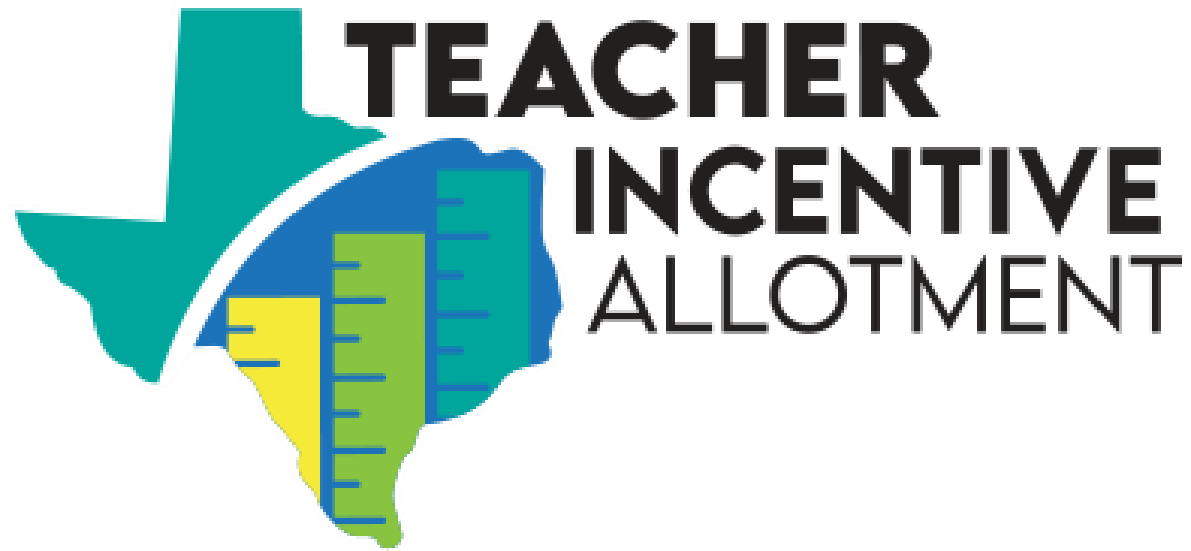


# Master Teacher Initiative 3.0 Overview





**The Teacher Incentive Allotment (TIA) was created by the Texas Legislature to help school districts recruit, retain, and reward high-performing teachers in Texas.**



**SAISD is one of 70 districts with an approved TIA plan.**

# Designation Levels



**3 designation levels: Recognized, Exemplary, and Master**

- Teacher designations are valid for 5 years
- Teachers are rewarded with additional compensation each of those years, based on their designation level and the socioeconomic need of their school
- National Board-Certified Teachers are designated as Recognized

# Master Teacher 3.0 Goals



Our SAISD Master Teacher Initiative (MTI) is a way for high performing teachers to be compensated for their performance.

# Master Teacher 3.0

MTI 3.0 is a teacher designation system to recognize teachers who have demonstrated strong student growth and pedagogical excellence.

Designations determined by the Classroom Observation and Performance, Student Achievement, Teacher Leadership and Collaboration, and Student Experience domains

MTI 3.0 will start with data captured in 2022-23 and designations starting in 2023-24

# Going from MTI 2.0 to MTI 3.0

MTI Version	Teachers Eligible	Achievement Measures	First Data Capture Year	First Designation Year
2.0	Teachers of STAAR/EOC Subjects	STAAR/EOC	2018-19, 2019-20 & 2020-21	2020-21
3.0	All Teachers*	STAAR/EOC, MAP, APA (Academic Performance Assessments, Circle and Student Learning Objectives)	2022-23	2023-24

SAISD must develop student achievement measures (SAISD assessments and Student Learning Goals) so that **all teachers** can be eligible for designation under MTI 3.0.

\*Teachers must have required achievement measure inputs to be eligible.



# MTI 3.0 Eligibility



## Requirements

- Teacher in position for minimum of 90 days for 100% or 180 days at 50-99%
- One year of TTESS with 3.5 minimum average
- Students present during Fall and Winter Roster
- Minimum of 10 students with 70% attendance
- Teacher role of 087

## Testing Security

- Treating assessment administration with similar protocols to STAAR/EOC
- Data must be valid and reliable
  - Data Validation
  - 11 Validation checks
  - Comparison groups across campuses and districts



# Student Achievement

- The student achievement domain of a teacher's MTI score will vary based on the courses that they teach.
  - San Antonio Growth Effect (SAGE)
    - STAAR/EOC
    - MAP/Circle
    - APA (Academic Performance Assessments)
  - Student Learning Objectives(SLOs)

