IDEA Public Schools

To value, retain, and support the development of ALL IDEA teachers!

TEACHER CAREER PATHWAY

Texas Teacher Career Pathway Handbook

2024-2025

Dear IDEA Teachers,

Welcome to the Teacher Career Pathway handbook—a comprehensive guide designed to navigate you through IDEA's Teacher Career Pathway program. This initiative is dedicated to acknowledging, rewarding, and fostering the growth of all IDEA teachers. We firmly believe that outstanding teachers are instrumental in fulfilling our commitment to every student's success. The Teacher Career Pathway has been carefully crafted to ensure that IDEA becomes a place where you feel valued and recognized for the invaluable role you play in our mission to guide all students toward college success.

Sincerely,

Teacher Career Pathway Team

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SECTION 1

INTRODUCTION

History & Background

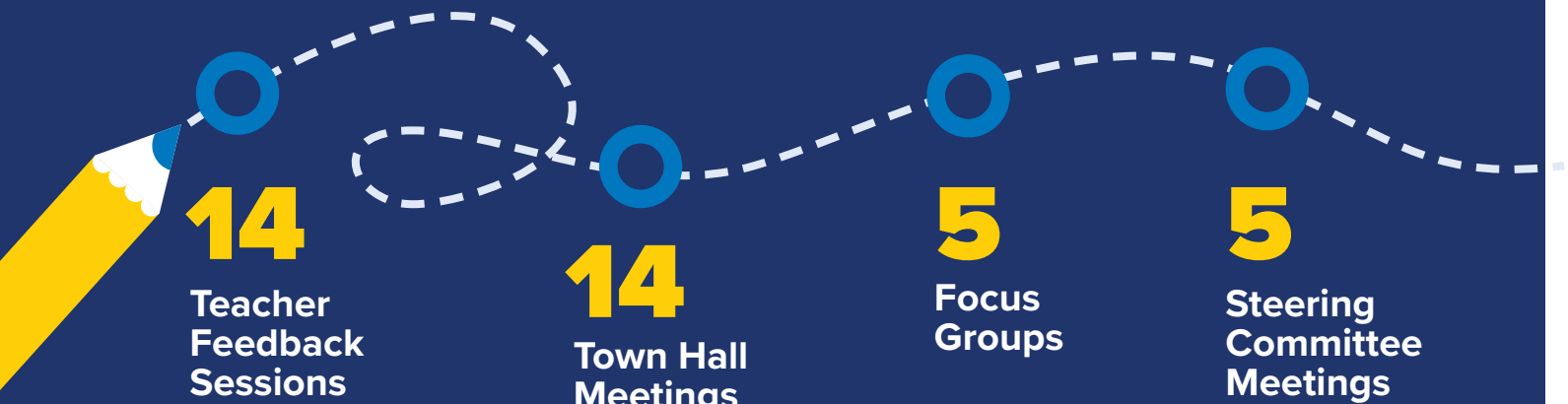
Evolved from IDEA Investing in Innovation (i3) grant

Refined over 18 months with extensive teacher input

Piloted in 2014, introducing personalized placements, public recognition, and professional development budgets

- Gathered teacher feedback through a district-wide pilot survey
- Feedback used to adjust and improve the Teacher Career Pathway

The Teacher Career Pathway Task Force Held:



Establishment of the Teacher Advisory Council in 2014 for direct communication and shaping program components

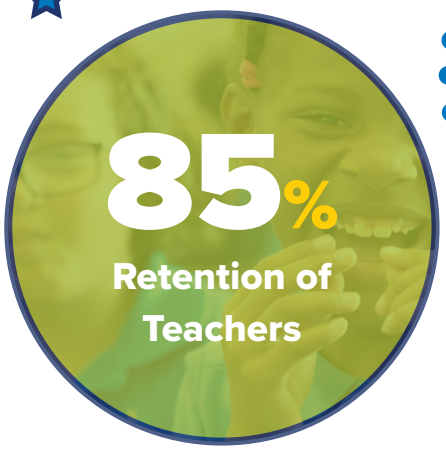
Officially launched in the 2015-16 school year, reflecting IDEA's commitment to teacher support and recognition

Program Goals

To make college possible for all children, IDEA must retain its great teachers. Students benefit from having committed, professionally satisfied teachers. Organizations grow stronger with workforces that choose to stay and grow. These beliefs inform the goals of the Teacher Career Pathway.

GOALS GOALS

- To value, retain, and support the development of IDEA teachers.
- To inspire and motivate teachers to grow in their practice and stay with IDEA.
- By offering payouts, recognition, and a place to grow as an educator, the Teacher Career Pathway will help keep IDEA teachers fulfilled and in the classroom.



85%
Of teachers agree with Teacher Recognition Feedback Surveys

The Teacher Career Pathway

The Teacher Career Pathway rewards teachers' contribution, supports their professional growth, and most importantly, provides a pathway for promotions so career teachers can continue their influence in the classroom. This portion of the handbook describes Teacher Career Pathway rewards, recognition, and support programs in detail.

IN DEPTH: PATHWAY PLACEMENT

Growth Mindset
With hard work, all teachers can advance up the pathway

The Teacher Career Pathway is a system that places IDEA teachers along a five-level continuum of performance. Each of the five pathway levels comes with a different slate of rewards and professional development opportunities. A teacher's pathway placement is determined each year and is based on a balanced scorecard for teacher evaluation. Teachers at the first two pathway levels receive prescriptive and individual development to support their improvement towards higher levels. Teachers at the highest three levels of the pathway receive "Grow with IDEA" accounts, retention payouts that increase over a three year period.

The philosophy behind the support and recognition along the pathway is to provide increasing autonomy as teachers progress along the pathway.

THE LEVELS:

- There are five levels on the Teacher Career Pathway.
- Each level reflects a teacher's performance on the Teacher Career Pathway evaluation scorecard, which includes five metrics: student achievement, manager ratings on the GET Rubric (with Embedded Core Values) and core values.

THE LEVELS OF THE TEACHER CAREER PATHWAY ARE:

1. **Welcome to IDEA Teacher**
2. **Emerging IDEA Teacher**
3. **High-Performing IDEA Teacher**
4. **Advanced High-Performing IDEA Teacher**
5. **Master IDEA Teacher**

1 WELCOME TO IDEA TEACHER

All new to IDEA teachers, who do not yet have a record of results on an IDEA campus or those who need a second year of highly-prescriptive development after joining the organization.

2 EMERGING IDEA TEACHER

IDEA teacher with at least one year of experience and record of results. Student achievement is nearing expectations, but not yet meeting campus and district goals. Teachers' skills as rated on the Guideposts for Excellent Teaching are typically beginning proficient.

3 HIGH PERFORMING IDEA TEACHER

IDEA teacher who consistently meets goals, with at least one year of experience, average rating of proficient on GET Rubric, positive relationships with students, parents, and colleagues. Approximately 40-50% of our teachers at IDEA.

4 ADVANCED HIGH PERFORMING IDEA TEACHER

IDEA teacher who exceeds goals, with at least two years of experience at IDEA, average rating of advanced on the GET Rubric, models strong relationships with all stakeholders. These teachers represent the top 15-20% of teachers in the organization.

5 MASTER IDEA TEACHER

IDEA teacher who consistently exceeds goals and sets innovative and visionary goals for teachers throughout district, at least 5 years of experience, average rating of advanced to exceptional on GET Rubric exemplary relationships with students, parents, and colleagues unequivocally irreplaceable. These teachers are in the highest 10% of teachers in the organization.

TCP Process Overview

JANUARY - MAY

- TCP RUBRICS, POLICIES, RESOURCES ARE REVIEWED AND DRAFTED
- WINTER TEACHER ASSIGNMENT SNAPSHOT USED TO DETERMINE TCP RUBRICS

1

MAY - JUNE

- ALL TEACHER APR GET WITH EMBEDDED CORE VALUES ARE APPROVED BY TEACHER MANAGER

2

JUNE - EARLY AUGUST

- TCP HUBSITE, HANDBOOK & RESOURCES ARE APPROVED AND UPDATED
- STUDENT GROWTH & GET WITH EMBEDDED CORE VALUES DATA IS COLLECTED AND IMPORTED TO TCP DASHBOARD
- TCP RUBRICS ARE UPDATED IN TCP DASHBOARD

3

LATE AUGUST

- TCP DASHBOARD TEACHER PROFILES ARE UPDATED FOR REVIEW
- CAMPUS COMPLETES TCP PREWORK FOR CAMPUS TCP PLACEMENT REVIEW

4

SEPTEMBER

- CAMPUS TCP PLACEMENT MANAGER REVIEWS
- CAMPUS APPEALS WINDOW OPENS AND CLOSES
- TCP PLACEMENT APPROVAL FROM MANAGER AND VP

5

OCTOBER

- TCP PLACEMENT CONVERSATIONS W/TEACHERS
- TEACHER COMMITTEE DECISION ON CAMPUS APPEALS
- TEACHER RECIEVES TCP PAYOUT
- TCP DASHBOARDS GO LIE
- TEACHER APPEALS WINDOW OPENS
- RECEIVE VAM DATA FROM SAS

6

NOVEMBER

- TEACHER APPEALS WINDOW CLOSES
- REVIEW OF VAM DATA
- POTENTIAL ADUSTMENTS TO TCP PLACEMENTS

7

DECEMBER

- TEACHER COMMITTEE DECISIONS ON CAMPUS APPEALS

8

SECTION 2

TCP PATHWAY CRITERIA & POLICIES FOR PLACEMENT

Required Criteria for TCP Placement

Here are the three required criteria for TCP Placement. Each criterion plays an important part in determining how a teacher is placed.

1. TCP COMPOSITE SUMMARY ✓
2. YEARS OF TEACHING EXPERIENCE ✓
3. MANAGER & VP APPROVAL ✓

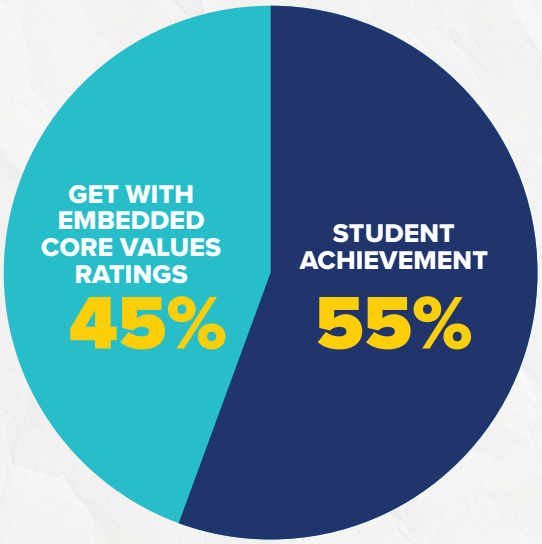
Required Criteria:
TCP Composite Summary

You might be wondering what components make up the TCP Composite Summary. The overall composite score includes student achievement and manager ratings on the GET Rubric, which include embedded core values as seen in the pie chart above.

Student achievement is weighted at 55%. Student achievement rubrics can be found yearly in our TCP Handbook, which will allow teachers to identify and track which student achievement results will be used in teacher placement. GET with Embedded Core Values and Ratings are weighted at 45% and imported from Cornerstone-Annual Performance Review at the end of the year . Each is weighted according to its impact on a teacher's capacity to put students on the road to college.

TCP COMPOSITE SUMMARY

TCP Components



55% STUDENT ACHIEVEMENT

Each teacher has a corresponding rubric aligning with their subject, detailing measures and success criteria.

45% GET (WITH EMBEDDED CORE VALUES)

Teachers will utilize GET to enhance teaching practices and foster student growth throughout the school year.

