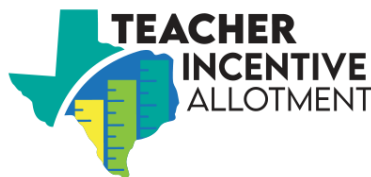


Stakeholder Engagement Meeting 4

Application Review and Data Collection



The fourth Robert Lee ISD Teacher Incentive Allotment meeting was held on March 24, 2021. The purpose of the meeting was to have an Application Review with Region 15 staff. Our committee along with Region 15 staff, focused on student growth measures, teacher observation and overall construction of our TIA plan. We discussed our current growth measures using pre and post-test and the development of Content Based Assessments (CBA). Region 15 staff shared concerns with CBA's being a part of our student growth measure. They discussed other options such as Student Learning Objectives (SLO), and gave an overview of how those can align closely with the T-TESS. Their knowledge of information on how SLO's reflect a more student and teacher centered approach, gave our committee great information as we began to re-evaluate our initial student growth measure. After much discussion, all agreed that SLO's would be a better fit for our student growth measure, and plans were updated to reflect the changes.

Principals were involved in communicating the progress and details of the plan as it developed, with changes being made during each meeting and training. Teachers will attend a workshop during the summer through Region 15 for learning how to create SLO's. Teachers will also be required to keep track and present documentation of student growth during the year, at a summative meeting. Principals will meet with all teachers at the beginning of the school year and review the T-TESS Observation process along with SLO (Student Learning Objective) expectations for the year. Region 15 will be available to help calibrate observations and growth measures to ensure accuracy.

We feel confident our framework of using SLO's combined with the T-TESS rubric, will validate the findings of high-quality instruction that is student centered, and should correspond with student growth outcomes. Statewide student growth performance standards in each of the three teacher designation levels are 55% of students meet or exceeds when measuring student growth in order to be considered recognized, 60% of students meet or exceeds for Exemplary, and 70% of students meet or exceeds for a Master Teacher Designation.