



AN EARLY COLLEGE DISTRICT

BROWNSVILLE

INDEPENDENT SCHOOL DISTRICT



TEACHER INCENTIVE ALLOTMENT



BROWNSVILLE ISD COHORT D

2024-2025

UPDATES

TEACHER INCENTIVE ALLOTMENT

- Established by the 86th Texas Legislature under House Bill 3
- The goal is to provide a realistic way for teachers to earn a six-figure salary!
- Prioritizes Rural / High-Needs Campuses
- It is a three-tiered system in which a teacher can generate money at three different levels.



- There are two ways in which a teacher can earn a distinction:
National Board Certification - Recognized Level or
Local Designation System - BISD Cohort D.

BENEFITS: RECRUIT, RETAIN, REWARD

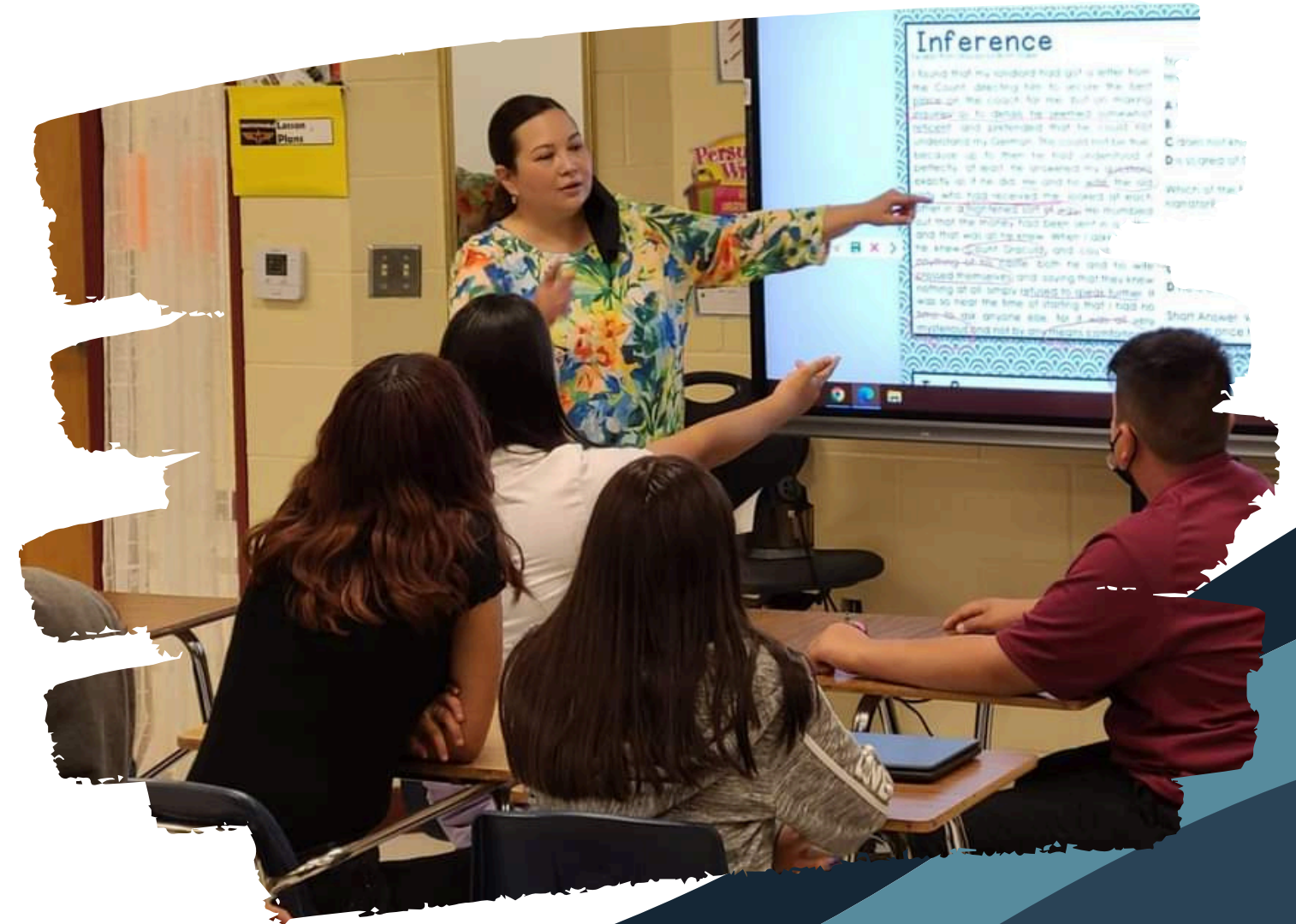
DESIGNATED TEACHERS



- Designation last 5 years and follows the teacher anywhere in Texas. The designation is placed on your teaching certificate.
- BISD has an approved system that will allow teachers to move up levels and generate more money.

