

Teacher Incentive Allotment Update

April 2022 - Campus Presentation

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

The Teacher Incentive Allotment (TIA) 2020-2021 Totals

127

School Districts

4,617

Designated Teachers

\$43,046,976

2020-2021 TIA Allotment Funding



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/>



LOCAL DESIGNATION SYSTEM



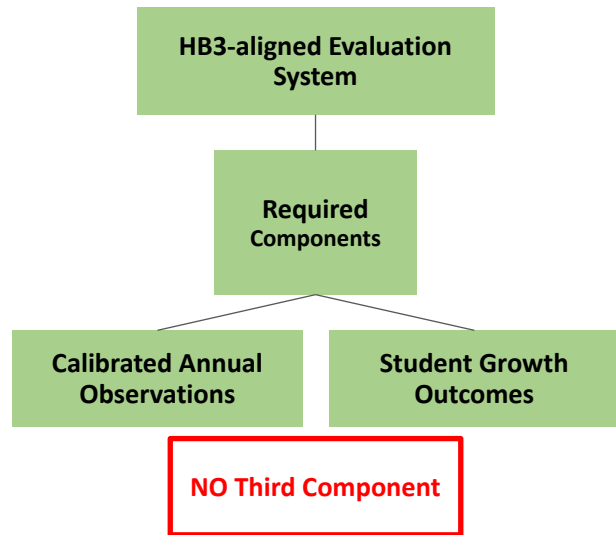
Districts may decide to develop a **local designation system** and designate highly effective teachers.

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



Recognized

Top 30% in the state

National Board Certification



Exemplary

Top 20% in the state



Master

Top 5% in the state

The TIA designation is added to a teacher's SBEC certificate and is valid for five years.



Anticipated Funding for Midlothian ISD Teachers in 2021-2022

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

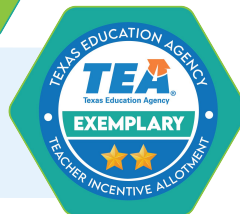
\$3,116 - \$4,318*

Recognized



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

Exemplary



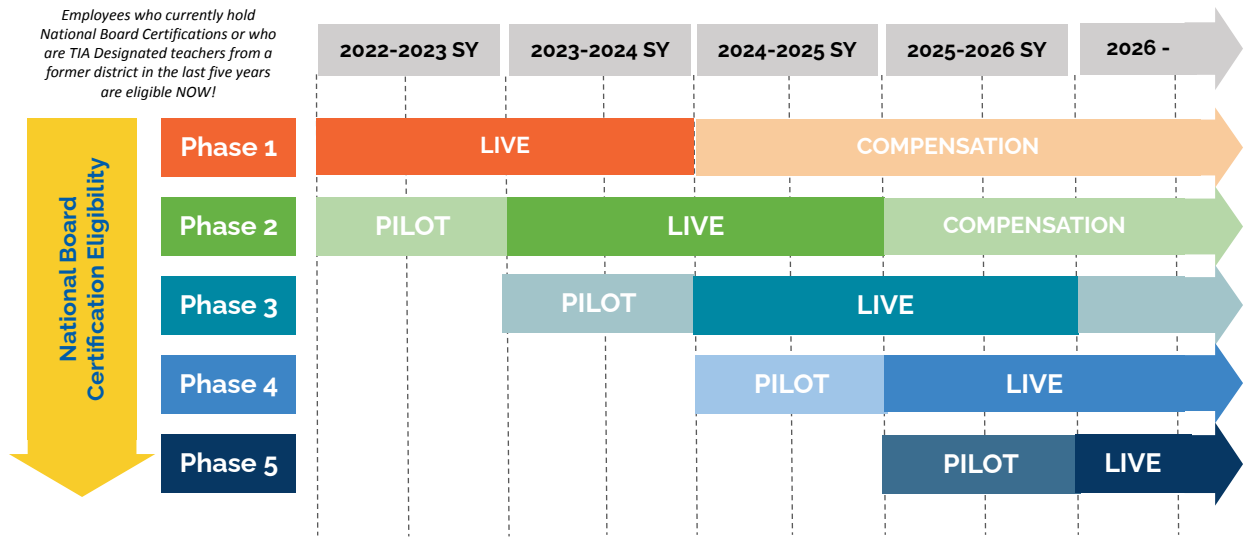
\$12,387 - \$16,394*

Master



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.

