

2026 TIA Annual Evaluation Survey Questions

Purpose of the TIA Annual Evaluation Survey

Give districts data on stakeholders' perception, understanding, and support of the district's local designation system.

Question Categories

Most survey items use a Strongly Agree–Strongly Disagree scale. When a prompt uses different response options, those are listed directly with the prompt.

Prompts given to *all* survey participants are labeled as “General,” while prompts intended for specific groups (e.g., teachers, principals, HR staff) are identified in the section headers.

Background Information

General Background Information

- For which school district are you completing this survey?
- In what role are you responding to this survey?
 - Teacher (any individual who is in a teaching role for the 2025-2026 school year)
 - Principal (any campus administrator including but not limited to: Principal, Assistant Principal, Counselor, etc.)
 - Human Resources Representative (a district level administrator who is responsible for recruitment, retention, etc.)

Teacher Specific Background Information

- Primarily, which level do you teach in the school district associated with this survey?
 - Elementary School
 - Middle School
 - High School
- Select the type of courses you are teaching.
 - Core Curriculum (i.e., ELAR, Math, Science, Social Studies)
 - Non-Core Curriculum
 - Both Core and Non-Core Curriculum
- Select the type of subject(s) you are teaching.
 - STAAR-tested Subject(s)
 - Non-STAAR-tested Subject(s)
 - Both STAAR-tested and Non-STAAR-tested Subjects
- Do you currently have National Board Certification?
 - Yes
 - No

District Communication

General Questions

- The information my district has provided about its TIA local designation system was adequate.
- My opportunities to provide feedback to the district about its TIA local designation system were adequate.

Understanding of the Local Designation System

General Questions

- I understand how the TIA funds will be spent according to our local designation system.
- I understand how my district's TIA local designation system designates teachers (Recognized, Exemplary, and Master).
- I understand how my district's TIA local designation system will affect me.

Perceptions of:

Positive Effect

General Questions

- My district's TIA local designation system will help us recruit and/or retain highly effective teachers.
- I benefit professionally from my district's participation in the TIA.

Support

General Questions

- Teachers' pay should be tied to their classroom effectiveness.
- Teachers' pay should be tied to their students' growth.

Fairness

General Questions

- Teachers are evaluated consistently across the district.
- My district's TIA local designation system is fair to all teachers in the district.
- Teachers are able to earn a designation regardless of their campus, subject, or grade level.

Accuracy of Designation

General Questions

- The district's method of calculating student growth is accurate for measuring teaching effectiveness across all assignments. (Teachers, please answer as it applies to you)
- The designations for teachers are based on an accurate measure of classroom teaching performance.
- The designations for teachers are based on an accurate measure of student growth.
- I know at least one teacher whose designation or lack of one did not align with their effectiveness.

Quality of Classroom Observations

General Questions

- My district uses a teacher observation rubric that is an accurate measure of teacher effectiveness.
 - Answered on a scale from Strongly Agree to Strongly Disagree.
- In general, teacher appraisers make impartial judgements during classroom observations.
 - Always
 - More than half the time
 - About half the time
 - Less than half the time

- Rarely or never
- I don't know

Principal & Human Resources Specific Questions

- Typically, how many times have you formally observed a given teacher since the beginning of the school year for TIA purposes?
 - Never
 - Once
 - Twice
 - Three times
 - Four or more times
 - I don't know
 - Not applicable
- Thinking about your last observation, was the performance typical for the teacher you observed?
 - Performance was typical
 - Performance was above or below average
 - Not able to determine, or not applicable

Teacher Specific Questions

- How many times have you been formally observed since the beginning of the school year for TIA purposes?
 - Never
 - Once
 - Twice
 - Three times
 - Four or more times
 - I don't know
- Thinking about your last observation, was the performance typical for you?
 - Performance was typical
 - Performance was above or below average
 - Not able to determine
- Thinking about your last observation, how confident were you that the scores were accurate?

General Questions

- Thinking about your last observation, how confident were you that the scores were accurate?
 - Very confident
 - More confident than not
 - Neutral
 - Doubtful
 - Very doubtful
 - Not applicable
- Thinking about your last observation, how would you describe the quality of the feedback that was given?
 - High quality
 - Medium quality
 - Low quality
 - No feedback was given
 - I don't remember
 - Not applicable

Future Plans

General Questions

- I plan to remain in my current role for
 - One more year or less
 - 2-5 years
 - 6-10 years
 - 11 years or more
- I plan to remain in my school district for
 - One more year or less
 - 2-5 years
 - 6-10 years
 - 11 years or more

Teacher Specific Questions

- Under my district's TIA local designation system, I earned a new or higher designation this year.
 - Yes
 - No, because of classroom observation scores
 - No, because of student growth scores
 - No, because of both classroom observation and student growth scores
 - No, because I did not qualify for reasons unrelated to my performance
 - No, because I already hold a Master designation
 - I'm not sure
- Under my district's TIA local designation system, I am likely to earn a designation next year.