

**Teacher Incentive Allotment  
District Planning and Reflection  
Cohorts A-C**



**Group Soak Time**

Select **one** of the four previewed components: Local Designation System, Communication Plan, Spending Plan or Long Term District Support. Review the “Questions to Consider” for your selected component. Draft answers to the questions for your selected component.

Selected Component: \_\_\_\_\_

Question	Draft Answer/Notes/Needed Follow Up/Next Steps

### Individual Soak Time

1. Pick as a district **EITHER** Strongly Calibrated Teacher Observation System **OR** Valid and Reliable Student Growth Measure as your district's area of focus for today.
2. As individuals, use the **Questions to Consider** document draft initial answers to the questions and/or **take notes in the chart below** for your district.

## Flower ISD Example

### Strongly Calibrated Teacher Observation System

Component	Notes
Teacher Evaluation Rubric Used	<i>Flower ISD uses T-TESS</i>
Validity of Teacher Appraisal System	<i>Initial certification is required for all appraisers but does not include a calibration component. Teachers and teacher appraisers review the teacher observation scoring rubric once a year, but there is no focused PD on what each indicator really means</i>
Reliability of teacher appraisal system	<i>Teacher appraiser on each campus conduct joint observations once a semester to calibrate as a team Principal supervisors do not participate in teacher observations as co-observers. There is no system to calibrate across campuses</i>
Review of congruence of teacher observation data and student growth data	<i>District leaders review student growth data and share results at monthly principal meetings, but do not look at the congruence between the growth data and teacher observation data. Some campus leadership teams review teacher observation data for their campus but there is no district-wide protocol for this</i>

Your District Name

Strongly Calibrated Teacher Observation System

Component	Notes
Teacher Evaluation Rubric Used	
Validity of Teacher Appraisal System	
Reliability of teacher appraisal system	
Review of congruence of teacher observation data and student growth data	
Observation/Feedback schedule	

Valid and Reliable Student Growth Measures

Component	Notes
Student Growth Measure used for each eligible group of teachers	
Reliability and Validity of the selection or development of the student growth measure for each eligible teacher group	
Reliability and Validity of the administration of each student growth measure used for each eligible teacher group	
Reliability and Validity of the scoring of each student growth measure used for each eligible teacher group (When not using STAAR data)	

## Group Work Time

Using the Questions to Consider document, identify areas of strong readiness in your area of focus for today, areas of where your district needs more work, your highest leverage next steps, and identify any supports needed.

Example District: **Flower ISD**

Our Area of Focus: **Strongly Calibrated Teacher Observation System**

<b>Examples of Strong Readiness</b>	<b>Examples of Where We Need More Work</b>	<b>Highest Priority Next Steps</b>	<b>Support We Need</b>
We use T-TESS for all teachers  Teacher appraisers on each campus conduct a joint observation in order to ensure they are calibrated in their T-TESS scoring once a semester	We do not calibrate at the district level  We haven't yet looked at the comparison of annual T-TESS teacher ratings to student growth ratings, as a district, or by campus	Decide on multi-appraiser calibration protocol to be implemented district wide  Find and analyze comparison data (T-TESS ratings/ student growth ratings) for each campus	Support on designing a best-practice calibration protocol, and help with change management needed to do this  Help compiling data, and examples of effective data review protocols

# Chart Your Course!



Our District: \_\_\_\_\_

Our Area of Focus: \_\_\_\_\_

Examples of <b>Strong Readiness</b>	Examples of Where We <b>Need More Work</b>	Highest Priority <b>Next Steps</b>	<b>Support We Need</b>

## Gallery Walk

1. What **stands out** to you regarding example of strong readiness?
2. What **trends** to you notice?
3. Are there **opportunities** for collaboration/partnership?