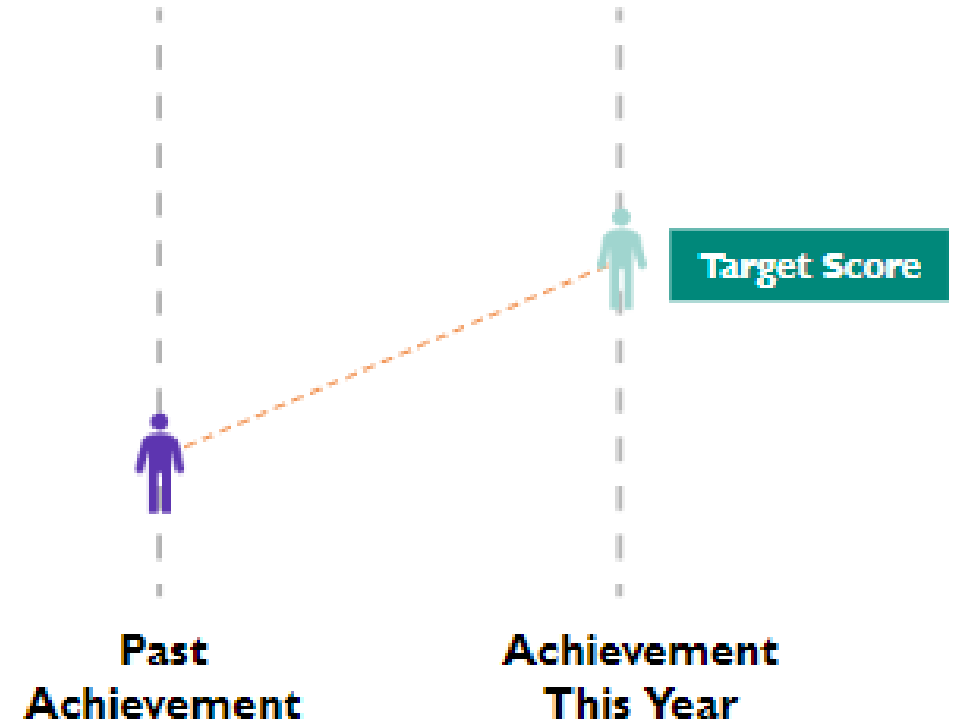
# SAISD'S Home-grown Growth Metric (SAGE)

The growth metrics used in the MTI 2.0/3.0 system are specifically designed for our district context. Working with a TEA-approved technical assistance provider, we calculated growth in the following steps:

1. **Verify rosters** to ensure that the set of students and courses included in each teacher's calculation is accurate.
2. **Determine a tailored growth target** for each student based upon the growth of *similar students* in our district.
3. **Calculate how much students exceeded (or did not exceed) their tailored growth target**, then average those differences across teachers and schools

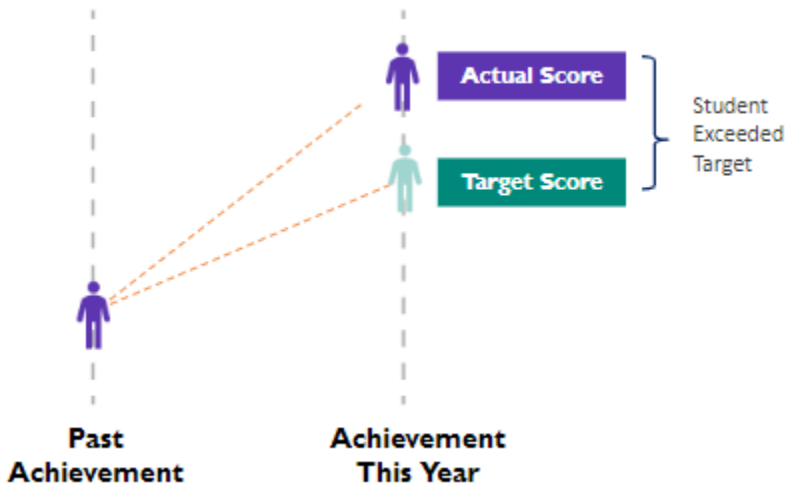
# San Antonio Growth Effect (SAGE)

- A tailored growth target is determined for each student. This is created by analyzing how much **similar students** grow in a school year within our district.
- **How do we define similar students?**
- Similar prior year achievement
- Similar student characteristics (e.g., Eco Dis, SPED)
- Similar neighborhood characteristics
- Similar classroom characteristics

