

Teacher Incentive Allotment Update

February 2022 - Campus Presentation

Overview | Teacher Incentive Allotment (TIA)



THE GOALS | Teacher Incentive Allotment (TIA)

To ensure top teachers have a **realistic** path to a competitive annual salary

Retention



Recruitment

To **attract** and **keep** effective educators in the classroom and **incentivize** teaching at challenged campuses



KEY POINTS | Teacher Incentive Allotment (TIA)



Local Designation System

Recognized Exemplary Master



Additional Funding for Districts for Every Designated Employee



Districts Receive Greater Funding for Designated Teachers at High-Needs Campuses

90%

At least 90% of TIA Funds Must be Used on Compensation on the Campus Where the Designated Teachers Work



TEA & Texas Tech Partnership to Approve Local Designation System



DESIGNATIONS

Pathways to Designation

NATIONAL BOARD CERTIFICATION

National Board Certification
automatically qualifies any
teacher for **Recognized**
designation regardless of
teaching assignment

<https://tiatexas.org/national-board-certification/>

LOCAL DESIGNATION SYSTEM

Measuring Teacher
Observations and Student
Growth Measures to
designate teachers as
**Recognized, Exemplary,
or Master** Teachers.

<https://tiatexas.org/local-designation-system/>



The Teacher Incentive Allotment (TIA) 2020-2021 Totals

127

School Districts

4,617

Designated Teachers

\$43,046,976

2020-2021 TIA Allotment Funding



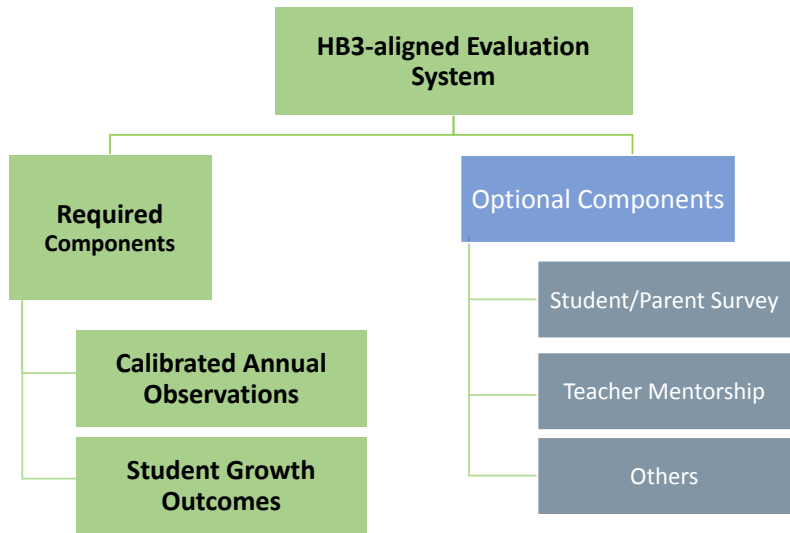
LOCAL DESIGNATION SYSTEM



Districts may decide to develop a **local designation system** and designate highly effective teachers.

Master, top 5% in the state
Exemplary, top 20% in the state
Recognized, top 30% in the state

National Board Certified, automatically place in the *Recognized* designation unless qualified for higher designation



LOCAL DESIGNATION SYSTEM



TEA in partnership with **Texas Tech University** will approve the local designation systems



1. System Review (TEA)

Districts submit application, which could include narrative components and artifacts, to TEA to demonstrate high-quality, valid, and reliable:

