's requirements for TIA.*

YES

Do you teach a course that is tested by STAAR, TxKEA, CIRCLE, or i-Ready?<sup>3</sup>

NO

*You are not eligible for TIA in Phase 1. To ensure teachers are evaluated equitably, eligible teachers must have valid data for at least 7 students tested on one of the assessments listed. The goal is for all teachers to be eligible in future phases as more growth measure assessments are added.*

YES

Will you have valid test data for at least 7 students at the end of the year?

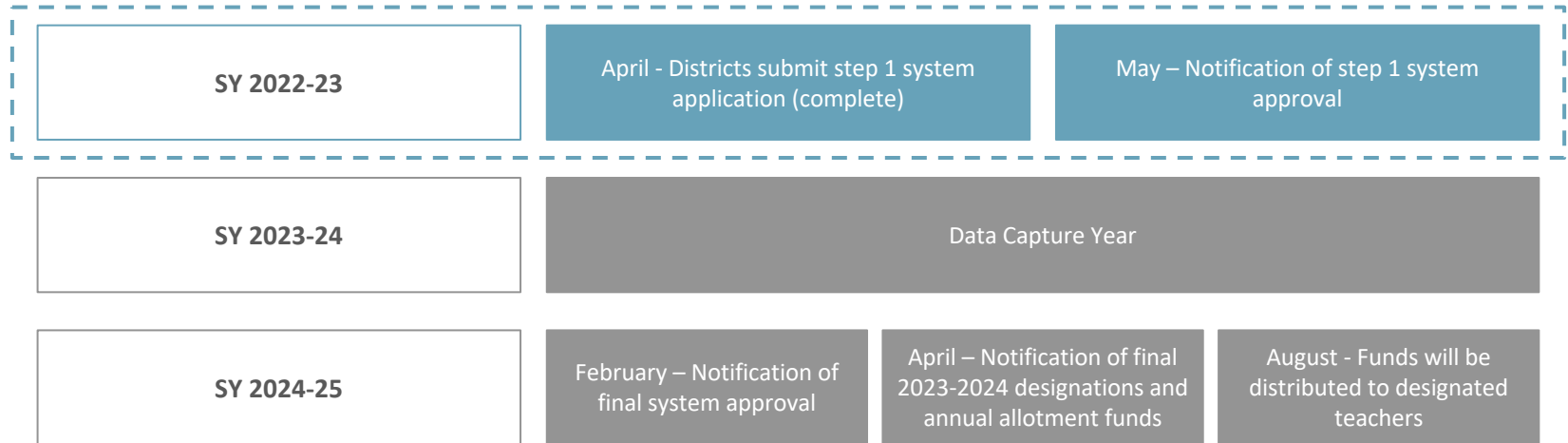
NO

YES

*Based on HISD's TIA application submitted in April 2023, your teaching assignment is eligible for TIA in Phase 1.*

# HISD TIA Timeline

**Following data capture in SY 2023-24, eligible teachers will be notified of TIA designation status in the Spring of 2025 based on 2024-25 winter class roster submission.**



# Footnotes

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1. SY 2023-24 will serve as the data capture year and first year of TIA implementation (Phase 1). Teachers across HISD with select assessments will be eligible to earn designation, to be paid out the following school year (Spring 2025).
2. 087 is the code for teachers in the Public Education Information Management System (PEIMS).
3. If you have valid test data for 7+ students on multiple assessments, you will be scored according to the following assessment hierarchy:
  - Prioritize assessment type (in descending order: STAAR, iReady, KEA, Circle)
  - Priority for Math and Reading
  - Priority for number of students in the course

1. Houston Student Growth Model will be used for teachers of students who take the following exams:

- **TELPAS**
  - Grades 3–8 “language acquisition”
  - *Note: TELPAS will only be included when a teacher has at least 7 students with **both** STAAR and TELPAS data available. TELPAS will be weighted at 10% max, and STAAR at 30% min.*
- **STAAR**
  - Grades 3–8 Reading and Math
  - Grades 5 & 8 Science
  - Grade 8 Social Studies
- **STAAR-EOC (End of Course)**
  - Algebra
  - Biology
  - English I
  - English II
  - US History
- **iReady**
  - Grades 1-2
- **TxKEA**
  - Kindergarten
- **CIRCLE**
  - PreK 4