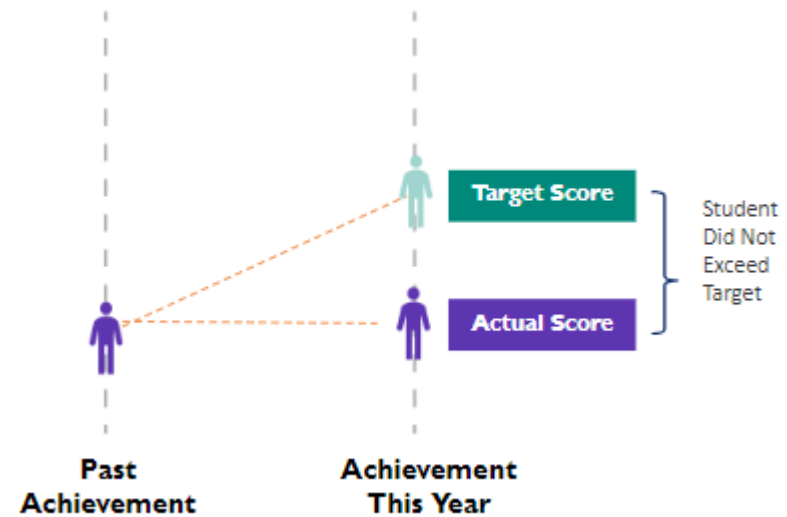


# Measuring Tailored Growth Target

We then compare how much students exceeded or did not exceed their tailored growth target. The graph below shows a student who exceeded their growth target.



This graph shows an example of a student who did not exceed their growth target.





# CSC Qualifying Activities

## Contributions to Students and Families

- Coordinate or support parent night showcasing academic progress
- Coordinate or support fine arts concert
- Coordinate or support parent night at sporting event