NON-DESIGNATED TEACHERS

- Ten Percent of each teacher's generated allotment will be shared among the non-designated teachers on the same campus as the designated teacher.
- Each new school year, all teachers have a new chance of being eligible for designation.



A teacher can generate an allotment for the district in the amount of...



Allotment: \$3,000–\$9,000



Allotment: \$6,000–\$18,000



Allotment: \$12,000–\$32,000



Cohort D Spending Plan (BISD Compensation Handbook Page 41)

80% Designated Teacher

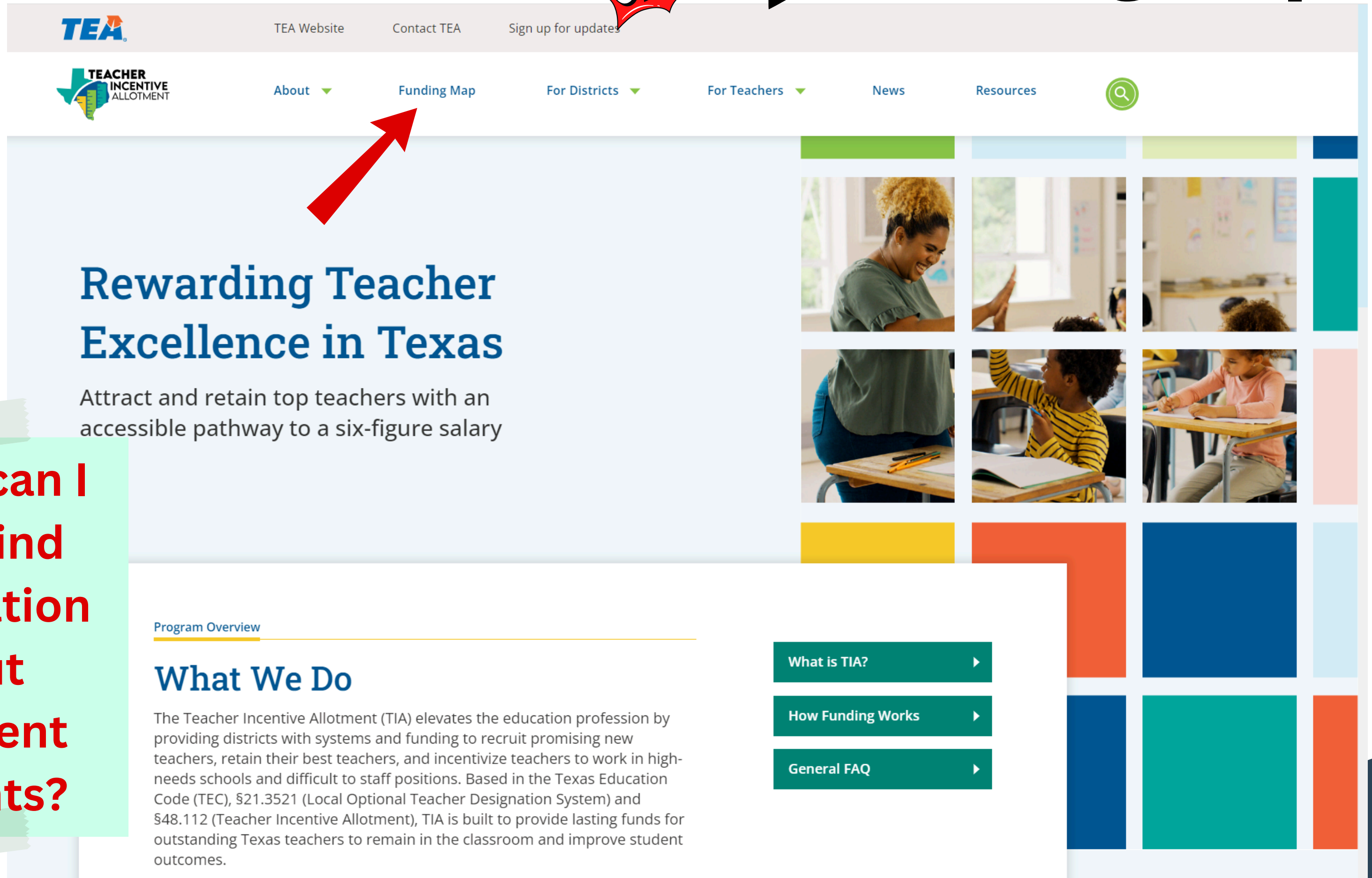
10% Divided Equally Among Teachers at the same school as the Designated Teacher