Required Criteria:
Years of Teaching Experience

Standard minimum years of total teacher experience required to achieve each TCP level

In the first year with IDEA, all teachers, regardless of prior experience, begin at the Welcome to IDEA Level. After the first year, all prior teaching experience is included. Each TCP level corresponds with a minimum required number of years of teaching experience.

★ NEW TO IDEA ★	**Welcome To IDEA** Level 1
1+ YEARS OF EXPERIENCE	**Emerging** Level 2 / **High Performing** Level 3
2+ YEARS OF EXPERIENCE	**Advanced High-Performing** Level 4
5+ YEARS OF EXPERIENCE	**Master** Level 5

YEARS OF EXPERIENCE FOR TCP ARE IMPORTED FROM OUR EIS SYSTEM.

Adding years of experience to the Pathway placement metric is a result of the Teacher Advisory Council's input.

Please refer to the policy section of this handbook to review the Master Teacher Appeal Policy and other relevant policies that may apply to your situation. This will provide clarity on how the required criteria apply to your circumstances.

TCP Composite Summary:

★ Student Achievement Component 55%

STUDENT ACHIEVEMENT DATA

Student achievement data is heavily weighted because of its great impact on IDEA students' future options. Student Achievement is measured differently for each course based on available international (IB), national, state, and local assessments.

Additionally, many courses - such as electives - have unique measures of success, created internally at IDEA in order to measure the course's benefit for students. It is important to ensure that all teachers have a clear understanding of how student performance impacts pathway placement. Thus, rubrics for each grade level and content are published in the appendix of this handbook.

Please Note:
Given this is the heaviest weighted component on the TCP's scorecard, teachers who do not have a student achievement metric cannot earn higher than a Level 3 placement. This includes courses that do not already have a student achievement rubric created.

TEACHER INCENTIVE ALLOTMENT (TIA) CLAUSE

SLO Teacher Roles

- AP Teachers
- IB Teachers
- RISE Teachers
- Special Education Teachers

Pre-Test Post-Test Teacher Roles DIBELS

- Kinder- 2nd Grade Reading Teachers
- Kinder Self-Contained Teachers

Renaissance STAR

- 1st-2nd Grade Math Teachers
- 3rd-8th ELA & Math Interventionist Teachers
- Supporting Teachers: 3rd-8th grade ELA & Math Interventionist Teachers

VAM Teacher Roles - STAAR Teachers

- 1st-2nd Grade Math Teachers
- 3rd-8th ELA & Math Interventionist Teachers
- Supporting Teachers: 3rd-8th grade ELA & Math Interventionist Teachers

***Teachers may place with the student achievement rubric or the TIA Approved Growth Rubric whichever of the 2 is higher and most beneficial for theteacher's TCP Placement. If TIA Student Growth is at a Recognized Level, the corresponding score for Student Achievement would be a 3. If it's at an Exemplary level, the score would be 4, and if it's at a Master level, the score would be 5.. Student Achievement Rubrics will not be adjusted for the 2024-2025 Academic School Year as this is not in alignment to board policy.*

Please refer to the policy section of this handbook to review the multi-prep policy and other relevant policies that may apply to your situation. This will help you understand how to calculate the student achievement component accurately.

TCP Composite Summary:

★ GET Component 45% **(with Embedded Core Values)**

GET RUBRIC (WITH EMBEDDED CORE VALUES)

The Guideposts for Excellent Teaching Rubric is part of a teacher's score because it is a reliable, research-based, district-wide measure of performance in the classroom.

GET (with Embedded Core Values Rubric) scores for the Teacher Career Pathway are the same ones a teacher receives during the annual performance review (APR) with his or her manager. Managers receive intensive training on the GET throughout the year, ensuring their ability to use the tool accurately and reliably. While the GET is used for evaluation, it is also a strong tool to provide specific ways for teachers to improve their practice and develop their strengths.

Please note:
Since the GET has embedded core values into the strands, we will only use the GET with Embedded Core Values APR ratings for TCP Calculations.

TCP MANAGER & VP APPROVAL

Once years of experience and a teacher's composite score are accounted for, it's time for the final step in pathway placement:

- ☑ Campus lead team members add context to the teacher evaluations and may make appeals based on their knowledge of special campus situations from the previous year.
- ☑ Principals and all teacher-managers review pathway placements on their campus with the support of their VP and a Teacher Career Pathway Team member.
- ☑ Manager and Vice President approval.

Managers and VPs of Schools should carefully review the following steps when approving a teacher's TCP Placement:

1. Refer to the TCP Rubrics to determine the necessary data for Teachers' Student Achievement Results. Retrieve Student Achievement Results Data for the Teacher prior to reviewing Teacher TCP
2. Placement. Access APR Data for GET with Embedded Core Values Ratings from Cornerstone.
3. Verify the Teacher's Name, Campus, Grade, and Content on the TCP Dashboard.
4. Ensure that accurate Student Achievement Data is displayed on the Teacher Dashboard by verifying that the corresponding Grade and Content assessment are accurately represented, along with the correct count of students.
5. Confirm that the correct TCP Rubric is associated with the Student Achievement Data.
6. Verify that the GET Ratings are imported from the APR into the Teacher's TCP Placement.
7. Validate that the TCP Composite Score and TCP Years of Experience align with the TCP Placement.
8. If adjustments are necessary, provide comments specifying the areas requiring modification.
9. Once reviewed and adjusted, approve the teacher placement.

TCP Criteria Composite Summary

Remember there are three required criteria for TCP Placement:

- TCP Composite Summary
- Years of Teaching Experience
- Manager & VP Approval

TCP Placement Calculator

Composite Component	Component Percentage	Component Criteria	Actual Score	Possible Official TCP Composite Score	Possible TCP Level	Possible Official TCP Level Placement
GET w/ Embedded Core Values	45%	Avgerage Score of all domains	3.41	3.19	Level 3	Level 3
Student Achievement	55%	Based on your Content Rubrics found in TCP Handbook	3			

Required Teacher Experience Criteria		# of Total Teaching Years	Max TCP Level Placement Eligibility Based on Experience Criteria	Is Possible TCP Level Aligned to Experience Criteria?
Teacher Experience	Based on the Teacher Experience Requirements found in TCP Handbook	12	Level 5	Yes

This **TCP Criteria Placement Calculator** helps provide transparency and allows teachers to estimate their placement using the most up-to-date student achievement, GET with Embedded Core Values ratings, and teacher step information. However, this calculator does not provide an official TCP level placement, which is determined in the fall. Please follow the instructions in the Excel document to calculate your potential placement accurately.

Please refer to the policies section to better understand the various parts relevant to your situation for further guidance.

CHECKLIST

- ☐ What is your teacher step in Tyler?
- ☐ What is the Max Placement based on the teacher experience criteria?
- ☐ What TCP Rubric aligns with your content/grade level?
- ☐ Do you have multiple TCP Rubrics?
- ☐ What was your last year's 2024 GET with Embedded Core Values APR Average?
- ☐ What is your GET with Embedded Core Values APR Goal Average?

TCP POLICIES

Policies should be here but can be in a table or however you believe they will read better. For some reason it starts on the next page but should start on this page.

TEACHER CAREER PATHWAY (TCP) POLICIES		
Policy Title	**Policy**	**Policy Rationale**
Data Integrity Policy	In the event of data integrity concerns, the matter will be promptly escalated to the TCP Committee for thorough review. If a teacher is found to violate data integrity standards, appropriate action will be taken, resulting in a grade of 0 for Student Achievement, and forfeiture of their current level and hold will not be accepted. If a principal and/or manager is found to violate data integrity standards, appropriate action will be taken, resulting in a documented report made to the Vice President of Schools and removal of student achievement on Teacher's TCP Placement, and the hold will not be accepted.	This policy ensures the maintenance of accurate and reliable data, promoting accountability and transparency within our educational system.
Missing Achievement Data Compliance Policy	If an exam or assessment that should have been administered is missing, a score of 0 will be assigned to the achievement section. Teachers cannot be rated higher than level 3 if student achievement data is missing for teachers with no TCP Rubric available.	We recognize that certain content areas lack a TCP Rubric and must determine the appropriate course of action.
TCP Subject/Content/Grade Level Policy	In adherence to our TCP guidelines, subject, content, and grade level information must be reported through PowerSchool (Texas), SIS (FL), & J-Campus (SoLA) under a role ID coded as 087 during the February annual class roster winter submission.	This data submission ensures accurate and timely documentation of teachers' assignments and responsibilities, forming the basis for the TCP evaluation process. The specified coding and submission timeline contribute to the precision and efficiency of our TCP assessments, promoting consistency and reliability in determining teacher career pathways.
No Rounding Policy	Our policy on rounding for Teacher Career Pathway (TCP) calculations stipulates that the overall placement will not be subject to rounding in the final calculation.	We uphold precision in the assessment process, ensuring that the TCP placement accurately reflects the calculated values without any rounding adjustments. This policy underscores our commitment to maintaining the integrity and accuracy of the TCP evaluation, promoting transparency and fairness in determining teacher placements.
APR Policy	If an Annual Performance Review is not conducted to represent the GET with Embedded Core Values rating portion of TCP, appropriate measures will be taken to ensure the completion of this crucial evaluation component.	This policy ensures that decisions regarding career placement are well-informed and based on a comprehensive understanding of a teacher's performance and contributions.

TEACHER CAREER PATHWAY (TCP) POLICIES

Policy Title	Policy	Policy Rationale
Teacher Career Pathway Dashboard Policy for Leaver & Returning Teachers	If teachers return to the classroom at IDEA Public Schools after being placed on the Teacher Career Pathway (TCP), their most recent TCP placement is on file. If a teacher leaves and their GET with Embedded Core Values APR and/or student achievement data is missing, their default placement will be determined by the previous year's placement. If they are a new teacher, they will be assigned a Level 1 placement for record-keeping purposes and in case they return to work for IDEA.	Acknowledging teachers' TCP placement, even upon their return, ensures fair recognition of their experience and contributions, preserving valuable historical data and honoring their professional journey. For returning teachers at IDEA Public Schools, recapturing TCP placement streamlines onboarding, facilitating a swift integration into the career pathway framework, and reducing administrative complexities.
Weight Policy	In cases where a student achievement rubric comprises more than one row, each row is assigned a specific weight. The teacher's total student achievement score is then derived by calculating a weighted average, reflecting the proportional significance of each performance category in the overall assessment.	This approach aims to provide a more accurate representation of a teacher's impact on student achievement by appropriately weighing the various dimensions outlined in the rubric.
Multi-Prep Minimum Counts and Student Achievement Weighted Average Policy	All teachers' multi-prep courses will factor into their overall accountability for student achievement. There's no minimum student count requirement for a course to be considered in assessing a teacher's student achievement score. A weighted average approach will evaluate teacher accountability across multi-prep courses. The performance of students in each course will be weighted according to various factors using the multi-prep student achievement calculator.	This policy is designed to ensure that all teachers' efforts in multi-prep courses are appropriately recognized in their overall accountability for student achievement. This promotes objectivity and consistency in the evaluation process, helping to ensure fair outcomes.
TCP Policy on TIA Designation Impact	This policy clarifies that a staff member's TIA designation, whether new or existing at IDEA, will not affect their TCP Placement. TCP Placement must adhere to TCP policies regardless of TIA designation. A manager or teacher can also appeal for consideration if they have a 4.5 composite score and are Master Designated with Texas Teacher Incentive Allotment without the minimum years of teaching experience.	This policy is crafted to establish an inclusive, equitable, and uniform framework for TCP Placement decisions, underscoring our commitment to fostering the professional development and career advancement of every teacher at IDEA.