- ✓ Student growth measures
- ✓ Teacher observation systems



2. Data Review (TTU)

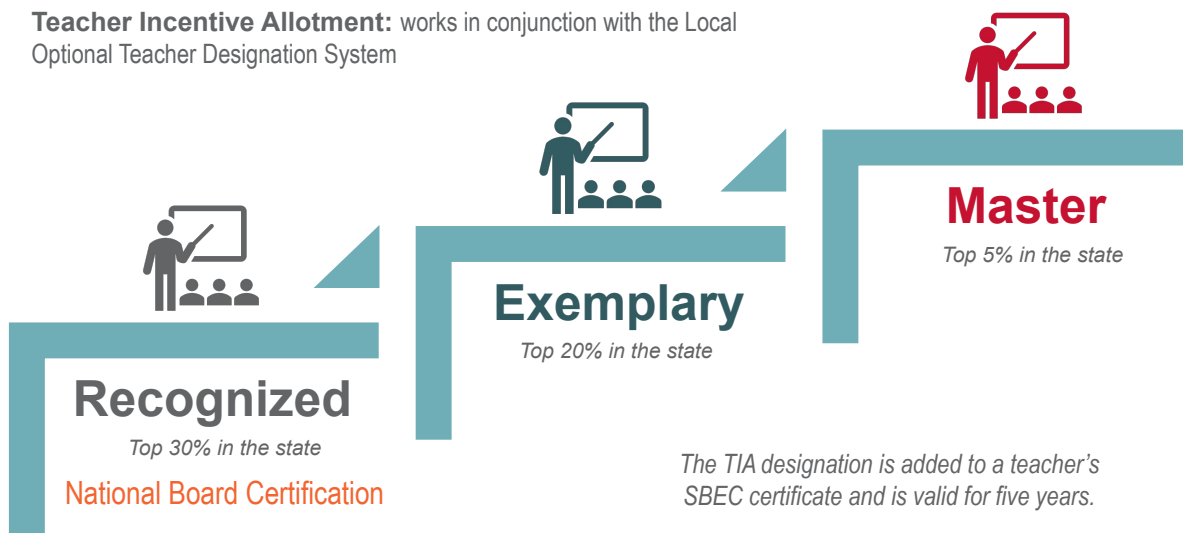
Districts submit evidence of teacher effectiveness to TTU to ensure the relative accuracy and reliability of:

- ✓ Student growth measures
- ✓ Teacher observations



LOCAL DESIGNATION SYSTEM

Teacher Incentive Allotment: works in conjunction with the Local Optional Teacher Designation System



Anticipated Funding for Midlothian ISD Teachers in 2021-2022

* 90% must be spent on teacher compensation at the campus where the designated teacher works.

\$3,116 - \$4,318*
Recognized



\$6,232 - \$8,636*
Exemplary



\$12,387 - \$16,394*
Master



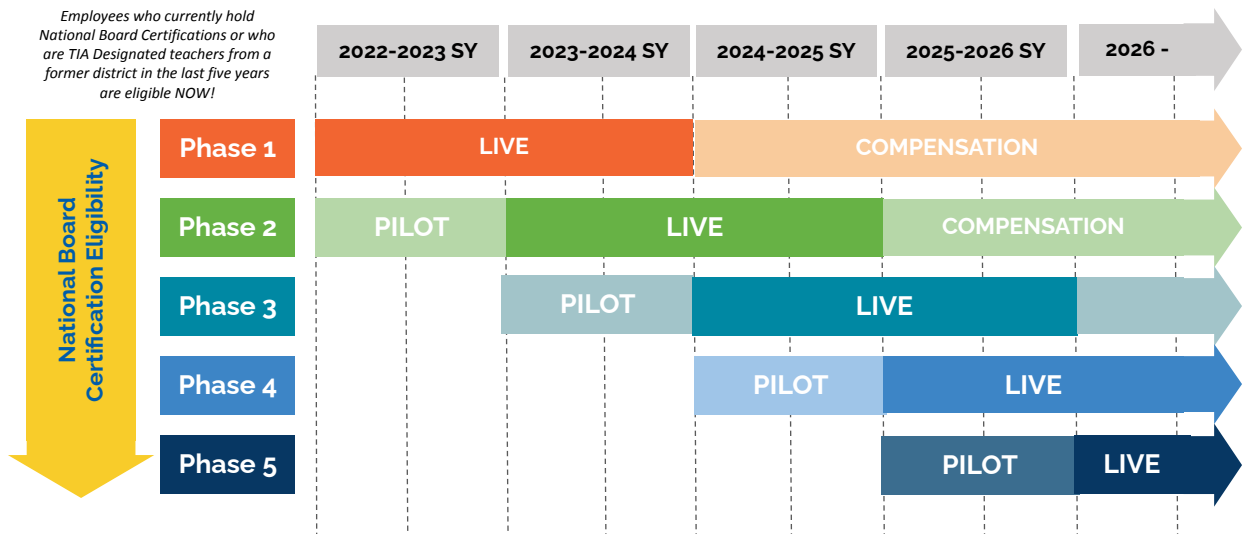
Average Funding for Midlothian ISD Teachers in 2021-2022