10% TEA allocates 10% of each designated teacher's funds to be reinvested for personnel, data platforms, and professional development.

www.tiateexas.org Funding Map



Where can I
go to find
information
about
allotment
amounts?



The screenshot shows the TEA Teacher Incentive Allotment website. The header includes the TEA logo, navigation links for 'TEA Website', 'Contact TEA', and 'Sign up for updates', and a secondary navigation bar with 'About', 'Funding Map', 'For Districts', 'For Teachers', 'News', and 'Resources'. A red arrow points to the 'Funding Map' link. The main content area features a large heading 'Rewarding Teacher Excellence in Texas' and a subheading 'Attract and retain top teachers with an accessible pathway to a six-figure salary'. Below this is a 'Program Overview' section titled 'What We Do' with a paragraph describing the TIA program. On the right side, there is a grid of images showing teachers and students, and a sidebar with three links: 'What is TIA?', 'How Funding Works', and 'General FAQ'.

TEA

TEA Website Contact TEA Sign up for updates

TEACHER INCENTIVE ALLOTMENT

About Funding Map For Districts For Teachers News Resources

Rewarding Teacher Excellence in Texas

Attract and retain top teachers with an accessible pathway to a six-figure salary

Program Overview

What We Do

The Teacher Incentive Allotment (TIA) elevates the education profession by providing districts with systems and funding to recruit promising new teachers, retain their best teachers, and incentivize teachers to work in high-needs schools and difficult to staff positions. Based in the Texas Education Code (TEC), §21.3521 (Local Optional Teacher Designation System) and §48.112 (Teacher Incentive Allotment), TIA is built to provide lasting funds for outstanding Texas teachers to remain in the classroom and improve student outcomes.

- What is TIA?
- How Funding Works
- General FAQ

2023-2024 Allotments


Calculated every year by TEA and released in April of Designation Year

VETERANS MEMORIAL EARLY COLLEGE H S

BROWNSVILLE ISD, ESC Region 1

Campus Enrollment 2,172

Grades Offered 09-12

 Campus Allotment - Recognized \$4,783

 Campus Allotment - Exemplary \$9,567

 Campus Allotment - Master \$17,945

EXAMPLE

“Allotments will change each year because the population of the campus served changes on a yearly basis.”


PORTER EARLY COLLEGE H S

BROWNSVILLE ISD, ESC Region 1

Campus Enrollment 1,814

Grades Offered 09-12

 Campus Allotment - Recognized \$8,054

 Campus Allotment - Exemplary \$16,108

 Campus Allotment - Master \$28,847

How are designations determined?



- 1. A teacher needs to score a 3 (proficient) or higher in every T-TESS Dimension.
- 2. Average of Domains 2/3
(Subject to Texas Tech Validation Process)

Recognized	3.7* or Top 33%
Exemplary	3.9* or Top 15%
Master	4.5* or Top 5%

***Cut points are subject to change and will not be finalized until all data has been collected.**



The Sum of Met and Exceeded Expectation.
(Subject to Texas Tech Validation Process)

Recognized	55%* or Top 33%
Exemplary	60%* or Top 15%
Master	70%* or Top 5%

***Cut points are subject to change and will not be finalized until all data has been collected.**

BISD uses the state performance standards as its minimum cut points to determine TIA designations.