TEACHER CAREER PATHWAY (TCP) POLICIES

Policy Title	Policy	Policy Rationale
GET with Embedded Core Values Ratings Policy	Ratings will only be adjusted if the manager is not GET with Embedded Core Values Certified.	Teachers are provided the opportunity to engage in a GET with Embedded Core Values rating alignment conversation during the APR.
TCP Placement Hold Policy	If the overall TCP component score leads to a lower TCP placement, the teacher is guaranteed a one-year hold of their current rating to improve the composite score. Upon the conclusion of the hold period, regular TCP-level hold policies will resume.	During the hold year, teachers maintain their current rating, ensuring they do not regress a level and are provided with the opportunity to enhance their performance.
Weight Policy	In cases where a student achievement rubric comprises more than one row, each row is assigned a specific weight. The teacher's total student achievement score is then derived by calculating a weighted average, reflecting the proportional significance of each performance category in the overall assessment.	This approach aims to provide a more accurate representation of a teacher's impact on student achievement by appropriately weighing the various dimensions outlined in the rubric.
Multi-Prep Minimum Counts Policy	All teacher's multi-prep courses will contribute to their overall accountability for student achievement. No minimum student count is required for any course to be considered in reviewing a teacher's student achievement score. A weighted average approach will assess teacher accountability for student achievement across multi-prep courses. The performance of students in each course will be weighted based on factors	Teachers are responsible for the academic success of every student under their instruction.
TCP Policy on TIA Designation Impact	This policy clarifies that a staff member's TIA designation, whether new or existing at IDEA, will not affect their TCP Placement. TCP Placement must adhere to TCP policies regardless of TIA designation. A manager or teacher can also appeal for consideration if they have a 4.5 composite score and are Master Designated with Texas Teacher Incentive Allotment without the minimum years of teaching experience.	This policy is crafted to establish an inclusive, equitable, and uniform framework for TCP Placement decisions, underscoring our commitment to fostering the professional development and career advancement of every teacher at IDEA.

TEACHER CAREER PATHWAY (TCP) POLICIES

Policy Title	Policy	Policy Rationale
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TCP Placement Hold Policy	If the overall TCP component score leads to a lower TCP placement, the teacher is guaranteed a one-year hold of their current rating to improve the composite score. Upon the conclusion of the hold period, regular TCP-level hold policies will resume.	During the hold year, teachers maintain their current rating, ensuring they do not regress a level and are provided with the opportunity to enhance their performance.
Master Teacher Appeal Policy	Master Teacher Appeal Policy: Teachers who maintain a composite score of 4.5 or higher for two consecutive years may submit an appeal for consideration as a master teacher.	We acknowledge that the composite score, with years of experience criteria, presents challenges for teachers to attain level 5. However, sustaining a composite score of 4.5 or higher over multiple years shows a teacher's exceptional performance and dedication. Granting an exemption to the criteria requirement is a recognition of their hard work and commitment.
Teacher Transfer Approval and Communication Policy	The teacher's previous campus is responsible for approving the TCP placement, while the teacher's new campus is responsible for communicating with the previous campus regarding the teacher's placement status.	The previous campus has experience working with the teacher, which can effectively approve the TCP placement. The new campus does not have prior experience with the teacher to make an accurate placement.
Mid-Year Hire Policy	Automatic Placement: Teachers hired on or after January 1 will be automatically assigned to Level 1 - Welcome to IDEA TCP placement. Placement for Pre-January Hires: Teachers hired before January 1 will be placed on the Teacher Career Pathway (TCP) in the fall of the subsequent school year. *Example: If the teacher was hired in December 2023, they will be placed in Fall 2024.	This policy aims to streamline the placement process for mid-year hires, ensuring clarity and consistency in TCP placement across all teaching staff.
Transitioning Teacher to Another Role TCP Placement and Payout Policy	Teachers who transition into another role are eligible for one payout based on their most current TCP placement in the following fall. If student achievement and/or GET with Embedded Core Values APR data is missing, they will be eligible for a payout based on the previous year's TCP placement. Please note that the higher amount between the TCP payout and Team Performance/Incentive Pay will be issued.	This policy is important because it provides clarity and fairness for teachers who are transitioning into another role within the organization. Outlining the criteria for TCP placement and payout in such circumstances provides transparency and consistency in the process.

TEACHER CAREER PATHWAY (TCP) POLICIES

Policy Title	Policy	Policy Rationale
Appeals and Grievance Policy for TCP Placement Policy	Teachers are granted the opportunity for an appeal and grievance within specific timeframes upon receiving their Teacher Career Pathway (TCP) Placement in the fall. There are two steps available for addressing concerns related to the final TCP Level: Step 1: Appeal Process Upon receipt of the teacher's TCP Placement/ TCP Payment, teachers have a 10-business-day window to submit a written appeal. Employees are notified of this 10-day appeal window by distributing an appeal form. Appeals submitted by employees are shared with their TCP Committee and recorded in their TCP portal notes section. Teachers have the option to make a single appeal following TCP placement. Once the appeal is approved or denied, the next step, if necessary, involves filing a grievance with our Human Resources department. Step 2: Grievance Process In cases where appeals fail to resolve concerns or disputes, employees may initiate the grievance process with the Human Resources Department. A grievance form must be filed within fifteen (15) business days from the date the employee first became aware or should have known, with reasonable diligence, of the decision or action leading to the grievance. Filing a grievance will prompt a response and/or necessary actions to address the concern. Employees are encouraged to contact the Human Resources Department for additional information or clarification.	This policy ensures a transparent and structured approach for teachers to address any concerns or disputes regarding their TCP Level, promoting fairness and accountability in the evaluation process. Teachers are provided with clear avenues for resolution, emphasizing the importance of open communication and due process.

TCP Appeals

CAMPUS TCP APPEALS

- After the TCP Manager Review Process, the manager will need VP Approval to move forward with a Campus TCP Appeal.
- VP must provide approval via a Microsoft Certification Form indicating what the manager will be appealing on behalf of the teacher. This form is provided by the TCP Regional Lead.
- Once VP has completed the Certification Form, the manager must submit a separate form documenting the TCP Appeal for the teacher. The manager must provide as much context and details surrounding the teacher appeal.
- The Teacher Evaluation and Recognition Committee will review the appeal and send out formal communication to the manager when final decisions have been made.

TEACHER TCP APPEALS

There is an appeals process available to teachers who find that their pathway placement does not accurately reflect their performance in the classroom. Appeals can be submitted at any time after managers share pathway placements, but must be requested before Thanksgiving break of each year.

THE APPEAL PROCESS IS SUMMARIZED BELOW:

1. **Teacher assembles data and evidence to support reason for appeal.**
2. **Teacher alerts direct manager about the appeal.**
3. **Teacher submits appeal request located on Compensation Hub Site**
4. **The Teacher Career Pathway team reaches out to the appealing teacher.**
5. **A committee will assemble to review the request, make a final decision, and send results to the teacher.**

▶ More information in regards to TCP Teacher Appeals can be found on the Hub under our Teacher Career Pathway Website.

SECTION 3

TCP RUBRICS IDENTIFICATION & METHODOLOGY

How To Read A TCP Student Achievement Rubric

1. **Find My Course**
2. **Find My Student Achievement Measure(s)**
3. **Find My Possible Student Achievement Results**

TCP STUDENT ACHIEVMENT RUBRICS										
CONTENT					STUDENT ACHIEVEMENT CATEGORIES					
TYPE	GRADE	CONTENT	SUBJECT/ COURSE	STUDENT ACHEIVEMENT MEASURES	POP	CATEGORY 1	CATEGORY 2	CATEGORY 3	CATEGORY 4	WEIGHT

Where do I find my Content?
Find your Content Rubric Page under the table of contents.

Where do I find my Subject/Course?
Find the rubric by finding the grade and subject pertaining to what you teach.

Where do I find my Student Achievement Measure(s)?
Under the Student Achievement Measures Column, you will see each assessment and how each assessment will be measured.

Where can I find my Possible Results?
For each assessment and its corresponding measurement, your results will be measured depending on:

POP: shows the Student population, which tells you what group of students the results represent.

- **Gen:** shows the results for the general population of students who took the assessment (i.e. all students).
- **SpEd:** shows the results for only the Special Education students who took the assessment.

CATEGORIES: Your results will fall under one of the 5 Student Achievement Categories in each column.

The number in each box represents the minimum score a teacher would have to reach in order to hit that category.

WEIGHT: If a student achievement rubric has more than one row, each row is given a weight. The total student achievement score for a teacher is calculated by the weighted average.

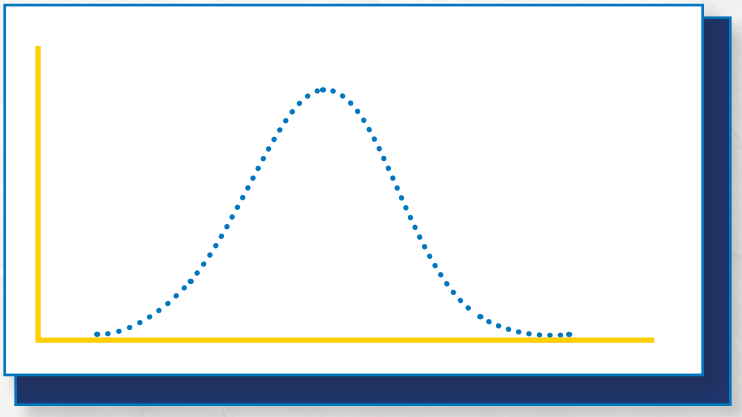
TEXAS STUDENT ACHIEVEMENT CONTENT RUBRIC DIRECTORY

- Pre-K & Kindergarten Self-contained 28
- ELA - Reading - Writing 29
- Math 30
- Social Studies 31
- Science 33
- Seminar & TOK 35
- Special Education - RISE - Intervention 36
- Spanish 37
- Art 38
- Physical Education 39
- RTTC - ACT 40
- CTE - Technology 42
- Film - Theater 43
- Blended Learning 44
- On Ramps 45

Methodology for TCP Rubrics

STATE TESTED CONTENTS

- Introduction to Normal Distribution3 years of state data 18-19, 20-21, 21-22
- Mean = Student Achievement 3 Cutoff
- ½ SD Mean = Student Achievement 4 Cutoff
- 1 SD Mean = Student Achievement 5 Cutoff



IB, AP, AND NON-TESTED HUMANITIES AND SCIENCE

- 3 years of internal data 18-19, 20-21, 21-22
- Mean = Student Achievement 3 Cutoff
- ½ SD Mean = Student Achievement 4 Cutoff
- 1 SD Mean = Student Achievement 5 Cutoff

The mean of the data is used to set the student achievement cutoff of a 3, ½ STD up sets the 4 cutoff, and a full STD up is the 5 cutoff.

- Research and Analysis, the Schools Team, and the Programs Team are involved with the creation of TCP rubrics.
- The TCP Team also receives feedback from the Superintendent.
- TCP Rubrics are developed one year in advance.
- Rubrics are presented to the board and approved in the summer.
- TCP Rubrics are approved for use in 24-25 academic year.
- TCP Rubrics used to place teachers in Fall 2025.

