

Stakeholder Engagement Meeting 3

Teacher Observation and Student Growth



Robert Lee ISD is dedicated to making a Teacher Incentive Allotment designation system that is transparent, collaborative, and understood by all stakeholders. Throughout the course of its development, the district will seek the input of teachers, administrators, community members, and district leaders.

During our third stakeholder engagement meeting / training with Region 15 on February 3rd, we discussed Teacher Observation and Student Growth measures. Breakout sessions were available for this training for participants to engage in discussion, resulting in a deeper understanding of the two topics. Upon completion of this training, the principals met with all stakeholders to share and discuss these two items for teacher feedback. In the previous meeting it was noted that pre-test and post-test were a popular option, so the committee began creating a plan with these student growth measures.

The district, along with stakeholder support, agreed to use the T-TESS for teacher observation. Information was shared and discussed regarding the plan for T-TESS Calibration training with Principals for the fall, as well as plans for the summer and next school year. Robert Lee ISD will partner with Region 15 for T-TESS Calibration support. Each cohort teacher will receive one 45 minute observation by their campus principal, and then 5 walkthroughs will be done by both campus principals for each teacher. Campus Principals will be responsible for data analysis of T-TESS throughout the year to identify areas of skew that need to be addressed through calibration activities with support from Region 15.

The teacher observation component aligns to TIA statewide performance standards. The minimum average scores were derived from a statewide analysis of T-TESS observations with scores on a 1-5 scale. Minimum Average scores across domain 2 & 3 are; Recognized 3.7, Exemplary 3.9, and Master 4.5. The minimum rating required for each dimension in Domain 2 and 3 is at least a 3 (proficient) on all.

All meetings thus far, have been beneficial for identifying necessary components, as well as, identifying observation and growth measures that stakeholders support.