**For more information on the designation process:
There is a video on the Brownsville ISD TIA Website that shows how designations are determined.**

Domain	Rating	SCORE	
1.1	Proficient	3	
1.2	Proficient	3	
1.3	Accomplished	4	
1.4	Proficient	3	
2.1	Accomplished	4	3.75 Average
2.2	Accomplished	4	
2.3	Accomplished	4	
2.4	Proficient	3	
2.5	Accomplished	4	
3.1	Accomplished	4	
3.2	Accomplished	4	
3.3	Proficient	3	
4.1	Proficient	3	
4.2	Proficient	3	
4.3	Proficient	3	
4.4	Accomplished	4	

SLO Growth	% of Students	
% Did Not Meet	45	
% Expected Growth	35	55 SUM
% Exceeded Growth	20	

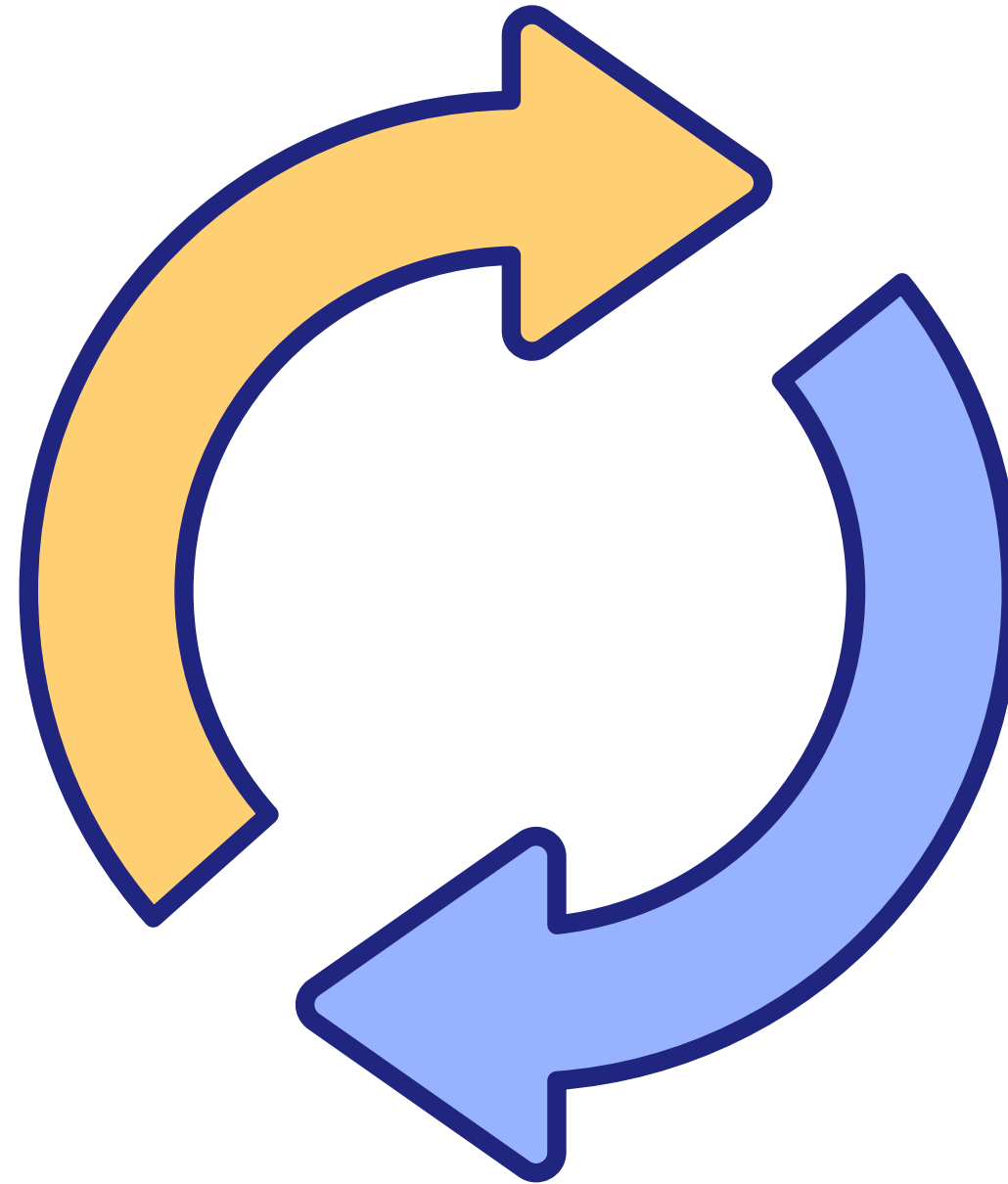
EXAMPLE



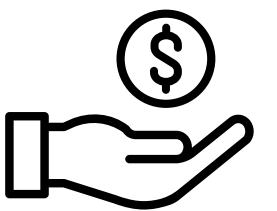
Link to YouTube Video - <https://youtu.be/blSEnK3HnCc>

