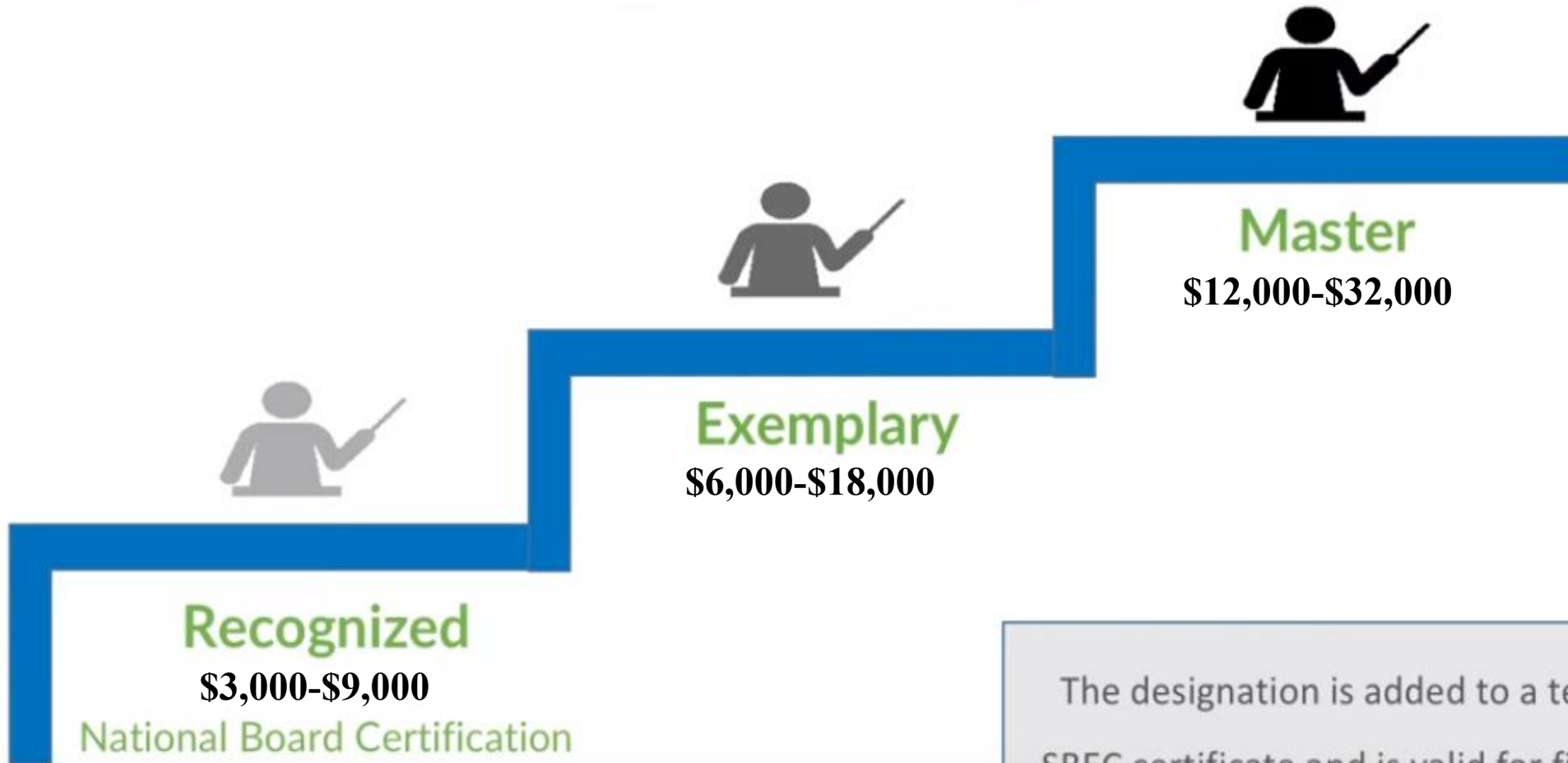# Lockhart ISD Teacher Incentive Allotment Plan Update