TEXAS TCP STUDENT ACHIEVEMENT RUBRICS

Pre-Kinder & Kinder Self-Contained

CONTENT OVERVIEW	GRADE	CONTENT	SUBJECT/ COURSE	STUDENT ACHIEVEMENT MEASURE(S)		STUDENT ACHIEVEMENT CATEGORIES						
Used ONLY as a Content Overview Filter	Grade	General Department /Content	Rubric Name	Assessment(s) used to Measure SA	Assessment Measurement(s)	POP	CATEGORY 1	CATEGORY 2	CATEGORY 3	CATEGORY 4	CATEGORY 5	WEIGHT
Lower Elementary - Self-Contained	PK	Math	Pre-K - all subjects	DI - DISTAR Math	Completion Lesson 80 (%)	Gen	0	25	75	85	96	25%
					Completion Lesson 80 (%)	EL or E to E	0	25	75	85	96	25%
		Reading		DI - RMT-K	Completion Lesson 60 (%)	Gen	0	25	50	85	90	25%
					Completion Lesson 40 (%)	EL or E to E	0	25	50	85	90	25%
Lower Elementary - Self-Contained	K	Reading	Kinder - all subjects	DIBELS Composite Score	% of students who meet DIBELS growth Goal	Gen	0	48	55	60	70	100%
	K	ELA		Secure Final Exam	% of students who meet WW growth goal	Gen	0	48	55	60	70	100%
	K	Math		Secure Final Exam	% Approaches	Gen	0	60	84	92	97	50%
					% Masters	Gen	0	11	25	31	37	50%
	K	Social Studies		Secure Final Exam	% Approaches	Gen	0	60	84	92	97	50.00%
					% Masters		0	11	25	31	37	50.00%
	K	Science		Secure Final Exam	% Approaches	Gen	0	60	84	92	97	50.00%
					% Masters		0	11	25	31	37	50.00%

TEXAS TCP STUDENT ACHIEVEMENT RUBRICS

ELA - Reading - Writing

CONTENT OVERVIEW	GRADE	CONTENT	SUBJECT/COURSE	STUDENT ACHIEVEMENT MEASURE(S)		STUDENT ACHIEVEMENT CATEGORIES						
Used ONLY as a Content Overview Filter	Grade	General Department /Content	Rubric Name	Assessment(s) used to Measure SA	Assessment Measurement(s)	POP	CATEGORY 1	CATEGORY 2	CATEGORY 3	CATEGORY 4	CATEGORY 5	WEIGHT
Lower Elementary - Reading	K	Reading	Kindergarten DI/RMT	DIBELS Composite Score	% of students who meet DIBELS growth Goal	Gen	0	48	55	60	70	100%
Lower Elementary - ELA	K	ELA	Kindergarten Wit & Wisdom	Secure Final Exam	% of students who meet WW growth goal	Gen	0	48	55	60	70	100%
Lower Elementary - Reading	1	Reading	1st Grade DI/RMT	DIBELS Composite Score	% of students who meet DIBELS growth Goal	Gen	0	48	55	60	70	100%
Lower Elementary - ELA	1	ELA	1st Grade Wit & Wisdom	Secure Final Exam	% of students who meet WW growth goal	Gen	0	48	55	60	70	100%
Lower Elementary - Reading	2	Reading	2nd Grade DI/RMT	DIBELS Composite Score	% of students who meet DIBELS growth Goal	Gen	0	48	55	60	70	100%
Lower Elementary - ELA	2	ELA	2nd Grade Wit &Wisdom	Secure Final Exam	% of students who meet WW growth goal	Gen	0	48	55	60	70	100%
Upper Elementary - STAAR - ELA	3	ELA	3rd Grade Reading	STAAR - 3R	Student Achievement Average	Gen	0	40	47	53	60	100%
Upper Elementary - STAAR - ELA	4	ELA	4th Grade ELA	STAAR-4R	Student Achievement Average	Gen	0	37	44	51	58	100%
Upper Elementary - STAAR - ELA	5	ELA	5th Grade ELA	STAAR-5R	Student Achievement Average	Gen	0	44	51	58	64	100%
Upper Elementary - Non-STAAR Tested - Writing	3	Writing	3rd Grade Being a Writer	Secure Final Exam	% Approaches	Gen	0	60	84	92	97	50%
					% Masters	Gen	0	11	25	31	37	50%
Upper Elementary - Non-STAAR Tested - Writing	4	Writing	4th Grade Being a Writer	Secure Final Exam	% Approaches	Gen	0	60	84	92	97	50%
					% Masters	Gen	0	11	25	31	37	50%
Middle School STAAR - ELA	6	ELA	6th Grade ELA	STAAR - 6R	Student Achievement Average	Gen	0	32	39	45	52	100%
Middle School STAAR - ELA	7	ELA	7th Grade ELA	STAAR - 7R**	Student Achievement Average	Gen	0	43	50	57	63	100%
Middle School STAAR - ELA	8	ELA	8th Grade ELA	STAAR-8R	Student Achievement Average	Gen	0	45	52	58	65	100%
High School STAAR EOC - ELA	9	ELA	English I	EOC - E1	Student Achievement Average	Gen	0	36	43	49	56	100%
High School STAAR EOC - ELA	10	ELA	English II**	EOC - E2	Student Achievement Average	Gen	0	39	45	51	57	100%
AP - ELA	HS	ELA	AP English Language and Composition	AP Exam	Average Score	Gen	0	1.1	1.5	2.0	2.4	33.3%
					% of students at 2+	Gen	0	37.6	38.0	38.4	38.7	33.3%
					% of students at 3+	Gen	0	12.1	12.4	12.6	12.9	33.3%
AP - ELA	HS	ELA	AP English Literature and Composition	AP Exam	Average Score	Gen	0	1.2	1.6	2.0	2.4	33.3%
					% of students at 2+	Gen	0	38.7	39.0	39.4	39.7	33.3%
					% of students at 3+	Gen	0	14.4	14.7	15.0	15.3	33.3%
IB - ELA	11,12	ELA	IB English	IB Exam - Eng HL	Average Score	Gen	0	2.5	3.2	3.9	4.6	33.30%
					% scoring 3+	Gen	0	76	77	78	80	33.30%
					% scoring 4+	Gen	0	46	48	49	51	33.30%
Important NOTE: Best of VAM rubric below or grade specific content rubric will be used **												
ALL	3-12**	ELA	All STAAR Tested Subjects	STAAR Tested Subject	% of students who meet VAM goal	Gen	0	48	55	60	70	100%

TEXAS TCP STUDENT ACHIEVEMENT RUBRICS

Math

CONTENT OVERVIEW	GRADE	CONTENT	SUBJECT/COURSE	STUDENT ACHIEVEMENT MEASURE(S)		STUDENT ACHIEVEMENT CATEGORIES						
Used ONLY as a Content Overview Filter	Grade	General Department / Content	Rubric Name	Assessment(s) used to Measure SA	Assessment Measurement(s)	POP	CATEGORY 1	CATEGORY 2	CATEGORY 3	CATEGORY 4	CATEGORY 5	WEIGHT
Lower Elementary - Math	K	Math	Kinder Eureka Math	Secure Final Exam	% Approaches	Gen	0	60	84	92	97	50%
					% Masters	Gen	0	11	25	31	37	50%
Lower Elementary - Math	1	Math	1st Grade Eureka Math	Secure Final Exam	% Approaches	Gen	0	60	84	92	97	33%
					% Masters	Gen	0	11	25	31	37	33%
				Ren. Star - Math	% on or above grade level	Gen	0	60	80	90	95	33%
Lower Elementary - Math	2	Math	2nd Grade Eureka Math	Secure Final Exam	% Approaches	Gen	0	60	84	92	97	33%
					% Masters	Gen	0	11	25	31	37	33%
				Ren. Star - Math	% on or above grade level	Gen	0	60	80	90	95	33%
Upper Elementary - STAAR - Math	3	Math	3rd Grade Math	STAAR-3M	Student Achievement Average	Gen	0	35	42	49	57	100%
Upper Elementary - STAAR - Math	4	Math	4th Grade Math	STAAR-4M	Student Achievement Average	Gen	0	33	41	49	57	100%
Upper Elementary - STAAR - Math	5	Math	5th Grade Math	STAAR-5M	Student Achievement Average	Gen	0	41	49	57	65	100%
Upper Elementary - STAAR - Math	6	Math	6th Grade Math	STAAR-6M	Student Achievement Average	Gen	0	34	42	49	56	100%
Upper Elementary - STAAR - Math	7	Math	7th Grade Math	STAAR-7M	Student Achievement Average	Gen	0	29	36	44	52	100%
Upper Elementary - STAAR - Math	8	Math	Algebra I	EOC-A1	Student Achievement Average	Gen	0	43	52	61	70	100%
High School Non-Tested - Math	HS	Math	Algebra II	Secure Final Exam	Student Achievement Average	Gen	0	31	44	58	72	100%
High School Non-Tested - Math	HS	Math	Geometry	Secure Final Exam	Student Achievement Average	Gen	0	48	51	54	56	100%
AP - Math	HS	Math	AP Pre-Calculus	AP Exam	Average Score	Gen	0	0.9	1.2	1.5	1.9	33.3%
					% of students at 2+	Gen	0	12.2	12.6	13.1	13.5	33.3%
					% of students at 3+	Gen	0	5.2	5.6	5.9	6.3	33.3%
AP - Math	HS	Math	AP Calculus AB	AP Exam	Average Score	Gen	0	0.9	1.3	1.6	1.9	33.3%
					% of students at 2+	Gen	0	19.4	19.8	20.2	20.5	33.3%
					% of students at 3+	Gen	0	5.2	5.6	5.9	6.3	33.3%
AP - Math	HS	Math	AP Calculus BC	AP Exam	Average Score	Gen	0	1.3	1.7	2.2	2.7	33.3%
					% of students at 2+	Gen	0	49.6	50.0	50.4	50.9	33.3%
					% of students at 3+	Gen	0	13.5	14.0	14.4	14.8	33.3%
AP - Math	HS	Math	AP Statistics	AP Exam	Average Score	Gen	0	0.9	1.2	1.5	1.9	33.3%
					% of students at 2+	Gen	0	12.2	12.6	13.1	13.5	33.3%
					% of students at 3+	Gen	0	5.5	5.8	6.2	6.5	33.3%
IB - Math	11,12	Math	IB Math Analysis and Approaches - SL	IB Exam - Math AA SL	Average Score	Gen	0	2.1	2.8	3.4	4.1	33.30%
					% scoring 3+	Gen	0	58	60	63	65	33.30%
					% scoring 4+	Gen	0	29	31	33	36	33.30%
IB - Math	11,12	Math	IB Math Applications and Interpretation - SL	IB Exam - Math AI SL	Average Score	Gen	0	1.6	2.3	3	3.6	33.30%
					% scoring 3+	Gen	0	41	43	45	47	33.30%
					% scoring 4+	Gen	0	16	18	20	21	33.30%
Important NOTE: Best of VAM rubric below or grade specific content rubric will be used **												
ALL	3-12**	Math	All STAAR Tested Subjects	STAAR Tested Subject	% of students who meet VAM goal	Gen	0	48	55	60	70	100%