Two-Year Cycle


Year 1
Data
Capture
Year



Year 2
Data
Submission
Year



A TIA candidate must be employed as a teacher during both the data capture year and the data submission year in order to be submitted to the state for possible designation.


A stylized graphic of the state of Texas. The map is divided into three vertical sections: a yellow section on the left, a green section in the middle, and a blue section on the right. A white vertical bar with horizontal tick marks is overlaid on the green section.

TEACHER INCENTIVE ALLOTMENT

@ BROWNSVILLE ISD

Where are we now?

BISD Cohort D Data History

Data Capture Year	Who is eligible?	Data Submission	Validation Results
2021-2022	<u>All Teachers</u> SLO/T-TESS	October 2022	February 2023 DENIED
2022-2023	<u>All Teachers</u> SLO/T-TESS	October 2023	February 2024 APPROVED
2023-2024	<u>All Teachers</u> SLO/T-TESS	October 2024	February 2025 PENDING 
2024-2025	<u>All Teachers</u> SLO/T-TESS	October 2025	February 2026



BISD Data Teacher Score Card



DISCLAIMER: The purpose of this document is to verify data only. Please watch the accompanying video for directions on how to log on to TalentED and search for your signed T-TESS Summative (With SLO) Report.

This data will be submitted in October 2023 to Texas Tech University who will then process the data. The Texas Education Agency Teacher Incentive Allotment Office will then interpret the outcome of the data analysis and decide whether our data will be accepted for designation purposes. TEA will release their decision in February 2024.

*****PLEASE MAKE CORRECTIONS DARK, NEAT, and LEGIBLE (preferably in RED)*****
Once the data has been confirmed to be inaccurate by HR, then it will be corrected.

Teacher First Name: AWESOME Middle Name: #1 Last Name: TEACHER

Teacher ID: 123456

Teacher Date of Birth: 01/01/1980

2022-2023 Campus: AMAZING EL

2023-2024 Campus: AMAZING Elementary

2022-2023 SLO Summative Report Data

% DID NOT MEET	24
% EXPECTED Growth	60
% EXCEEDED Growth	15

2022-2023 T-TESS Summative Report Data

Domain/Dimension	Rating
1.1 Standards and Alignment	Accomplished
1.2 Data and Assessment	Accomplished
1.3 Knowledge of Students	Proficient
1.4 Activities	Proficient
2.1 Achieving Expectations	Proficient
2.2 Content Knowledge and Expertise	Proficient
2.3 Communication	Accomplished
2.4 Differentiation	Proficient
2.5 Monitor and Adjust	Proficient
3.1 Classroom Environment, Routines, and Procedures	Proficient
3.2 Managing Student Behavior	Proficient
3.3 Classroom Culture	Proficient
4.1 Professional Demeanor and Ethics	Proficient
4.2 Goal Setting	Proficient
4.3 Professional Development	Proficient
4.4 School Community Involvement	Proficient

Teachers, please pick and sign one of the boxes below:

Attestation (Option 1):
By my signature below, I attest that the data on this card is an accurate reflection of the data I entered in my 2022-2023 T-TESS Summative Report.

I understand that this data does not guarantee any type of TIA designation or allotment (money).

Teacher Signature _____

Date _____

OR

Attestation (Option 2):

There is an error in the data reported on this score card that needs correcting because it does not reflect what I signed for in my 2022-2023 T-TESS Summative Report.

Once the data is corrected, I also understand that the corrected data does not guarantee any type of TIA designation or allotment (money).

Teacher Signature _____

Date _____

- Will go out to the campuses **9/3/24** with video instructions
- Teachers will double check their **2023-2024 Data** and sign off on accuracy of data to be submitted.
- Principals/Designee will be tasked with gathering signatures and proposed corrections.
- Will be due back to the TIA Office by **9/13/2024**
- Proposed designations will not be published on the score card.