- Coordinator or support parent focused college readiness session (e.g., information sessions, FAFSA support, application support, etc.)
- Sponsor student leadership or club (non-stipend)
- Civic engagement event (e.g., visit to local representative to advocate for policy)
- Enrichment field trip
- Sponsor principal-approved, student-led initiative (e.g., food drive, recycling program, etc.)







# CSC Qualifying Activities

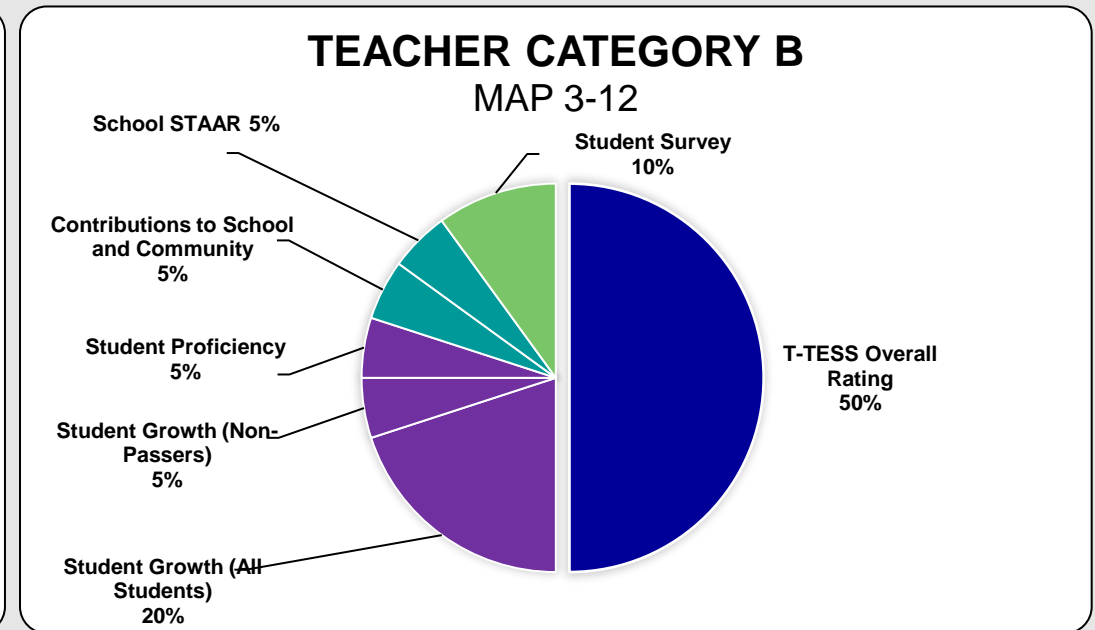
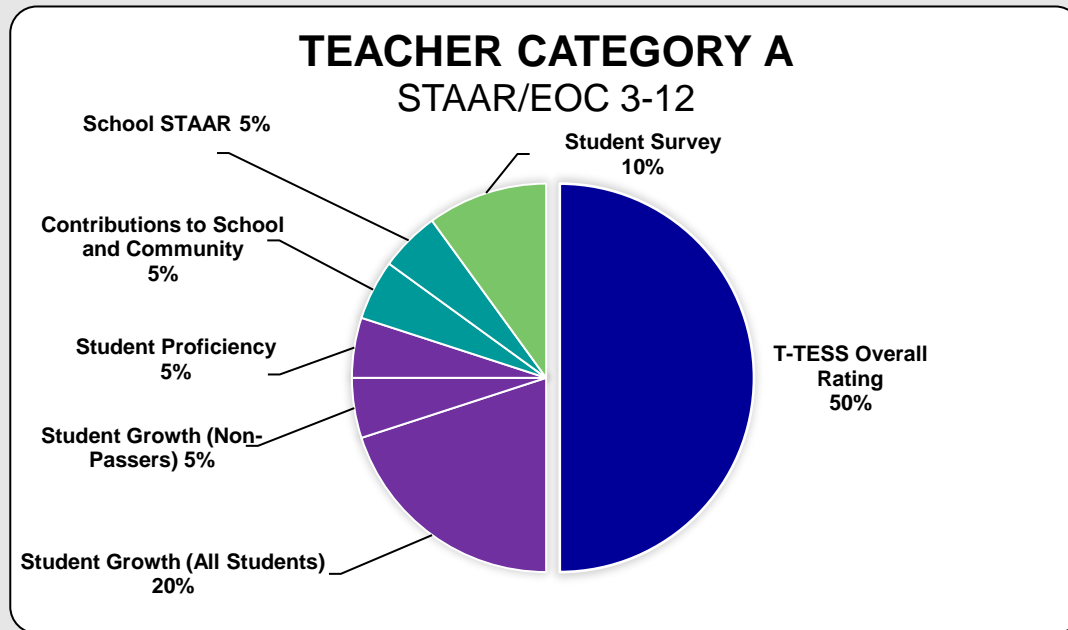
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## Contributions to Colleagues