TEXAS TCP STUDENT ACHIEVEMENT RUBRICS

Social Studies

CONTENT OVERVIEW	GRADE	CONTENT	SUBJECT/COURSE	STUDENT ACHIEVEMENT MEASURE(S)		STUDENT ACHIEVEMENT CATEGORIES						
Used ONLY as a Content Overview Filter	Grade	General Department / Content	Rubric Name	Assessment(s) used to Measure SA	Assessment Measurement(s)	POP	CATEGORY 1	CATEGORY 2	CATEGORY 3	CATEGORY 4	CATEGORY 5	WEIGHT
Lower Elementary - Social Studies	K	Social Studies	Kinder Insight	Secure Final Exam	% Approaches	Gen	0	60	84	92	97	50.00%
					% Masters		0	11	25	31	37	50.00%
Lower Elementary - Social Studies	1	Social Studies	1st Grade Insight	Secure Final Exam	% Approaches	Gen	0	60	84	92	97	50.00%
					% Masters		0	11	25	31	37	50.00%
Lower Elementary - Social Studies	2	Social Studies	2nd Grade Insight	Secure Final Exam	% Approaches	Gen	0	60	84	92	97	50.00%
					% Masters		0	11	25	31	37	50.00%
Upper Elementary- Non-STAAR Tested - Social Studies	3	Social Studies	3rd Grade Insight	Secure Final Exam	% Approaches	Gen	0	60	84	92	97	50.00%
					% Masters		0	11	25	31	37	50.00%
Upper Elementary- Non-STAAR Tested - Social Studies	4	Social Studies	4th Grade Insight	Secure Final Exam	% Approaches	Gen	0	60	84	92	97	50.00%
					% Masters		0	11	25	31	37	50.00%
Upper Elementary- Non-STAAR Tested - Social Studies	5	Social Studies	5th Grade Insight	Secure Final Exam	% Approaches	Gen	0	60	84	92	97	50.00%
					% Masters		0	11	25	31	37	50.00%
Middle School Non-Tested - Social Studies	6	Social Studies	6th Grade World Cultures Hybrid	Mid-Year Secure Final Exam	Student Achievement Average	Gen	0	70	72	74	77	100%
Middle School Non-Tested - Social Studies	6	Social Studies	6th Grade World Cultures	Secure Final Exam	Student Achievement Average	Gen	0	72	74	77	80	100%
Middle School Non-Tested - Social Studies	7	Social Studies	7th Grade TX History Hybrid	Mid-Year Secure Final Exam	Student Achievement Average	Gen	0	61	67	74	80	100%
Middle School Non-Tested - Social Studies	7	Social Studies	7th Grade TX History	Secure Final Exam	Student Achievement Average	Gen	0	68	73	78	83	100%
Middle School STAAR - Social Studies	8	Social Studies	8th Grade US History	STAAR - 8USH	Student Achievement Average	Gen	0	26	33	40	47	100%
High School STAAR EOC - Social Studies	11	Social Studies	US History EOC	EOC US Hist	Student Achievement Average	Gen	0	61	67	73	80	100%
AP - Social Studies	HS	Social Studies	AP Microeconomics	AP Exam	Average Score	Gen	0	0.9	1.2	1.4	1.7	33.3%
					% of students at 2+	Gen	0	9.7	10.1	10.5	10.8	33.3%
					% of students at 3+	Gen	0	3.8	4.0	4.3	4.5	33.3%
AP - Social Studies	HS	Social Studies	AP Human Geography	AP Exam	Average Score	Gen	0	1.0	1.4	1.8	2.2	33.3%
					% of students at 2+	Gen	0	19.6	20.1	20.5	20.9	33.3%
					% of students at 3+	Gen	0	10.6	10.9	11.3	11.6	33.3%
AP - Social Studies	HS	Social Studies	AP Comparative Government and Politics	AP Exam	Average Score	Gen	0	1.2	1.7	2.1	2.6	33.3%
					% of students at 2+	Gen	0	39.5	40.0	40.5	40.9	33.3%
					% of students at 3+	Gen	0	15.6	16.0	16.4	16.8	33.3%

TEXAS TCP STUDENT ACHIEVEMENT RUBRICS

Social Studies *(continued)*

CONTENT OVERVIEW	GRADE	CONTENT	SUBJECT/COURSE	STUDENT ACHIEVEMENT MEASURE(S)		STUDENT ACHIEVEMENT CATEGORIES						
Used ONLY as a Content Overview Filter	Grade	General Department / Content	Rubric Name	Assessment(s) used to Measure SA	Assessment Measurement(s)	POP	CATEGORY 1	CATEGORY 2	CATEGORY 3	CATEGORY 4	CATEGORY 5	WEIGHT
AP - Social Studies	HS	Social Studies	AP World History	AP Exam	Average Score	Gen	0	1.1	1.6	2.0	2.4	33.3%
					% of students at 2+	Gen	0	38.4	38.7	39.1	39.4	33.3%
					% of students at 3+	Gen	0	13.4	13.7	14.0	14.2	33.3%
AP - Social Studies	HS	Social Studies	AP European History	AP Exam	Average Score	Gen	0	1.3	1.7	2.1	2.5	33.3%
					% of students at 2+	Gen	0	53.0	53.3	53.6	54.0	33.3%
					% of students at 3+	Gen	0	14.9	15.2	15.4	15.7	33.3%
AP - Social Studies	HS	Social Studies	AP US History	AP Exam	Average Score	Gen	0	1.0	1.3	1.7	2.1	33.3%
					% of students at 2+	Gen	0	22.6	23.0	23.4	23.8	33.3%
					% of students at 3+	Gen	0	8.5	8.8	9.1	9.4	33.3%
IB - Social Studies	11,12	Social Studies	IB History - HL	IB Exam - Hist HL	Average Score	Gen	0	2.5	3.1	3.7	4.4	33.30%
					% scoring 3+	Gen	0	67	69	70	71	33.30%
					% scoring 4+	Gen	0	39	41	42	44	33.30%
Important NOTE: Best of VAM rubric below or grade specific content rubric will be used **												
ALL	3-12**	Social Studies	All STAAR Tested Subjects	STAAR Tested Subject	% of students who meet VAM goal	Gen	0	48	55	60	70	100%

TEXAS TCP STUDENT ACHIEVEMENT RUBRICS

Science

CONTENT OVERVIEW	GRADE	CONTENT	SUBJECT/ COURSE	STUDENT ACHIEVEMENT MEASURE(S)		STUDENT ACHIEVEMENT CATEGORIES						
Used ONLY as a Content Overview Filter	Grade	General Department /Content	Rubric Name	Assessment(s) used to Measure SA	Assessment Measurement(s)	POP	CATEGORY 1	CATEGORY 2	CATEGORY 3	CATEGORY 4	CATEGORY 5	WEIGHT
Lower Elementary - Science	K	Science	Kinder Amplify Science	Secure Final Exam	% Approaches	Gen	0	60	84	92	97	50.00%
					% Masters		0	11	25	31	37	50.00%
Lower Elementary - Science	1	Science	1st Grade Amplify Science	Secure Final Exam	% Approaches	Gen	0	60	84	92	97	50.00%
					% Masters		0	11	25	31	37	50.00%
Lower Elementary - Science	2	Science	2nd Grade Amplify Science	Secure Final Exam	% Approaches	Gen	0	60	84	92	97	50.00%
					% Masters		0	11	25	31	37	50.00%
Upper Elementary- Non-STAAR Tested - Science	3	Science	3rd Grade Amplify Science	Secure Final Exam	% Approaches	Gen	0	60	84	92	97	50.00%
					% Masters		0	11	25	31	37	50.00%
Upper Elementary- Non-STAAR Tested - Science	4	Science	4th Grade Amplify Science	Secure Final Exam	% Approaches	Gen	0	60	84	92	97	50.00%
					% Masters		0	11	25	31	37	50.00%
Upper Elementary - STAAR - Science	5	Science	5th Grade Science	STAAR-5S	Student Achievement Average	Gen	0	31	39	46	54	100.00%
Middle School Non-Tested - Science	6	Science	6th Grade Science Hybrid	Mid-Year Secure Final Exam	Student Achievement Average	Gen	0	29	36	42	48	100%
Middle School Non-Tested - Science	6	Science	6th Grade Science	Secure Final Exam	Student Achievement Average	Gen	0	42	48	53	59	100%
Middle School Non-Tested - Science	7	Science	7th Grade Science Hybrid	Mid-Year Secure Final Exam	Student Achievement Average	Gen	0	53	57	60	63	100%
Middle School Non-Tested - Science	7	Science	7th Grade Science	Secure Final Exam	Student Achievement Average	Gen	0	66	70	75	79	100%
Middle School STAAR - Science	8	Science	8th Grade Science	STAAR-8S	Student Achievement Average	Gen	0	37	45	52	59	100%
High School STAAR EOC - Science	9	Science	9th Grade Biology	EOC-BI	Student Achievement Average	Gen	0	47	54	61	67	100%
High School Non-Tested - Science	HS	Science	Chemistry	Secure Final Exam	Student Achievement Average	Gen	0	30	32	35	38	100%
High School Non-Tested - Science	HS	Science	Physics	Secure Final Exam	Student Achievement Average	Gen	0	27	28	30	31	100%

TEXAS TCP STUDENT ACHIEVEMENT RUBRICS

Science *(continued)*

CONTENT OVERVIEW	GRADE	CONTENT	SUBJECT/ COURSE	STUDENT ACHIEVEMENT MEASURE(S)		STUDENT ACHIEVEMENT CATEGORIES						
Used ONLY as a Content Overview Filter	Grade	General Department /Content	Rubric Name	Assessment(s) used to Measure SA	Assessment Measure-ment(s)	POP	CATEGORY 1	CATEGORY 2	CATEGORY 3	CATEGORY 4	CATEGORY 5	WEIGHT
Middle School STAAR - Science	8	Science	8th Grade Science	STAAR-8S	Student Achievement Average	Gen	0	37	45	52	59	100%
High School STAAR EOC - Science	9	Science	9th Grade Biology	EOC-BI	Student Achievement Average	Gen	0	47	54	61	67	100%
High School Non-Tested - Science	HS	Science	Chemistry	Secure Final Exam	Student Achievement Average	Gen	0	30	32	35	38	100%
High School Non-Tested - Science	HS	Science	Physics	Secure Final Exam	Student Achievement Average	Gen	0	27	28	30	31	100%
AP - Science	HS	Science	AP Biology	AP Exam	Average Score	Gen	0	1.2	1.6	2.0	2.4	33.3%
					% of students at 2+	Gen	0	45.5	45.8	46.1	46.4	33.3%
					% of students at 3+	Gen	0	14.7	14.9	15.2	15.4	33.3%
AP - Science	HS	Science	AP Physics 1	AP Exam	Average Score	Gen	0	0.9	1.1	1.3	1.6	33.3%
					% of students at 2+	Gen	0	10.2	10.5	10.8	11.1	33.3%
					% of students at 3+	Gen	0	1.6	1.9	2.2	2.5	33.3%
AP - Science	HS	Science	AP Chemistry	AP Exam	Average Score	Gen	0	1.0	1.2	1.49	1.75	33.3%
					% of students at 2+	Gen	0	18.0	18.2	18.4	18.7	33.3%
					% of students at 3+	Gen	0	4.2	4.3	4.5	4.6	33.3%
AP - Science	HS	Science	AP Environmental Science	AP Exam	Average Score	Gen	0	1.1	1.5	1.9	2.3	33.3%
					% of students at 2+	Gen	0	30.7	31.1	31.5	31.9	33.3%
					% of students at 3+	Gen	0	11.1	11.4	11.7	12.0	33.3%
IB - Science	11,12	Science	IB Biology - HL	IB Exam - Bio HL	Average Score	Gen	0	2.4	3	3.6	4.1	33.30%
					% scoring 3+	Gen	0	66	69	72	74	33.30%
					% scoring 4+	Gen	0	30	32	35	37	33.30%
IB - Science	11,12	Science	IB Biology - SL	IB Exam - Bio SL	Average Score	Gen	0	2	2.7	3.4	4.1	33.30%
					% scoring 3+	Gen	0	51	52	53	54	33.30%
					% scoring 4+	Gen	0	27	29	31	32	33.30%

Important NOTE: Best of VAM rubric below or grade specific content rubric will be used **

TEXAS TCP STUDENT ACHIEVEMENT RUBRICS

Seminar & TOK

CONTENT OVERVIEW	GRADE	CONTENT	SUBJECT/COURSE	STUDENT ACHIEVEMENT MEASURE(S)		STUDENT ACHIEVEMENT CATEGORIES						
Used ONLY as a Content Overview Filter	Grade	General Department / Content	Rubric Name	Assessment(s) used to Measure SA	Assessment Measurement(s)	POP	CATEGORY 1	CATEGORY 2	CATEGORY 3	CATEGORY 4	CATEGORY 5	WEIGHT
AP - Seminar	HS	Seminar	AP Seminar	AP Exam	Average Score	Gen	0	2.2	2.6	3.0	3.4	33.3%
					% of students at 2+	Gen	0	89.4	89.7	90.1	90.4	33.3%
					% of students at 3+	Gen	0	57.7	57.9	58.2	58.4	33.3%
IB - TOK	11,12	TOK	IB Theory of Knowledge (TOK)	IB TOK Exam	Average Scale Score on 4.0 scale	Gen	0	1.4	2	2.5	3.1	50%
					% Scoring C or better	Gen	0	59	61	63	64	50%