Teacher Incentive Allotment works in conjunction with the **Local Optional Teacher Designation System**
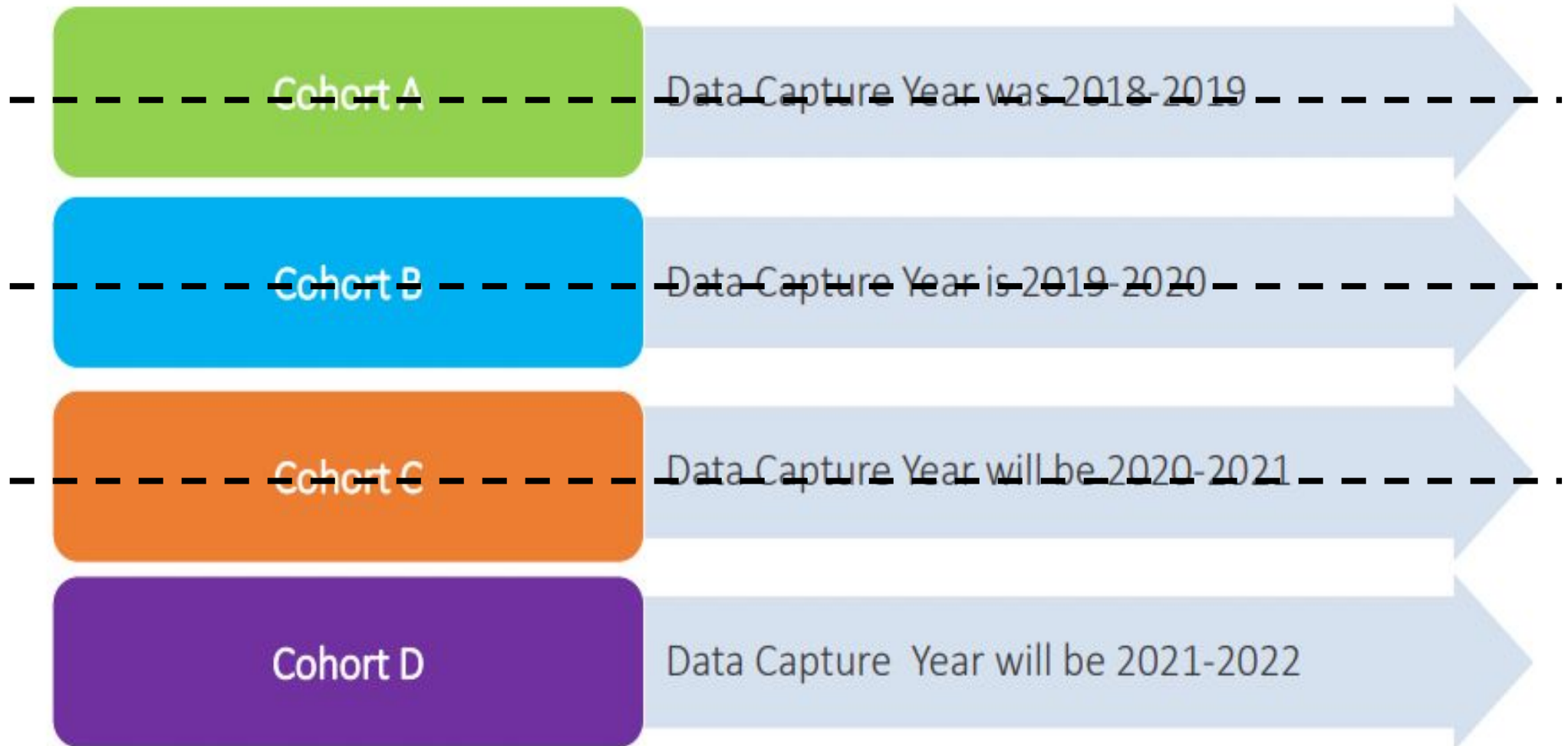
Master
$12,000-$32,000

Exemplary
$6,000-$18,000

Recognized
$3,000-$9,000
National Board Certification

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

TIA Allotment for Lockhart ISD for 2021-2022

Campus Name	Recognized	Exemplary	Master
Alma Brewer Strawn EL	$5,594	$11,189	$20,648
Bluebonnet EL	$5,599	$11,199	$20,664
Clear Fork EL	$4,597	$9,195	$17,325
Carver	$5,633	$11,267	$20,778
LHS	$4,980	$9,961	$18,601
LJHS	$5,637	$10,073	$18,789
PHS	$4,875	$9,750	$18,250
Navarro EL	$4,293	$8,586	$16,310
Plum Creek EL	$5,697	$11,395	$20,991