TEACHER INCENTIVE ALLOTMENT CHECKLIST



THE 3RD DATA CAPTURE YEAR IS OVER. THE 2023-2024 DATA IS IN PROCESS FOR POSSIBLE SUBMISSION.



IF FINAL APPROVAL IS GIVEN, DATA WILL BE SUBMITTED TO TEA IN OCTOBER OF 2024. WE WILL BE NOTIFIED IN FEBRUARY IF OUR DESIGNATIONS WERE APPROVED OR DENIED.

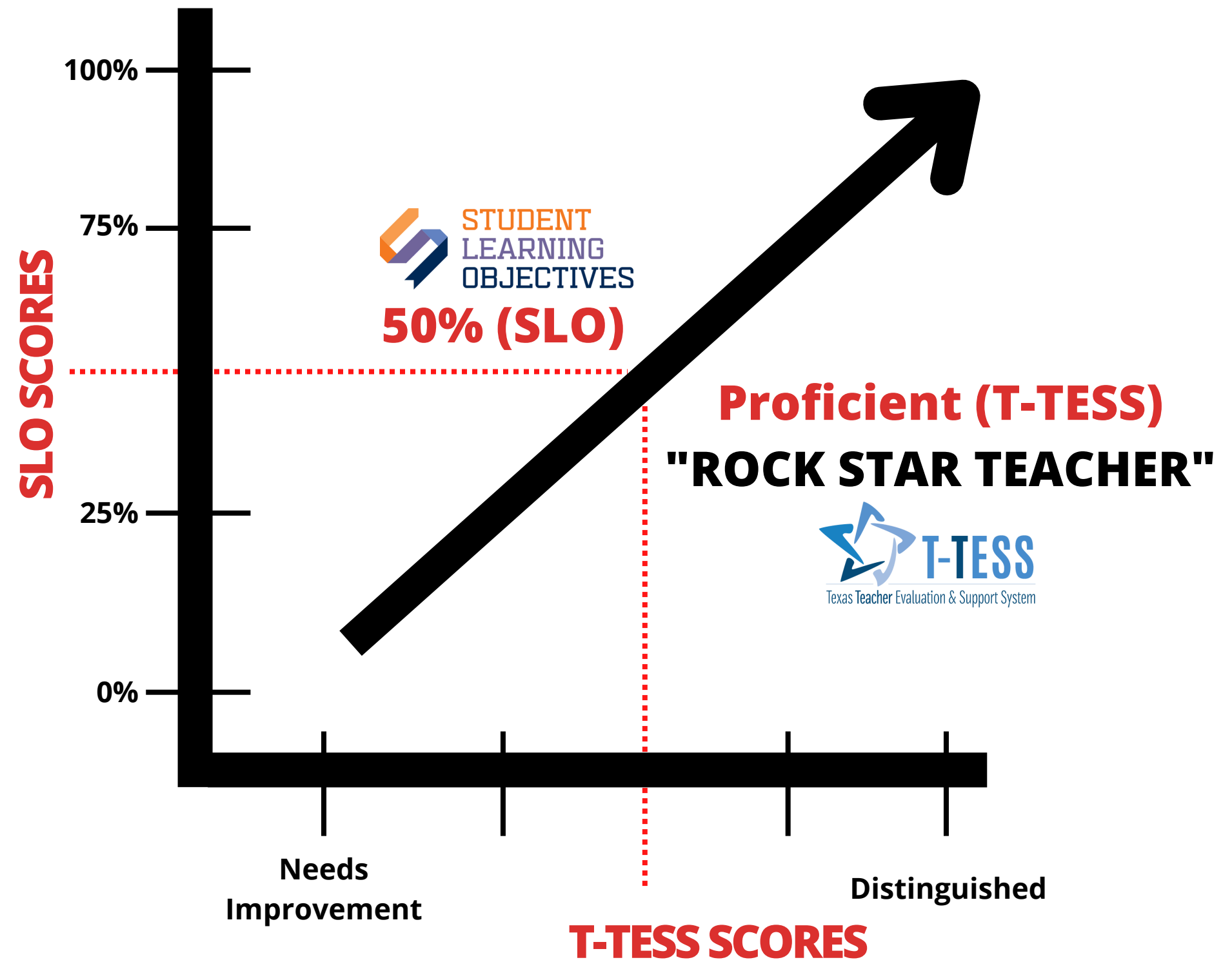
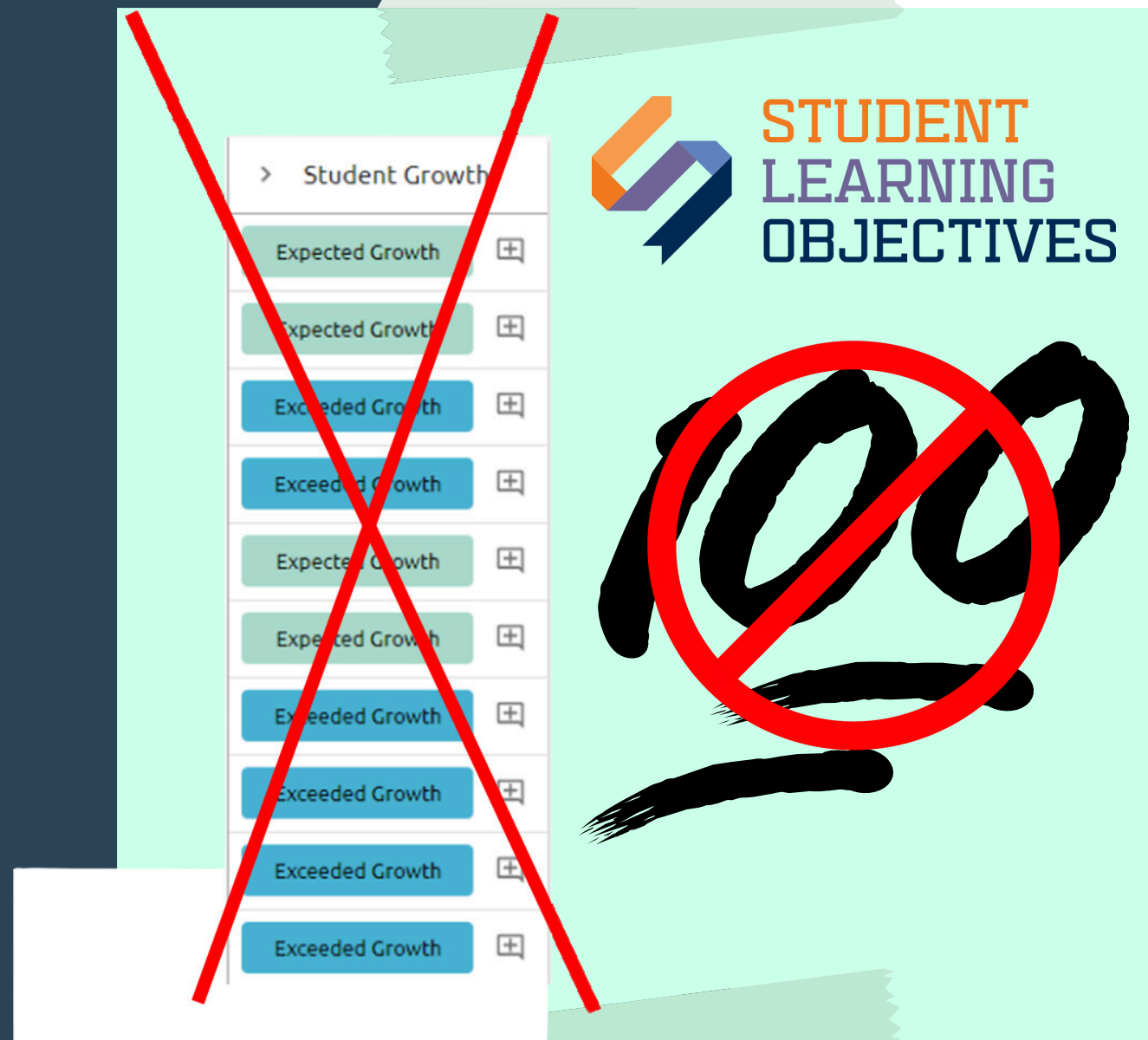
IF APPROVED BY TEA, TEACHER ALLOTMENTS WILL BE BASED ON WHERE THE TEACHER IS ASSIGNED AT THE PEIMS WINTER CLASS ROSTER SUBMISSION (END OF FEBRUARY) AND WILL BE PAID IN THE SUMMER OF 2025.* FULL DETAILS TO BE RELEASED AT A LATER DATE.