TEXAS TCP STUDENT ACHIEVEMENT RUBRICS

SPECIAL EDUCATION - RISE - INTERVENTION - THRIVE RISE

CONTENT OVERVIEW	GRADE	CONTENT	SUBJECT/COURSE	STUDENT ACHIEVEMENT MEASURE(S)		STUDENT ACHIEVEMENT CATEGORIES						
Used ONLY as a Content Overview Filter	Grade	General Department / Content	Rubric Name	Assessment(s) used to Measure SA	Assessment Measurement(s)	POP	CATEGORY 1	CATEGORY 2	CATEGORY 3	CATEGORY 4	CATEGORY 5	WEIGHT
SpEd	PK-2	Special Education	All Courses	IEP	% IEP Goals Met	SpEd	0	60	70	80	90	50%
					100% Error Free IEP PEIMS Paperwork		0	55	70	85	100	50%
SpEd	K-2	Special Edcuation	Reading	DI – Reading	% achieve growth goal	SpEd	0	80	85	90	100	30%
				Ren. Star	% on or above grade level or 2 years growth		0	20	30	40	50	30%
				IEP	100% Error Free IEP PEIMS Paperwork		0	55	70	85	100	40%
SpEd	K-2	Special Eduction	Math	Ren. Star	% on or above grade level or 2 years growth	SpEd	0	30	40	50	60	50%
				IEP	100% Error Free IEP PEIMS Paperwork		0	55	70	85	100	50%
SpEd	3rd-12th	Speical Education	STAAR Subjects - Push-In	STAAR/ EOC	% of student that Meet	SpEd	0	15	30	40	45	50%
				IEP	100% Error Free IEP PEIMS Paperwork		0	55	70	85	100	50%
Intervention	3rd-8th	Intervention	Reading - Pull-Out	Ren. Star	% on or above grade level or 2 years growth	CSI	0	20	30	40	50	80%
				STAAR	% of student that Meet		0	10	20	30	40	10%
				DI-Reading	Met Lesson Progress Goal		0	80	85	90	100	5%
					DI Lesson Mastery		0	80	85	90	95	5%
Intervention	3rd-8th	Intervention	Math - Pull Out	Ren. Star	% on or above grade level or 2 years growth	CSI	0	30	40	50	60	80%
				STAAR	% of student that Meet		0	10	20	30	40	10%
				DI-Math	Met Lesson Progress Goal		0	80	85	90	100	5%
					DI Lesson Mastery		0	80	85	90	95	5%
Intervention	3rd-12th	Intervention	Math or Reading- Push-In	STAAR	% of student that Meet	CSI	0	10	20	30	40	50%
				IEP	100% Error Free IEP PEIMS Paperwork		0	55	70	85	100	50%
RISE	PK-2	RISE	All Courses	Pre-K-2 IEP	% IEP objectives Met	RISE	0	60	70	80	90	50%
					100% Error Free IEP PEIMS Paperwork		0	55	70	85	100	50%
RISE	3rd-11th	RISE	All Courses	STAAR - Alt 2	%Satisfactory	RISE	0	60	70	80	90	25%
					%Accomplished		0	15	20	25	30	25%
				3rd-11th IEP	% of IEP goals met		0	60	70	80	90	25%
					100% Error Free IEP PEIMS Paperwork		0	55	70	85	100	25%
RISE	12th-18 +	RISE	All Courses	12th-18+ IEP	% of IEP objectives met	RISE	0	60	70	80	90	50%
					100% Error Free IEP PEIMS Paperwork		0	55	70	85	100	50%
RISE - THRIVE RISE	18 +	THRIVE RISE	All Courses	18+ IEP	% of IEP objectives met	RISE	0	60	70	80	90	20%
				Matriculation	% of students matriculate to a post secondary option		0	60	75	80	90	20%
				Competitive Employment	% of students in competitive employment		0	60	75	80	90	20%
				18+IEP	100% Error Free IEP PEIMS Paperwork		0	55	70	85	100	40%

TEXAS TCP STUDENT ACHIEVEMENT RUBRICS

Spanish

CONTENT OVERVIEW	GRADE	CONTENT	SUBJECT/COURSE	STUDENT ACHIEVEMENT MEASURE(S)		STUDENT ACHIEVEMENT CATEGORIES						
Used ONLY as a Content Overview Filter	Grade	General Department / Content	Rubric Name	Assessment(s) used to Measure SA	Assessment Measurement(s)	POP	CATEGORY 1	CATEGORY 2	CATEGORY 3	CATEGORY 4	CATEGORY 5	WEIGHT
Pre-AP Spanish	MS	Spanish	Spanish I	Secure Final Exam	Student Achievement Average	All	0	72	76	79	83	100%
Pre-AP Spanish	CP	Spanish	Spanish II	Secure Final Exam	Student Achievement Average	All	0	67	72	78	84	100%
Pre-AP Spanish	CP	Spanish	Spanish III	Secure Final Exam	Student Achievement Average	All	0	59	68	78	87	100%
AP -Spanish	HS	Spanish	AP Spanish Language and Culture	AP Exam	Average Score	Gen	0	2.8	3.4	4.0	4.6	33.3%
					% of students at 2+	Gen	0	91.50	92.01	92.52	93.03	33.3%
					% of students at 3+	Gen	0	75.27	75.67	76.06	76.46	33.3%
AP -Spanish	HS	Spanish	AP Spanish Literature and Culture	AP Exam	Average Score	Gen	0	1.8	2.4	3.0	3.6	33.3%
					% of students at 2+	Gen	0	71.1	71.5	72.0	72.5	33.3%
					% of students at 3+	Gen	0	44.8	45.2	45.5	45.9	33.3%
IB - Spanish	11,12	Spanish	IB Language A: Español Lengua y Literatura - HL	IB Exam - Span Lit HL	Average Score	Gen	0	3.9	4.3	4.8	5.3	33.30%
					% scoring 3+	Gen	0	95	97	99	100	33.30%
					% scoring 4+	Gen	0	84	89	94	99	33.30%
IB - Spanish	11,12	Spanish	IB Language B: Spanish - HL	IB Exam - Lang B HL	Average Score	Gen	0	5.1	5.8	6.4	6.9	33.30%
					% scoring 3+	Gen	0	97	97	98	99	33.30%
					% scoring 4+	Gen	0	95	96	97	98	33.30%
IB - Spanish	11,12	Spanish	IB Language B: Spanish - SL	IB Exam - Lang B SL	Average Score	Gen	0	4.3	5.2	6	6.8	33.30%
					% scoring 3+	Gen	0	94	95	96	97	33.30%
					% scoring 4+	Gen	0	83	84	86	88	33.30%
IB - Spanish	11,12	Spanish	IB Language ab initio: Spanish - SL	IB Exam - Lang ab initio	Average Score	Gen	0	3.3	4.1	4.9	5.8	33.30%
					% scoring 3+	Gen	0	80	84	88	92	33.30%
					% scoring 4+	Gen	0	65	71	76	81	33.30%

TEXAS TCP STUDENT ACHIEVEMENT RUBRICS

Fine Arts

CONTENT OVERVIEW	GRADE	CONTENT	SUBJECT/COURSE	STUDENT ACHIEVEMENT MEASURE(S)		STUDENT ACHIEVEMENT CATEGORIES						
Used ONLY as a Content Overview Filter	Grade	General Department / Content	Rubric Name	Assessment(s) used to Measure SA	Assessment Measurement(s)	POP	CATEGORY 1	CATEGORY 2	CATEGORY 3	CATEGORY 4	CATEGORY 5	WEIGHT
Fine Arts	Academy	Fine Arts	Academy Art	Art Portfolio	Average Score	Gen	0	0.9	1.4	1.9	2.4	100%
Fine Arts	MS	Fine Arts	MS Art Year 1	Art Portfolio	Average Score	Gen	0	0.9	1.4	1.9	2.4	100%
Fine Arts	MS	Fine Arts	MS Art Year 2	Art Portfolio	Average Score	Gen	0	1.1	1.6	2.1	2.6	100%
Fine Arts	HS	Fine Arts	Art I	Art Portfolio	Average Score	Gen	0	0.9	1.4	1.9	2.4	100%
Fine Arts	HS	Fine Arts	Art II	Art Portfolio	Average Score	Gen	0	1.1	1.6	2.1	2.6	100%
Fine Arts	HS	Fine Arts	Art III	Art Portfolio	Average Score	Gen	0	1.3	1.8	2.3	2.8	100%
Fine Arts	HS	Fine Arts	Art IV	Art Portfolio	Average Score	Gen	0	1.5	2	2.5	3	100%
AP - Fine Arts	HS	Fine Arts	AP Studio Art (AP Drawing, AP 2D and AP 3D)	AP Exam	Average Score	Gen	0	1.5	2	2.5	3	33.3%
					% of students at 2+		0	79.5	79.9	80.3	80.6	33.3%
					% of students at 3+		0	37.3	37.5	37.7	38	33.3%
AP - Fine Arts	HS	Fine Arts	AP Art History	AP Exam	Average Score	Gen	0	1.0	1.4	1.8	2.1	33.3%
					% of students at 2+		0	30.4	30.7	31.1	31.4	33.3%
					% of students at 3+		0	6.9	7.2	7.6	7.9	33.3%
IB - Fine Arts	11,12	Fine Arts	IB Art - HL	IB Exam - Art HL	Average Score	Gen	0	2.3	2.8	3.3	3.8	33.30%
					% scoring 3+		0	77	80	83	87	33.30%
					% scoring 4+		0	14	17	20	24	33.30%
IB - Fine Arts	11,12	Fine Arts	IB Art - SL	IB Exam - Art SL	Average Score	Gen	0	2.4	3	3.6	4.2	33.30%
					% scoring 3+		0	80	81	83	84	33.30%
					% scoring 4+		0	31	33	35	37	33.30%
IB - Fine Arts	11,12	Fine Arts	IB Visual Arts HL	IB Exam - Visual Arts HL	Average Score	Gen	0	2.76	3	3.2	3.55	33.30%
					% Passing 3+		0	78	87	96	100	33.30%
					% of students 4+		0	0	9	32	56	33.30%

TEXAS TCP STUDENT ACHIEVEMENT RUBRICS

Physical Education

CONTENT OVERVIEW	GRADE	CONTENT	SUBJECT/COURSE	STUDENT ACHIEVEMENT MEASURE(S)		STUDENT ACHIEVEMENT CATEGORIES						
Used ONLY as a Content Overview Filter	Grade	General Department /Content	Rubric Name	Assessment(s) used to Measure SA	Assessment Measurement(s)	POP	CATEGORY 1	CATEGORY 2	CATEGORY 3	CATEGORY 4	CATEGORY 5	WEIGHT
Physical Education	2nd-5th	Physical Education	Physical Education	Interactive Health Technology: Heart Rate Monitors	% of students earning Fitness Ambassador status (1000 MVPA Mins.)	Gen	0	60	75	85	90	100%
Physical Education	6-7th	Physical Education	Middle School: Physical Education (All)	Interactive Health Technology: Heart Rate Monitors	% of students earning Fitness Ambassador status (900 MVPA Mins.)	Gen	0	60	75	85	90	100%
Physical Education	9-11th	Physical Education	High School: Lifetime Fitness & Wellness, Skill-Based Lifetime Activities; and All Similar	Interactive Health Technology: Heart Rate Monitors	% of students earning Fitness Ambassador status (900 MVPA Mins.)	Gen	0	60	75	85	90	100%