Curriculum development and/or adoption  
Initiatives to improve school culture

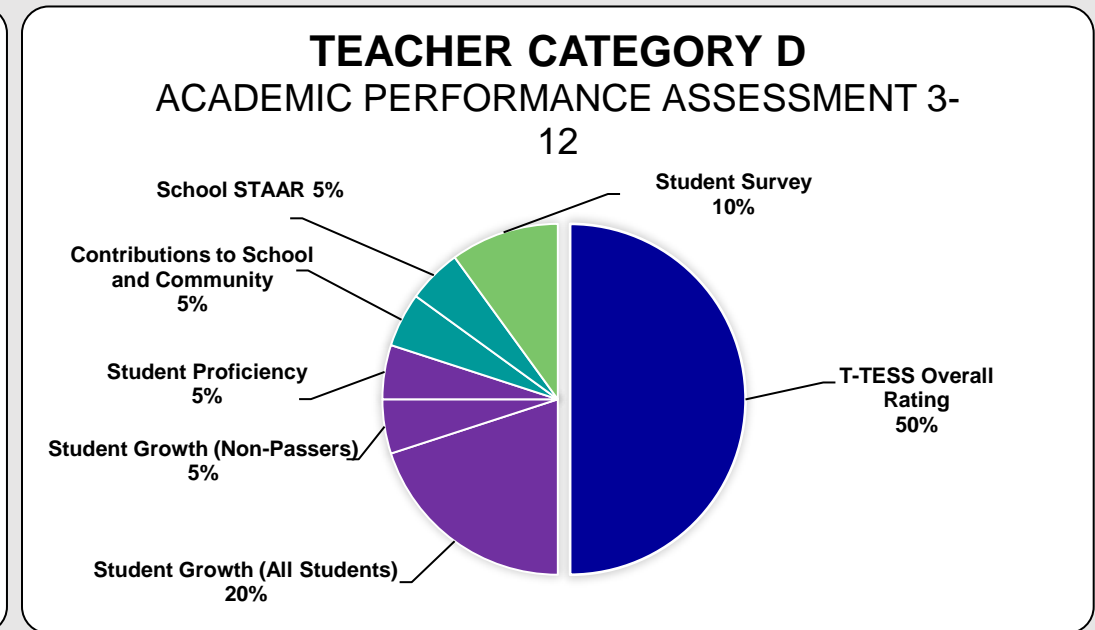
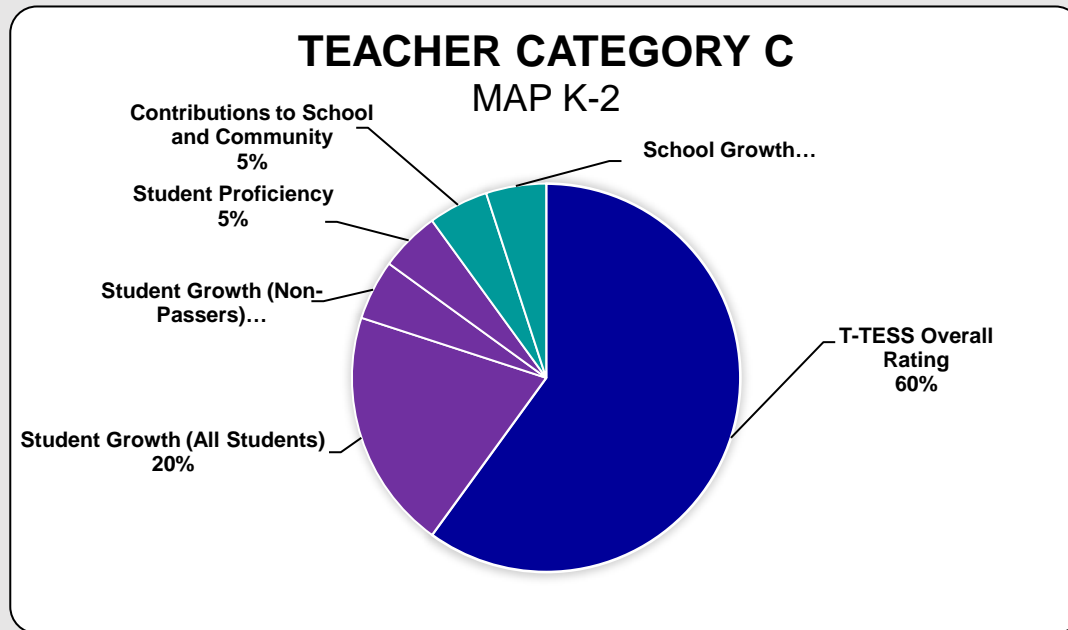
- **Other principal-approved activities aimed at improving school culture**
- **Campus-wide homework support/intervention**
- **Campus-wide behavior referral reduction**
- **Support campus or district-wide recruitment efforts by sitting on interview committee or volunteering at job fairs**
- **Supporting strategic operations of campus or district by participating in campus improvement planning, master scheduling, developing campus/district policy revision proposals**
- **Completion of action-research for example through district-wide leadership development programs like Teacher Leader, Academic Leader, Aspiring AP, and Aspiring Principal Program**