TIA Cohorts

Cohort A — Data Capture Year was 2018-2019

Cohort B — Data Capture Year is 2019-2020

Cohort C — Data Capture Year will be 2020-2021

Cohort D — Data Capture Year will be 2021-2022

District Approval Process

TEA
Texas Education Agency

Funding is **dependent upon** on two-step approval process

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

	Cohort A	Cohort B	Cohort C	Cohort D	Cohort E	Cohort F	Cohort G
Data-Capture Year	2019-2020	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
System Application Posted	N/A	30-Mar-20	30-Mar-20	1-Nov-20	1-Nov-21	1-Nov-22	1-Nov-23
System Application due to TEA (no fee required for submission)	N/A	31-Jul-20	15-May-20	15-Apr-21	15-Apr-22	13-Apr-23	13-Apr-24
System Application Result Final Notification	N/A	28-Aug-20	15-Aug-20	15-Aug-21	15-Aug-22	13-Aug-23	13-Aug-24
Data Review due to Texas Tech University (data processing fee required for each teacher put forth for designation)	N/A	30-Oct-20	1-Nov-21	1-Nov-22	1-Nov-23	1-Nov-24	3-Nov-25
Final Approval Notification	N/A	Late February 2021	Late February 2022	Late February 2023	Late February 2024	Late February 2025	Late February 2026
Final Designation and Allotment Notification	N/A	Apr-21	Apr-22	Apr-23	Apr-24	Apr-25	Apr-26
Initial Payout with Reimbursements for Approved Systems	September 2020	September 2021 or September 2022*	September 2022 or September 2023*	September 2023 or September 2024*	September 2024 or September 2025*	September 2025 or September 2026*	September 2026 or September 2027*

Calculating the T-TESS Score in Lockhart ISD

T-TESS Formal Evaluation
(1 time per year by a campus administrator)

The district will utilize the
T-TESS Evaluation Rubric as designed by the state.

For each of the 16 indicators, the teacher ratings will be calculated using the following metric:

Distinguished= 5
Accomplished= 4
Proficient =3
Developing= 2
Needs Improvement= 1

All 16 scores will be averaged together equally for a cumulative numerical rating between 1 and 5.

Calculating the "Classroom Growth" Scores
1 years growth

Eligible Teacher Group	Student Growth Measure
Pre-K Teachers	% of students who met or exceeded expected growth on iStation (Reading) and/or Ready, Set, K! (Emergent Literacy)*
Kindergarten-3rd Grade Teachers	% of students who met or exceeded expected growth on iStation (Reading)
4th-5th Grade Teachers	% of students who met or exceeded expected growth on STAAR Progress Measure, iStation (Reading) and STAR Renaissance (Math)*
Grades 6-8 Reading/Math Teachers Algebra I and English II Teachers	% of students who met or exceeded expected growth on STAAR Progress Measure and STAR Renaissance*

*If a teacher administers more than one assessment, then take the average of the student growth scores.

Calculating the "Classroom Student Growth" Score

% of students who met or exceeded expected growth levels	Student Growth Scale Score
Less than 31%	0
31%-40%	3
41%-50%	3.25
51%-55%	3.5
56-60%	3.75
61%-65%	4
66%-70%	4.25
71%-75%	4.5
76%-80%	4.75
Greater than 80%	5

Lockhart ISD
System for Determining TIA Teacher Designations
2021-22 School Year

Eligibility:

Pre-K – 8th Grade Reading/Math Teachers

Algebra I and English II Teachers

Measures for Designations:

T-TESS Summative (40%)

Classroom Student Growth (60%)

To calculate points:
(T-TESS Summative Score x 40%) + (Classroom Student Growth Score x 60%) = ____ pts

Designation	Minimum Score
Master	Top 5% in District
Exemplary	Top 15% in District
Recognized	Top 30% in District

*To be designated, the teacher must have ESL certification AND the minimum score should be a 3.75 or higher.

Example:
A teacher has the following data:
- T-TESS score= 3.58 x 40% (1.432 pts)
- Classroom growth score= 4.26 x 60% (2.556pts)

1.432 + 2.556= 3.988 pts

Kreuz Consulting Group, LLC
Investing in People: One Educator At a Time

Work Completed

- Obtained approval for the plan
- T-TESS page on the Lockhart ISD website
  - https://www.lockhartisd.org/staff/teacher-incentive-allotment
- Calibrated with administrators on domains 2 and 3 for observations
- Created rubric to guide administrators to score domains 1 and 4 for summative

Next Steps

- Complete T-TESS Summative Process 2021-2022 School Year
  - Teachers sign summative in Eduphoria
- Rosters
  - Sign-off on class rosters through end of the year check-out process
    - BOY assessment (Sept.), PEIMS winter snapshot (February), Student growth assessment(Mid-May)
    - Process for teachers to appeal rosters