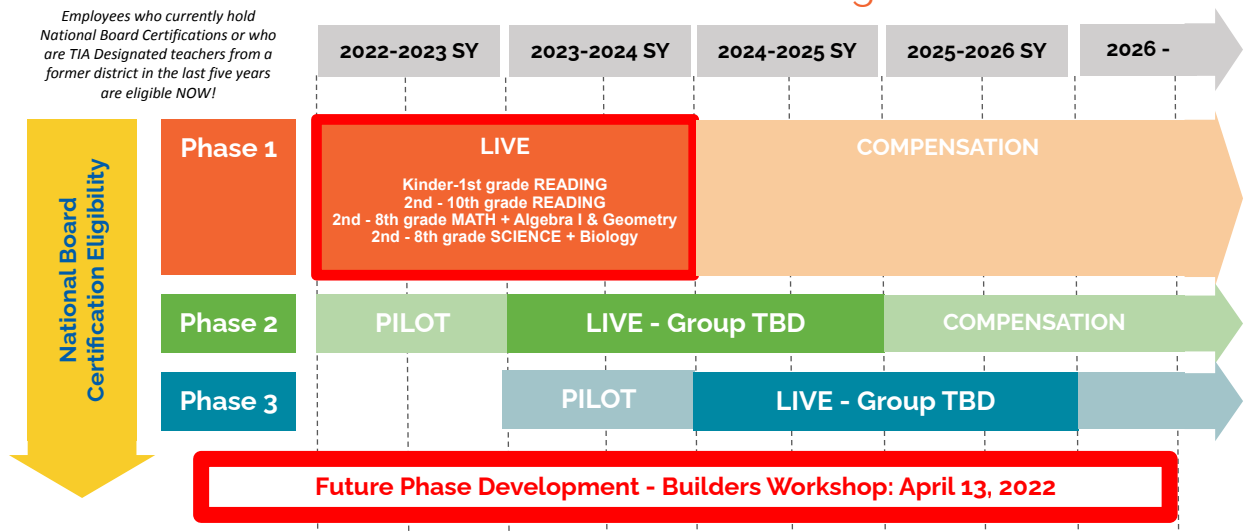
Data capture will happen every year a new eligibility band is added immediately after a groups pilot year.

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



LOCAL PHASED-IN APPROACH: Who is Eligible?

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DESIGNATIONS

Local Designation System Requirements

House Bill 3 provides districts with local control and flexibility in choosing how to evaluate teachers and assign designations.

The designation system must include both a teacher observation and a student performance component:

- **Teacher Observation based on T-TESS**
- **Student Growth Measures Determined by the District.** These can include pre- and post-tests, value-added measures, student learning objectives (SLOs), and portfolios. District application must show evidence of validity and reliability.
- **Districts can use other factors** in determining the teachers eligible to receive a designation, such as student surveys, teacher leadership responsibilities, teacher mentorship responsibilities, family surveys, demonstration of district core values, teacher peer surveys, and contributions to the broader school community.

Midlothian ISD Designation System

The designation system in Midlothian ISD includes the following components:

Teacher Observation based on T-TESS: Teachers in the TIA Eligibility Band will receive a full evaluation, including a formal observation. The results of the End of Year conference in domains 2 and 3 will be used to fulfill this component.

Student Growth Measures: In 2022-2023, the growth measures used will be MAP growth measures grades 2+ and MCLASS Amplify for K-1. Teachers in the eligibility band will administer the corresponding Amplify, MAP Reading, MAP Math, and/or MAP Science to all their students. If a teacher has students who take multiple assessments, all growth scores will be used in the factoring of the designation components.

No additional measures will be used for Phase 1.