# Master Teacher 3.0 Teacher Categories





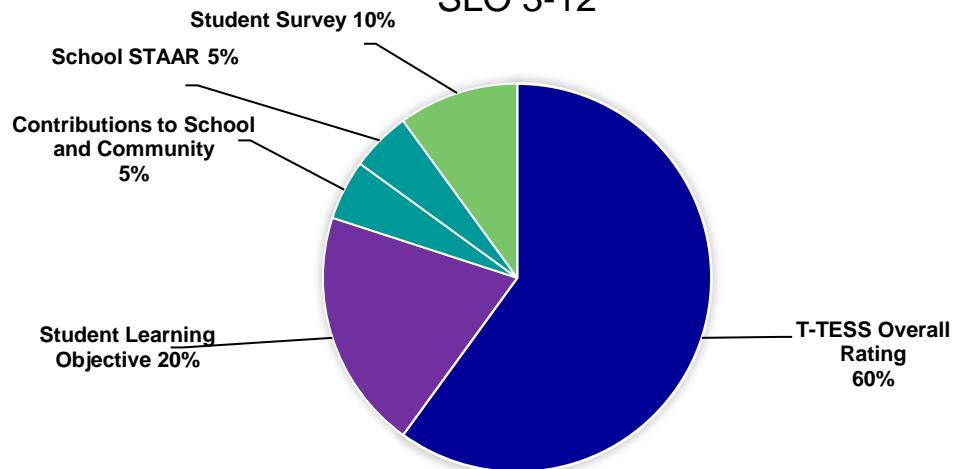
# Master Teacher 3.0 Teacher Categories



# Master Teacher 3.0 Teacher Categories

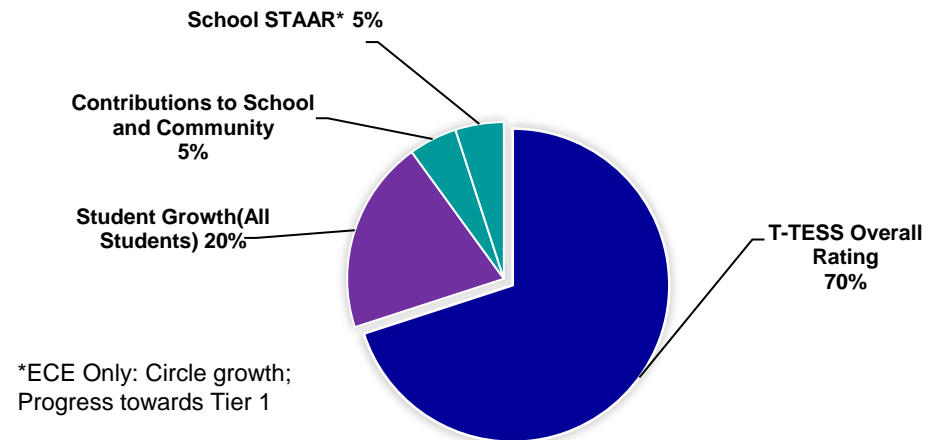
## TEACHER CATEGORY E

SLO 3-12

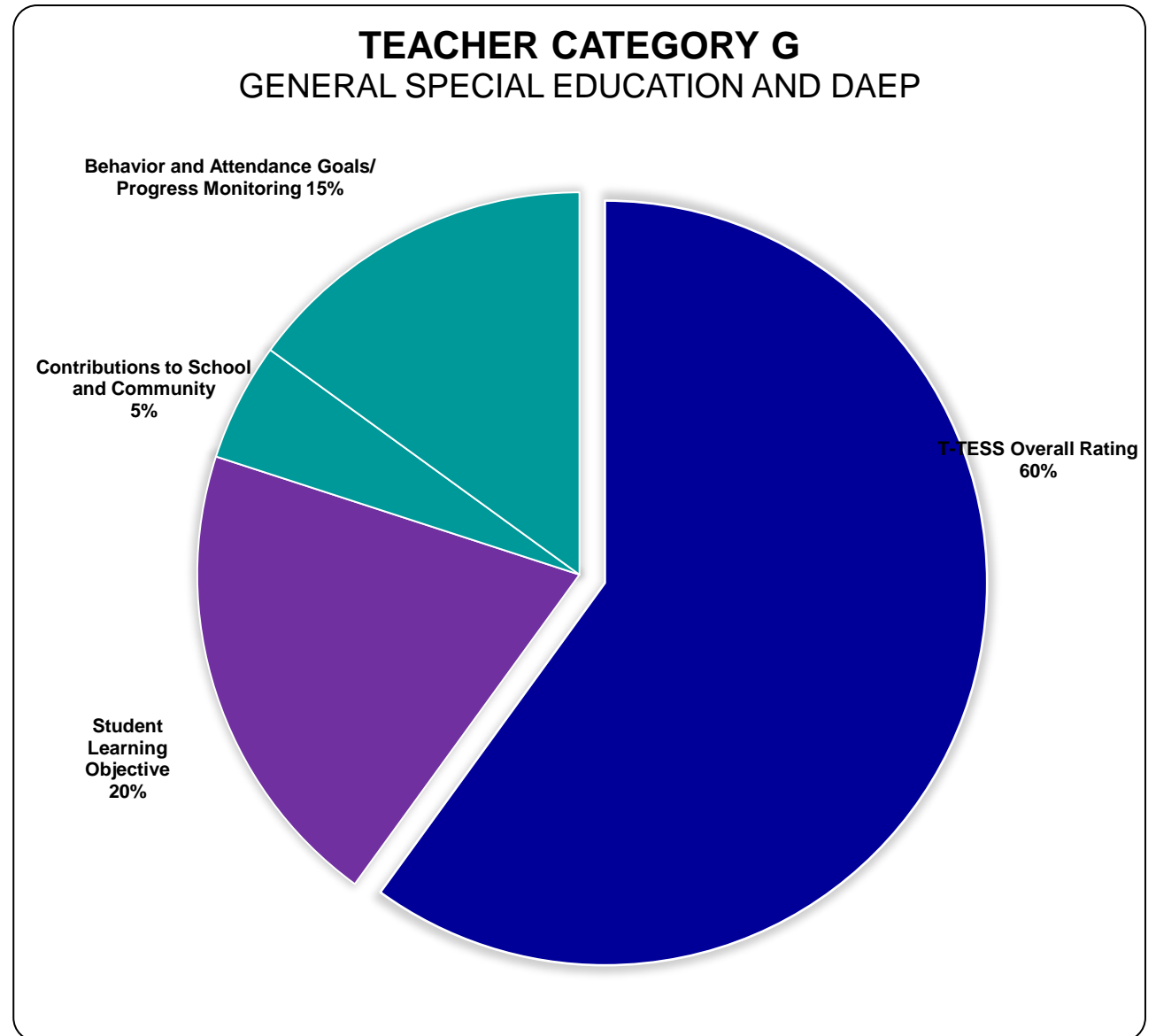


## TEACHER CATEGORY F

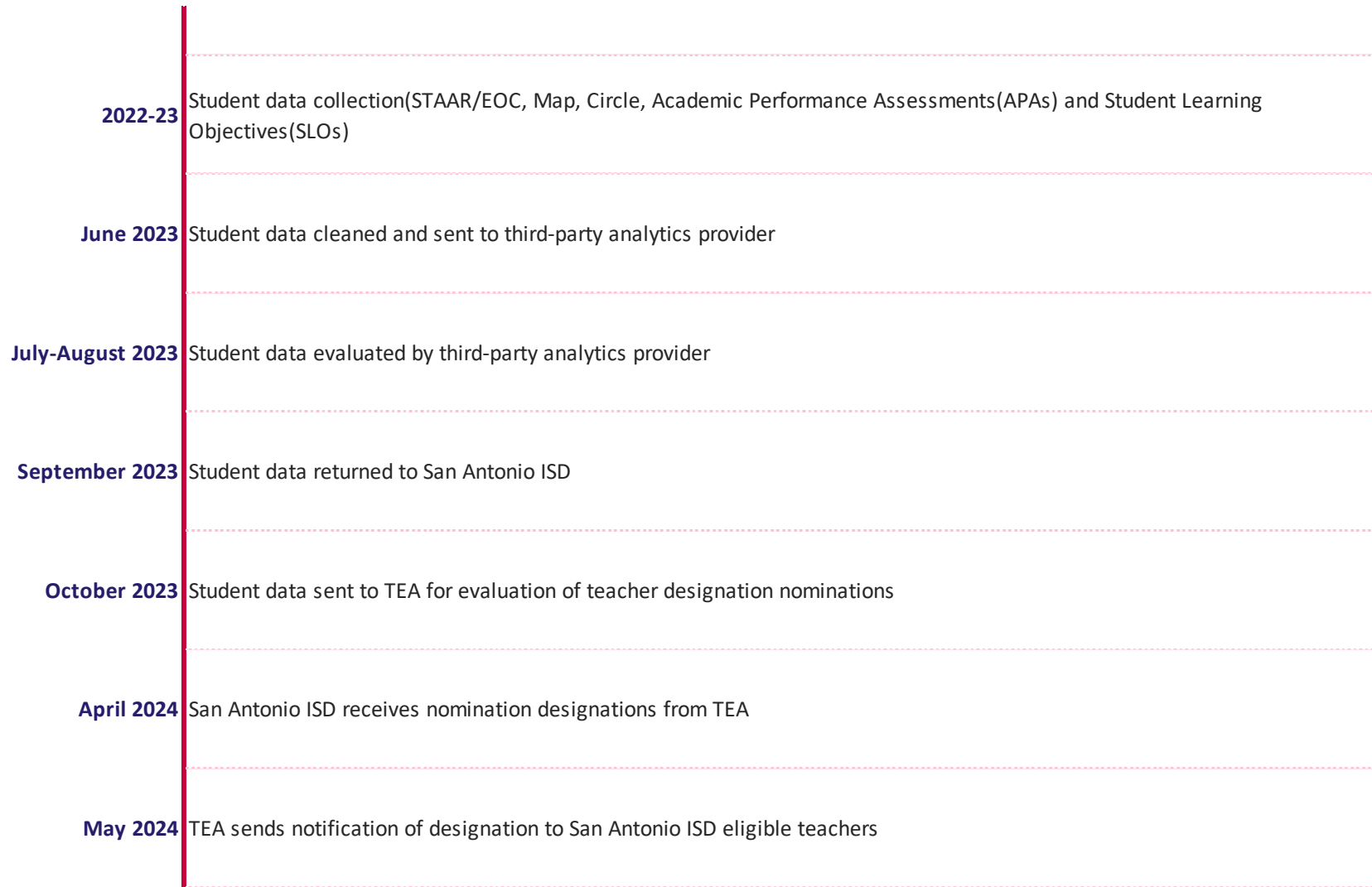
CIRCLE PK



# Master Teacher 3.0 Teacher Categories



# MTI 3.0 Designation Timeline



# District Developed APAs

Subject	Course
English	English 3
English	English 4
Math	Algebra 2
Math	Geometry
Math	Pre-Calculus
Science	Chemistry
Science	Environmental Systems
Science	Physics
Science	Grade 6 Science
Science	Grade 7 Science