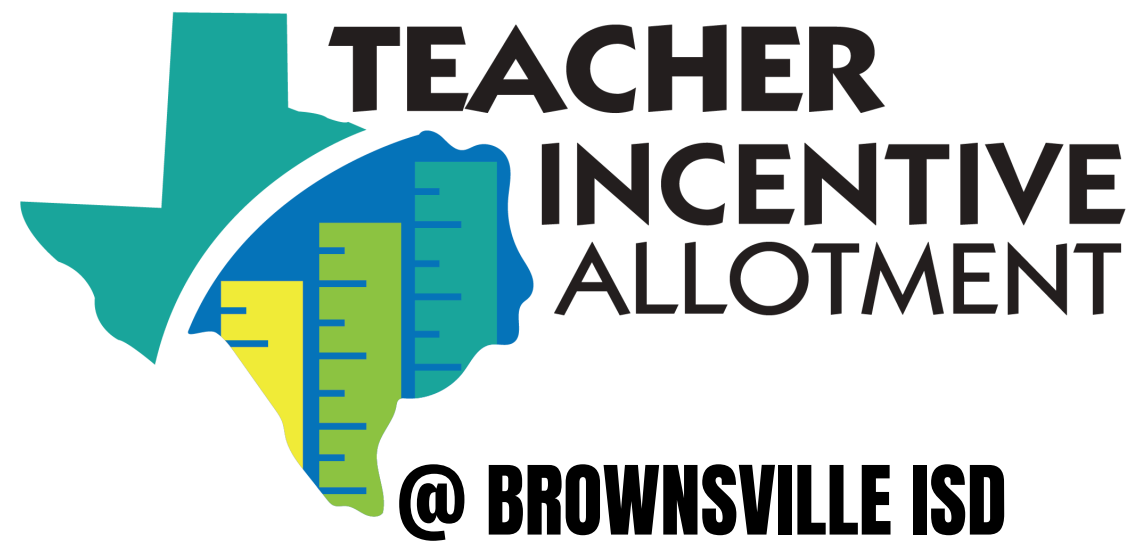


THE 4TH DATA CAPTURE YEAR HAS BEGUN, AND WE WILL CONTINUE TO REFINE OUR APPRAISAL PROCESS.

To Do !

Correlation between teacher performance (T-TESS) and student growth (SLO).





VISIT US



OUR WEBSITE

BISD TIA WEBSITE

WWW.BISD.US


HUMAN RESOURCES

E-MAIL US

TIA@BISD.US



DISTRICT WEB MAILEMPLOYEE ONLINEPOLICYSC



AN EARLY COLLEGE DISTRICT
BROWNSVILLE
INDEPENDENT SCHOOL DISTRICT

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Teacher Incentive Allotment ▾

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[SUMMER SCHOOL APPLICATION INSTRUCTIONS](#) (Updated April 1, 2024)

[Summer School Certified Vacancy List](#) (Updated April 5, 2024)

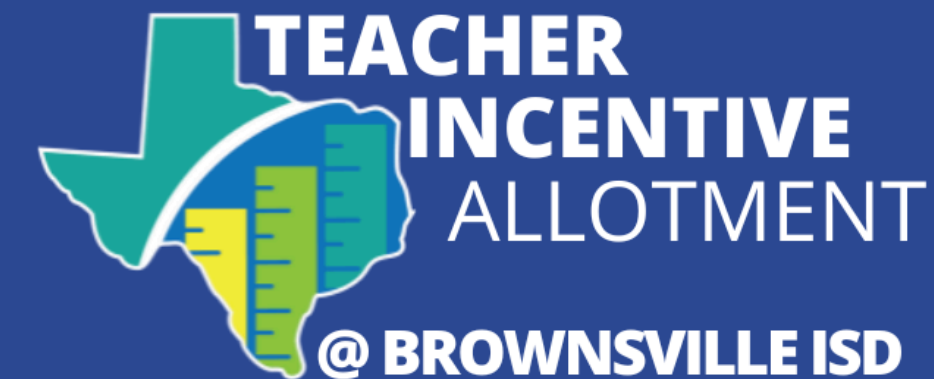
[Summer School Classified Vacancy List](#)



ATTENTION SUBSTITUTES!

A message from Smart Find Express:

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