SCORING AND ELIGIBILITY

District Process

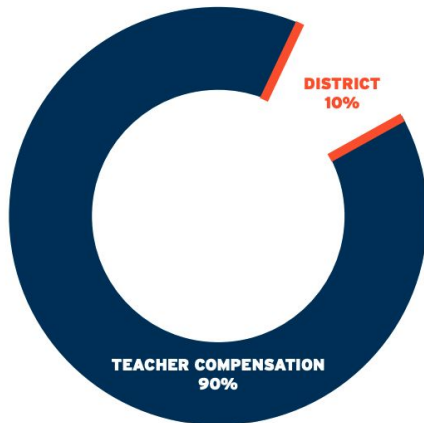
TIA designations are determined based on the TIA score, a weighted combination of the teacher observation dimensions (the 8 dimensions of domains 2 and 3) and the student growth score. To determine annual teacher eligibility for a TIA designation, the following steps are completed at the district-level end-of-year analysis:

1	The TIA score is calculated based on the weighted combination of teacher appraisal and student growth outcomes: • Total T-TESS weighted composite score component is 60% of TIA score • Student growth composite score component is 40% of TIA score
2	Overall TIA Designation score chart used to identify three levels of designations of teachers.
3	Teacher appraisal and student growth outcomes are verified to ensure that the component scores meet the State's minimum performance criteria: • If performance criteria is met, TIA designation is submitted to the State for data review; pending TEA data validation, TIA designation is attached to teacher's teaching certificate for a period of 5 years. • If performance criteria is not met, TIA designation is not submitted to the State.



COMPENSATION

Frequency of Compensation



The District has a clear, written plan to abide by the spending requirements in TEC 48.112, including spending at least 90% of the TIA funds awarded to the district on teacher compensation on the campus where the designated teacher works.

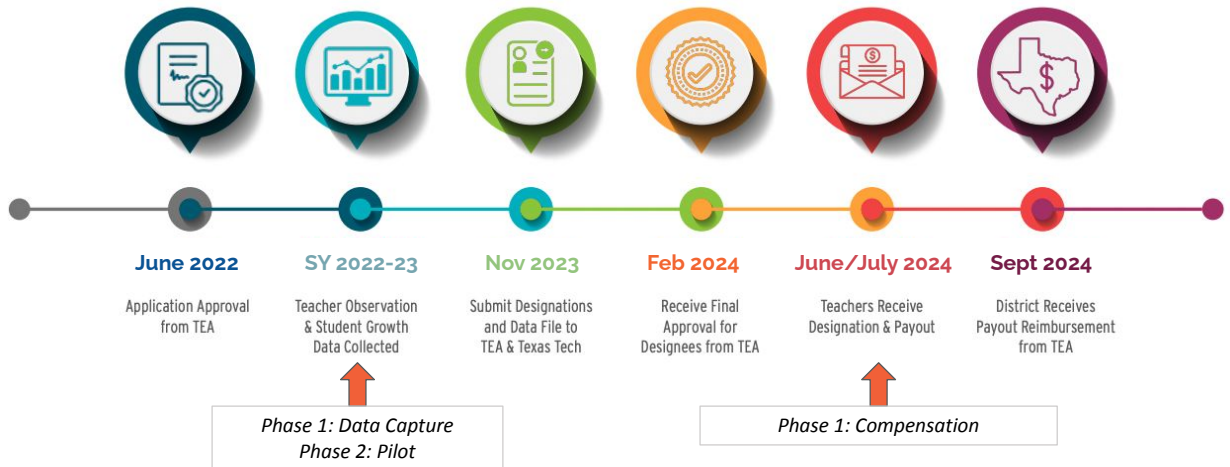
- **TIA-designated teachers will receive TIA compensation annually based on their TIA designation and TIA state funding for their campus of assignment at the Winter snapshot date.**
- Compensation will be distributed prior to **August 31st**
- TIA compensation amounts **will** be included in the annual wages reported to the Teacher Retirement System (TRS) and will be used when calculating retirement benefits.

Actual TIA compensation amounts distributed will include deductions for federal income tax, Medicare tax, and TRS contributions as part of an employee's annual wages reported to the state and federal governments, as well as the Teacher Retirement System (TRS).

Please refer to the **Midlothian ISD Employee Compensation Handbook** for more information.



TEA TIMELINE FOR PHASE 1



QUESTIONS?



TIA FAQ



TIA Texas
Website



MISD
Local TIA
Website