Subject	Course
Social Studies	Economics
Social Studies	Government
Social Studies	World Geography
Social Studies	World History
Social Studies	Grade 6 Social Studies
Social Studies	Grade 7 Social Studies

# Commonly referred to as SLOs, student learning objectives are...

1. A way to measure student learning over the course of the year based on:
  - Student proficiency on assessments or priority standards
  - Student growth on assessments or priority standards
  - Student performance on projects
2. Developed in collaboration with the teacher and principal based on district guidance

# District Created and District Guided SLOs

If a teacher is in **Category E or Category G** (see previous slides), student growth is measured by an SLO

- Each teacher needs **only one SLO**
- If a teacher teaches a course with a District-Created SLO, this is the SLO they will use

## District-Created SLOs

- SLOs developed by SAISD central office
- SLOs will contain district approved descriptors and types of growth evidence to be utilized by the teacher
  - Teachers will have the option of adding additional growth measures to include in the body of evidence

## District-Guided SLOs

- SLOs written by the teacher, within SAISD and TEA SLO guidelines
- If they do not teach any courses with a District-Created SLO, they will write their own SLO under district guidance.
- Over time, SAISD will continue to develop more District-Created SLOs and phase out District-Guided SLOs
- District department leads will be contacting you with additional information for collaboration sessions and training



# The SLO Process

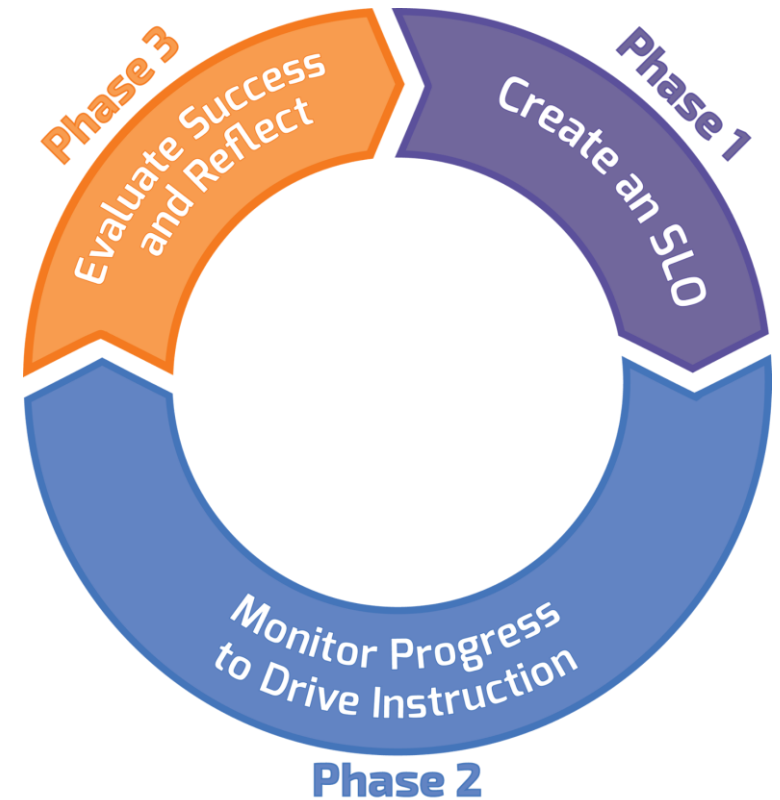
1. Identify the focus area of the SLO.

2. Develop the SLO Skill Statement for the content area/subject.

3. Determine what led to the decision to focus on this content area/subject and the SLO Skill Statement.

4. List the content area or subject TEKS that correspond to the most important skills.

5. Identify expected student outcomes by the end of the instructional period. (i.e., quarter, semester, year)



# MTI 3.0 Information

## Student Learning Objectives

- Process and Procedures
- SLO Templates
- Guidelines for developing your own SLOs

## SAISD Assessments

- Blueprints with an overview of the contents of the test (TEKS, etc.)
- Administration dates

## Contributions to School Community

- Process and Procedures
- Activity Guide

## Overall MTI 3.0 Designations – Included in the Manual upon TEA Approval

- MTI 3.0 Category and “pie” for each teacher
- Which growth metrics will be used for each teacher
- Updated MTI 2.0 and MTO 3.0 Teacher Guidebook



# Resources and Information

Additional Training is available on our website and  
Performance Matter

[saisd.net/MTIresources](https://saisd.net/MTIresources)

210-554-2630