TEXAS TCP STUDENT ACHIEVEMENT RUBRICS

RTCC & ACT

CONTENT OVERVIEW	GRADE	CONTENT	SUBJECT/COURSE	STUDENT ACHIEVEMENT MEASURE(S)		STUDENT ACHIEVEMENT CATEGORIES						
Used ONLY as a Content Overview Filter	Grade	General Department / Content	Rubric Name	Assessment(s) used to Measure SA	Assessment Measurement(s)	POP	CATEGORY 1	CATEGORY 2	CATEGORY 3	CATEGORY 4	CATEGORY 5	WEIGHT
RTTC	9	RTTC	9th Grade RTTC I	Secure Final Exam	% Approaches (70%)	Gen	0	70	86	93	98	40%
					% Masters (90%)	Gen	0	15	30	40	55	30%
				EOY Presentation	% Approaches (70%)	Gen	0	70	86	93	98	20%
					% Masters (90%)	Gen	0	15	30	40	55	10%
RTTC*	10*	RTTC*	10th Grade RTTC II	Secure Final Exam	% Approaches (70%)	Gen	0	70	86	93	98	35%
					% Masters (90%)	Gen	0	15	30	40	55	25%
				Pre-ACT/ACT	Highest Composite Average	Gen	0	14	17	19	20	10%
				Pre-ACT/ACT English	Highest Section Score	Gen	0	14	17	19	20	15%
				Pre-ACT/ACT Science	Highest Section Score	Gen	0	14	17	19	20	15%
RTTC*	11*	RTTC*	11th Grade RTTC III	Secure Final Exam	% Approaches (70%)	Gen	0	70	86	93	98	35%
					% Masters (90%)	Gen	0	15	30	40	55	25%
				ACT	Highest Composite Average	Gen	0	15	18	20	21	10%
				ACT Reading	Highest Section Score	Gen	0	15	18	20	21	15%
				ACT Math	Highest Section Score	Gen	0	15	18	20	21	15%
RTTC	12	RTTC	12th Grade RTTC	Secure Final Exam	% Approaches (70%)	Gen	0	70	86	93	98	35%
					% Masters (90%)	Gen	0	15	30	40	55	25%
				EOY Presentation	% Approaches (70%)	Gen	0	70	86	93	98	25%
					% Masters (90%)	Gen	0	15	30	40	55	15%
ACT	10	ACT	ACT	Pre-ACT/ACT	Composite Average Score	Gen	0	14	17	19	20	30%
				Pre-ACT/ACT English	Highest Section Score	Gen	0	14	17	19	20	35%
				Pre-ACT/ACT Science	Highest Section Score	Gen	0	14	17	19	20	35%
ACT	11	ACT	ACT	ACT	Composite Average Score	Gen	0	15	18	20	21	30%
				ACT Reading	Highest Section Score	Gen	0	15	18	20	21	35%
				ACT Math	Highest Section Score	Gen	0	15	18	20	21	35%

TEXAS TCP STUDENT ACHIEVEMENT RUBRICS

Music

CONTENT OVERVIEW	GRADE	CONTENT	SUBJECT/ COURSE	STUDENT ACHIEVEMENT MEASURE(S)		STUDENT ACHIEVEMENT CATEGORIES						
Used ONLY as a Content Overview Filter	Grade	General Department /Content	Rubric Name	Assessment(s) used to Measure SA	Assessment Measurement(s)	POP	CATEGORY 1	CATEGORY 2	CATEGORY 3	CATEGORY 4	CATEGORY 5	WEIGHT
Music	CP	Music	Music/Band/ Orchestra	Student Performance	Solo	Gen	5	4	3	2	1	50%
				Written EOC	Passing (70%)	Gen	0	50	60	70	80	50%
IB - Music	11,12	Music	IB Music	IB Exam - Music	Average Score	Gen	0	3	3.5	4.1	4.7	33.30%
					% scoring 3+	Gen	0	89	92	96	99	33.30%
					% scoring 4+	Gen	0	49	56	63	70	33.30%

TEXAS TCP STUDENT ACHIEVEMENT RUBRICS

Technology & CTE

CONTENT OVERVIEW	GRADE	CONTENT	SUBJECT/COURSE	STUDENT ACHIEVEMENT MEASURE(S)		STUDENT ACHIEVEMENT CATEGORIES						
Used ONLY as a Content Overview Filter	Grade	General Department /Content	Rubric Name	Assessment(s) used to Measure SA	Assessment Measurement(s)	POP	CATEGORY 1	CATEGORY 2	CATEGORY 3	CATEGORY 4	CATEGORY 5	WEIGHT
Technology	MS	Technology	MS Tech Apps	Secure Final Exam	% Approaches (70%)	Gen	0	80	90	94	97	70%
					% Masters (90%)		0	11	30	34	37	30%
CTE	MS/HS	CTE	ALL CTE (Exempt AP)	Secure Final Exam	% Approaches (70%)	Gen	0	80	90	94	97	70%
					% Masters (90%)		0	11	30	34	37	30%
CTE - AP Computer Science	HS	CTE	AP Computer Science A	AP Exam	Average Score	Gen	0	0.9	1.2	1.5	1.9	33.3%
					% of students at 2+		0	12.6	13.1	13.5	13.9	33.3%
					% of students at 3+		0	5.6	6.0	6.4	6.7	33.3%
CTE - AP Computer Science	HS	CTE	AP Computer Science Principles	AP Exam	Average Score	Gen	0	1.28	1.71	1.76	2.26	33.3%
					% of students at 2+		0	46.2	46.6	46.9	47.3	33.3%
					% of students at 3+		0	19.2	19.5	19.7	20.0	33.3%

TEXAS TCP STUDENT ACHIEVEMENT RUBRICS

Film & Theater

CONTENT OVERVIEW	GRADE	CONTENT	SUBJECT/COURSE	STUDENT ACHIEVEMENT MEASURE(S)		STUDENT ACHIEVEMENT CATEGORIES						
Used ONLY as a Content Overview Filter	Grade	General Department /Content	Rubric Name	Assessment(s) used to Measure SA	Assessment Measurement(s)	POP	CATEGORY 1	CATEGORY 2	CATEGORY 3	CATEGORY 4	CATEGORY 5	WEIGHT
IB - Film	11,12	Film	IB Film - SL	IB Exam - Film SL	Average Score	Gen	0	1.9	2.7	3.5	4.3	33.30%
					% scoring 3+	Gen	0	54	58	63	68	33.30%
					% of scoring 4+	Gen	0	30	35	39	43	33.30%
Theater	CP	Theater	Theater	Outside Evaluation	UIL One-Act Play Results	Gen	None	Zone	District/ Bi-District	Area	Regional/ State	20%
				Public / Virtual Theater Performances	# of performances	Gen	0	2	3	4	5	30%
				Five Major In-Class/ Virtual Theater Performances	combined passing average of 5 performances (%)	Gen	0	60	70	80	90	50%

TEXAS TCP STUDENT ACHIEVEMENT RUBRICS

Blended Learning

CONTENT OVERVIEW	GRADE	CONTENT	SUBJECT/ COURSE	STUDENT ACHIEVEMENT MEASURE(S)		STUDENT ACHIEVEMENT CATEGORIES						
Used ONLY as a Content Overview Filter	Grade	General Department / Content	Rubric Name	Assessment(s) used to Measure SA	Assessment Measurement(s)	POP	CATEGORY 1	CATEGORY 2	CATEGORY 3	CATEGORY 4	CATEGORY 5	WEIGHT
Blended Learning	1st - 5th	Blended Learning	Hotspot	Hotspot Honor Roll	% of students earning Typing Master Status	Gen	0	80	90	95	100	40%
					% of students earning Math Master Status	Gen	0	50	60	70	80	40%
					% of students earning Math Genius Status	Gen	0	20	30	40	50	20%
Blended Learning	6-7th	Blended Learning	Hotspot	Hotspot Honor Roll	% of students earning Typing Master Status	Gen	0	80	90	95	100	40%
					% of students earning Math Master Status	Gen	0	50	60	70	80	40%
					% of students earning Math Genius Status	Gen	0	20	30	40	50	20%
Blended Learning	1st - 5th	Blended Learning	AR Zone	AR Honor Roll	% of students earning Word Master Status	Gen	0	40	60	70	80	70%
					% of students earning Royal Reader Status	Gen	0	5	10	20	30	30%

TEXAS TCP STUDENT ACHIEVEMENT RUBRICS

On Ramps

CONTENT OVERVIEW	GRADE	CONTENT	SUBJECT/COURSE	STUDENT ACHIEVEMENT MEASURE(S)		STUDENT ACHIEVEMENT CATEGORIES						
Used ONLY as a Content Overview Filter	Grade	General Department /Content	Rubric Name	Assessment(s) used to Measure SA	Assessment Measurement(s)	POP	CATEGORY 1	CATEGORY 2	CATEGORY 3	CATEGORY 4	CATEGORY 5	WEIGHT
ON RAMPS	11/12	Math ,ELA, Science	College Algebra , Rhetoric, Physics	Completion of Course	% Passing D+	General	0	60% - 69%	70% - 79%	80% - 89%	90% +	50%
ON RAMPS	11/12	Math ,ELA, Science	College Algebra , Rhetoric, Physics	Completion of Course	Class GPA	General	1-1.49	1.50-2.49	2.50-2.74	2.75-3.24	3.25-4.0	50%

SECTION 4

GROW WITH IDEA ACCOUNTS

Teacher Career Pathway Pay Potential

Grow-with-IDEA Accounts begin at Level 3 (High-Performing IDEA Teacher) on the Teacher Career Pathway. In the first year a teacher is placed at the High-Performing IDEA Teacher level, he or she earns a payout to be paid out in three equal portions. The first portion is received immediately, and the two additional installations are paid over the next two years if the teacher chooses to stay in the classroom at IDEA. This process happens each year, so that current and past payouts accumulate.

GROW-WITH-IDEA PAYOUT ASSOCIATED WITH EACH TCP LEVEL

LEVEL 1
Welcome-to-IDEA Teacher:
N/A (no payout)

LEVEL 2
Emerging IDEA Teacher:
N/A (no payout)

LEVEL 3
High-Performing IDEA Teacher:
$1,500
3-year payout installments of $500

LEVEL 4
Advanced High-Performing IDEA Teacher:
$3,000
3-year payout installments of $1,000

LEVEL 5
Master IDEA Teacher:
★ $10,000 ★
3-year payout installments of $3,333

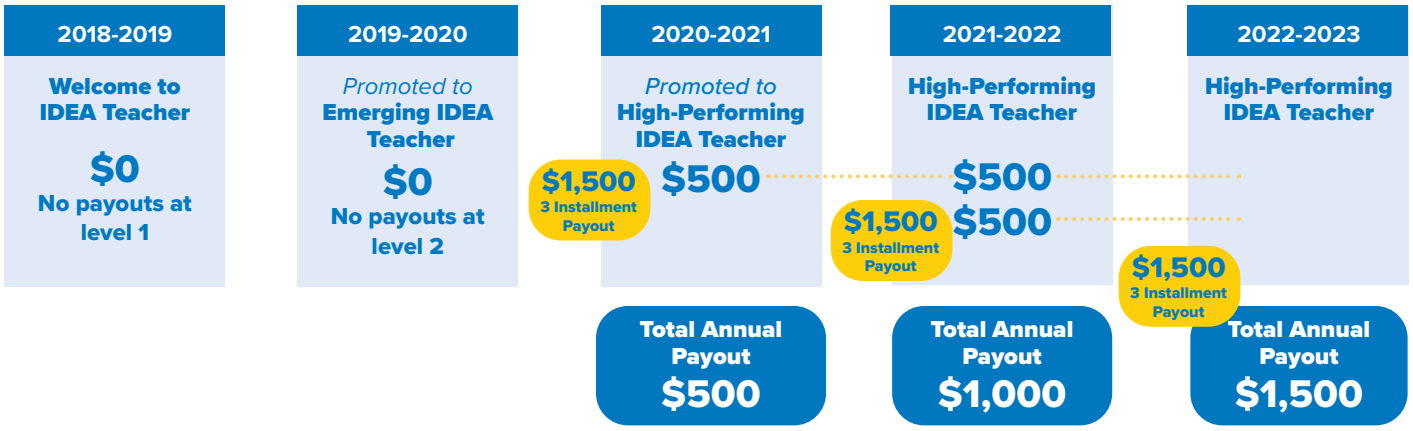
Additional Payouts

Each year eligible teachers return to IDEA, they earn an additional installation of their three-year payout. If they are promoted, the greater value of the new payout stacks onto the payout already being paid out. This accumulation is significant - Master Teachers can earn up to $10,000 more per year due to their Grow-with-IDEA account. The following examples demonstrate Grow-with-IDEA accounts:

Note for teacher transitioning into another role:
Teachers who move into another role for the new school year are eligible for one payout from their most current TCP Placement.