Keep in mind:

- 10% of the funds are retained by the district to assist with costs associated with the TIA process and costs associated with supporting teachers to earn TIA designations
- 90% of the funds go to the teacher or teachers depending on the funding plan ultimately developed by Midlothian ISD
- The teacher(s) will receive the entirety of the 90% compensation amount minus deductions for standard payroll deductions and TRS contributions (both the individual and district parts).

LOCAL PHASED-IN APPROACH

Employees who currently hold
National Board Certifications or who
are TIA Designated teachers from a
former district in the last five years
are eligible NOW!



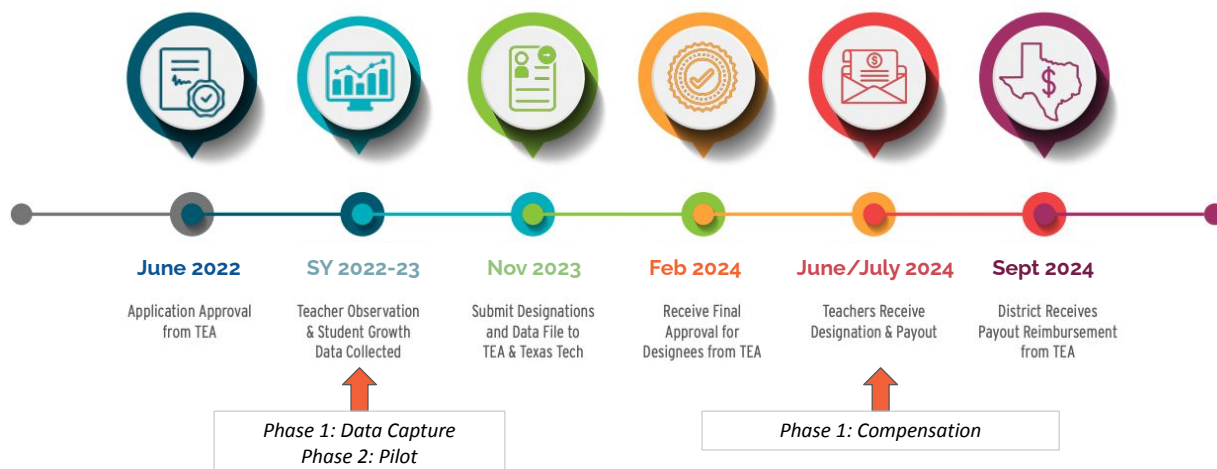
A pilot year will be included for Phase 2 and beyond.

Data capture will happen every year a new eligibility band is added immediately after a groups pilot year.

Teaching assignments will be added annually to include eligibility for all teachers. The phased-in approach is subject to change.



TEA TIMELINE FOR PHASE 1



MIDLOTHIAN ISD's LOCAL DECISIONS

- **Who can earn a designation?**
 - We are currently anticipating a Phased-in Approach that looks like the following:
 - Phase 1:
 - Kinder-1st grade **READING [AMPLIFY]**
 - 2nd - 10th grade **READING, MATH [Algebra & Geometry], SCIENCE [5-8 + Biology] [MAP]**
 - Resource Teachers **READING & MATH** at grade levels defined above [MAP]
 - Phase 2 and beyond: PK, Additional Core Content/Courses, CTE Courses, Fine Arts, Other
- **How will we designate?**
 - Observations, student growth measures, optional components
 - Performance standards and weighting/teacher categories
- **How and when will we compensate?**
 - Distribution of funds
 - Timing and mode of compensation

Stakeholder Feedback & Input Loops



We Need Your
Input! Together we
will make a strong
Teacher Incentive
Allotment System.

