



TIA Plan Requirements

2021-2022



Who's Eligible under our Plan?

K-12 ELAR
teachers

K- Algebra 1 Math
Teachers

What is Eligible?

- Any teacher who falls under our targeted areas.
 - K-12 ELAR
 - K-8 Math & Algebra I Teachers

What Does it Mean for Eligible teachers?

- Must participate in:
 - (at least 1) 15-minute walk-through
 - (1) 45-minute formal observation cycle
 - Pre-conference
 - Observation
 - Post-conference

What is required of a teacher pursuing a TIA designation?

- Must participate in:
 - (at least 1) 15-minute walk-through
 - (1) 45-minute formal observation
 - Pre-conference
 - Observation
 - Post-conference
 - (include portfolio) Leadership Component

Why do I have to participate if I am not pursuing a TIA designation?

- TEA requires that we establish baseline data for all eligible teaching assignments
 - **We must collect & submit teacher observation data and student growth data**

Why doesn't my campus T-TESS observation count?

- T-TESS is designed to support continuous improvement
- T-TESS is a process that supports growth through
 - professional development decisions,
 - feedback, and
 - ongoing dialogue and collaboration
- TIA uses the T-TESS instrument, but the focus of TIA is to measure teacher effectiveness

Why does a committee observe for TIA and not the appraiser?

- Eliminates bias
- Ensures accurate interpretation of the T-TESS rubric
- Trained administrator team observe either the student actions or the teacher actions



Is this only for one year?

- Every year we must submit student growth and teacher observation scores to ensure validity and reliability of our system of "eligible" teaching designations.