Examples

This example shows how a first year IDEA teacher might enter the system in the Fall of 2018. As a first year (at IDEA) teacher, she is automatically placed on the Welcome to IDEA level (level 1). There is not a Grow with IDEA account associated with level one. After her first year, she is promoted to Emerging Teacher Level, which does not have a Grow with IDEA account as a benefit. At the end of her second year, her results lead to a promotion to High-Performing Teacher. When she chooses to return to the classroom as a High Performing Teacher in 2020-2021, she earns her first payout of $500, with a promise of two more equal payouts in the coming two years. She continues as a High-Performing teacher and returns for the 2021-2022 school year, earning her second payout from last year and her first payout for the new year, earning a total of $1,000. When she returns in 2022-2023 as a High-Performing teacher, she earns $1,500 and is fully vested. If she remains as a High-Performing Teacher for her career, she will continue to earn $1500 each year when she continues in the classroom.



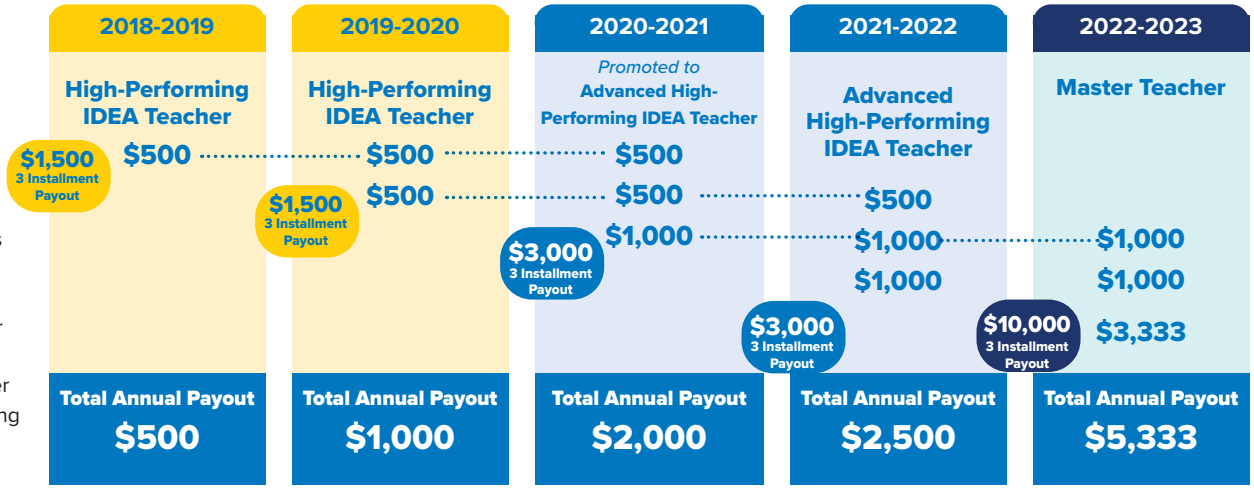
How is TCP Grow with IDEA Accounts Paid Out?

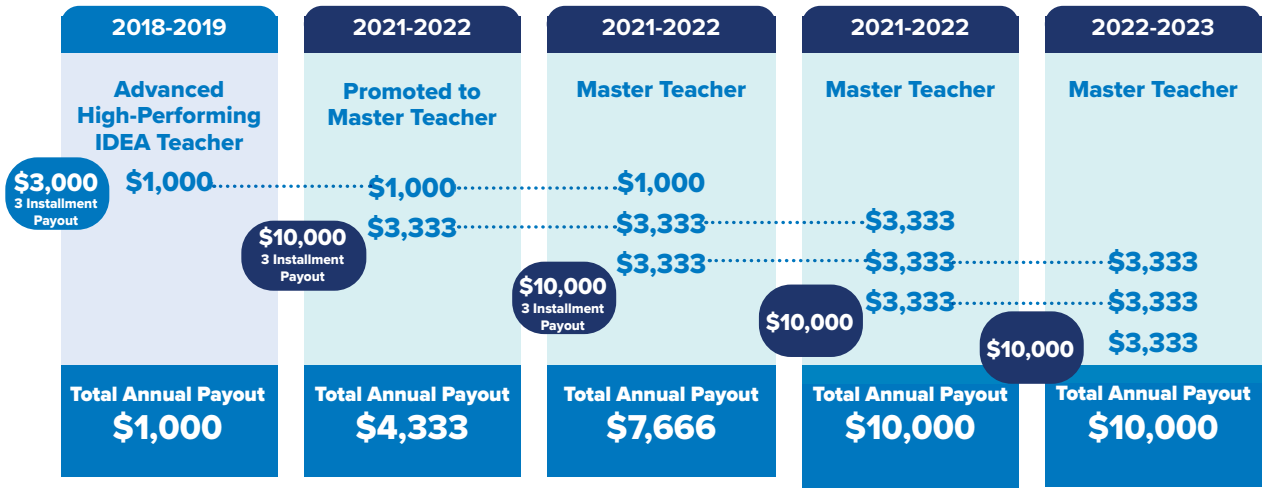
Each year eligible teachers return to IDEA, they earn an additional installation of their three-year payout. If they are promoted, the greater value of the new payout stacks onto the payout already being paid out. This accumulation is significant - Master Teachers can earn up to $10,000 more per year due to their Grow-with-IDEA account.

The following examples demonstrate Grow-with-IDEA accounts:

HIGH-PERFORMING TEACHER

Returns for two years as a High-Performing Teacher, then earns a promotion to Advanced High-Performing Teacher for one year, and a promotion to Master Teacher the following year.





ADVANCED HIGH PERFORMING TEACHER

Earns a promotion to become a Master Teacher after the first year of the Teacher Career Pathway due to years of experience and composite score data.

Grow-with-IDEA accounts are one of the ways that the Teacher Career Pathway recognizes teachers who choose to stay with IDEA and continually improve their practice.

SECTION 5

IMPORTANT INFORMATION

Answers To Other FAQ

How is student achievement calculated for my specific grade level and subject?

Teacher Career Pathway survey results have included many questions about how student achievement is calculated. Position-specific student achievement rubrics can be found in the appendix of this book

I teach multiple subjects. How will my student achievement component be calculated?

Please refer to the policy section of this handbook to review the multi-prep policy and other relevant policies that may apply to your situation. This will help you understand how to calculate the student achievement component accurately.

I moved from Level Three (High-Performing) down to Level Two (Emerging) before my three-year payout was complete. What happens to my retention payout?

Teachers only move down the pathway after two consecutive years of a lower rating (i.e. if they were unable to improve their scores during the hold year). They will continue to receive all three payouts from each year of being placed at Level Three. For the year that a teacher moved to Level Two, a new payout payout would not be issued because there is not a “Grow with IDEA” account associated with Level Two. However, teachers will continue to receive the payout until they have exhausted their 3 year payout from their level 3 placement.

Why is the Grow-with-IDEA payout paid over three years rather than one?

The Grow-with-IDEA payout is a teacher retention payout. The purpose of the Grow-with-IDEA payout is to incentivize teachers to stay in the classroom at IDEA and reward IDEA teachers who continue their work in the classroom year over year. Teachers are compensated for both their commitment to IDEA and growth as teachers. The Grow-with-IDEA payout is linked to a teacher’s Teacher Career Pathway placement level, but it is not a performance payout. Performance payouts are separate from the Teacher Career Pathway and are still paid to teachers in full every year by IDEA Public Schools.

How are student achievement rubrics created and revised?

The current approach takes the percentage of students that passed the state assessment (FLA for Florida, LEAP for Louisiana, & STAAR for Texas), specifically, the most recent 3 years of state data is used to calculate the average percentage of students that passed. The standard deviation, or the variability around the average, is calculated to develop Level 2-5 bottom cut-offs. The bottom cut-off for Level 2 is calculated by subtracting half of a standard deviation from the average. The bottom cut-off for Level 3 is equal to the average percentage of students passing. The bottom cut-off for Level 4 is calculated by adding half of a standard deviation to the average and Level 5 by adding a full standard deviation to the average. This same methodology is used for AP, IB, and MS non-tested Humanities and Science using internal IDEA Data.

These questions came directly from teacher responses on various Teacher Recognition Feedback Surveys. Thanks for your input!

HOW TO GIVE FEEDBACK ON THE TEACHER CAREER PATHWAY

- Email TCP@ideapublicschools.org
- Contact your representative on the Teacher Advisory Council
- Use the Teacher Recognition Feedback Survey on your Teacher Career Pathway Hubsite.
- Communicate with your manager

Join the Teacher Advisory Council on your campus!

TAC OVERVIEW

- The Teacher Advisory Council (TAC) is a representative group of teachers elected to facilitate communication with Headquarters (HQ) staff.
- Two TAC representatives are selected per campus, comprising two for academy and two for college prep, nominated by their peers.
- TAC representatives must hold a Level Three (High-Performing) or higher status on the Teacher Career Pathway.
- The council convenes biannually, in fall and spring, to deliberate on agenda items sourced from network-wide groups.

SIGNIFICANT CONTRIBUTIONS

- In the 2014-15 academic year, TAC played a pivotal role in shaping the Teacher Career Pathway, emphasizing absolute measures over relative ones in assessing teacher performance.
- During the subsequent 2015-16 school year, TAC provided feedback that led to enhancements in Teacher Career Pathway benefits.
- This feedback sparked a district-wide initiative to bolster teacher leadership development and support.
- Ongoing improvements in TCP practices are driven by feedback received from TAC representatives annually.

★ IMPORTANT RESOURCES ★

1. **Board Approved TCP Handbooks and Rubrics**

   Here are the TCP handbooks you'll utilize if you need to manually calculate a student achievement score. They contain policies aimed at providing clarity and transparency.

2. **TCP Placement Calculators**

   This document will help you calculate possible TCP placement, student achievement, multi-prep TCP student achievement, and GET with embedded core values.

3. **Fall 2024 Teacher Recognition Feedback Survey**

   Please provide feedback about our Teacher Recognition programs at any time.

4. **TCP Hubsite**

   This site provides comprehensive information collection about the TCP program, including the latest updates.

5. **2024 Placement TCP Calendar for 23-24 SY**

   Calendar contains important dates for 2024 placement.

6. **TCP Zendesk: tcpsupport@ideapublicschools.org**

   If you have questions or concerns, please reach out via Zendesk.

TEXAS UNDER FRANCE
1685-1690
TEXAS UNDER MEXICO
1821-1836
TEXAS AS A REPUBLIC
1836-1845
TEXAS IN THE CONFEDERACY
1861-1865
TEXAS IN THE UNITED STATES
1845-1861; 1865-Present
Texas
IDEA
Public Schools