



Teacher Incentive Allotment

September 2022

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The Goals | Teacher Incentive Allotment (TIA)

RETENTION

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

RECRUITMENT

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

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You'll remember that TIA was developed by the Texas Legislature as part of HB 3. They were concerned about the number of quality teachers leaving the classroom to go into other fields or leaving to pursue other careers in education that took them away from providing strong instruction to our students. We keep this mandate at the forefront of our minds with each decision that we have or will continue to make.

Celebrations & Progress!

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The purpose of our presentation today is to share celebrations and progress since August of this year.

What's Happening in TIA?



- Standardized assessment procedures
- Developed:
 - Assessment Oath
 - Assessment Chart for all grades/programs

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No notes for this slide as it is self explanatory.

What's Happening in TIA?



- Percentage eligible for consideration for TIA
 - Phase 1 - 970 teachers (57%)
 - Phase 2 - 330 teachers (19%)
 - Phase 3 - 118 teachers (6%)
 - Total - 1,418 teachers (83%)
- Phase 4 postponed

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No notes for bullet one as it is self explanatory.

Due to the complexity of identifying valid growth measures for courses not already included in Phases 1-3 as well as the complexity of juggling three phases and all of the inherent data disaggregation, CFB is postponing Phase 4 until such time as we have 1) meaningful growth measures and 2) have gone through at least one data validation process with the first three phases. We will reevaluate this decision on a continuous basis.

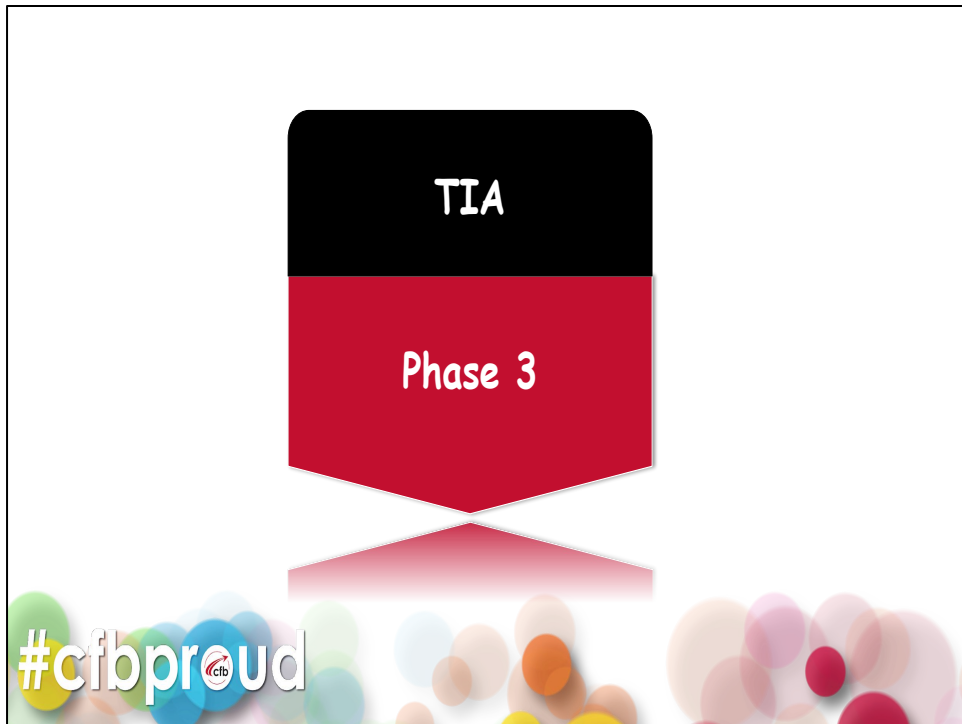
What's Happening in TIA?



- Major areas in need of growth measures
 - CTE
 - Foreign language
 - Physical Education
 - Some self contained special education

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No notes for this slide as it is self explanatory.



Let's start by reviewing the progress and successes for Phase 3. We'll work backwards as we know most interest is around Phase 1 at this moment in time.

TIA Eligibility – Phase 3

Content Areas with Pre- & Post- Test Student Growth Measures
Art
Band
Choir
Dance
Theater Arts

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These are the courses that will be submitted to the state for Phase 3 if all goes well with this year's planning year.

What's Happening in TIA?



- Assessments identified
- BOY administered by mid-October
- Roster verification in October
- Analysis of data to determine readiness for application
- Application will be submitted in March 2023

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Here are our accomplishments thus far: (see bullets on slide)

Timeline / Program Administration

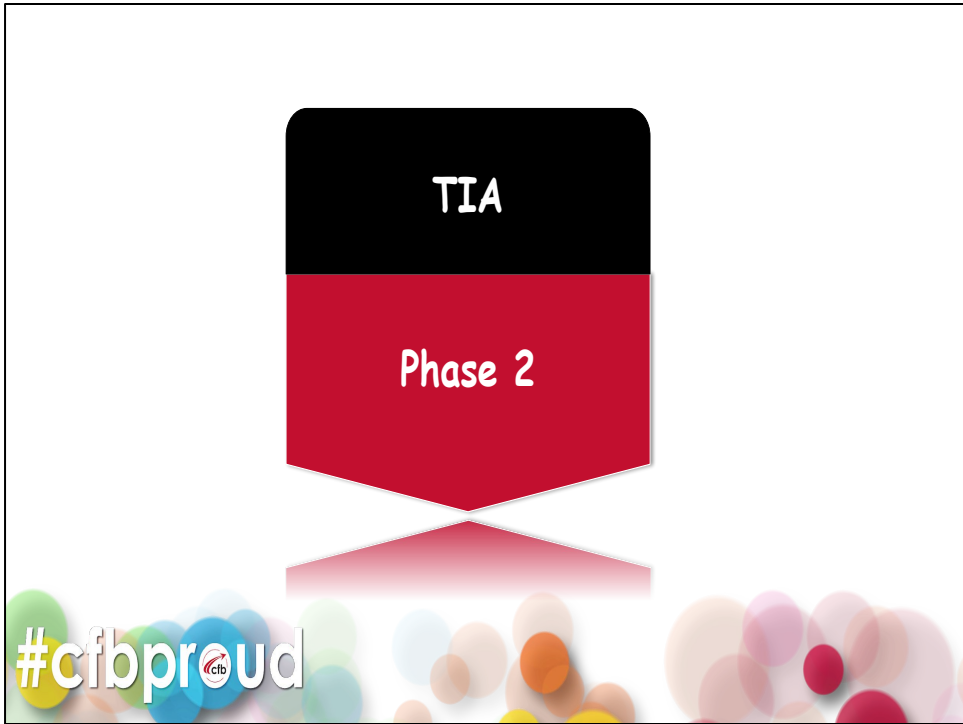
Action	Phase 1 Dates	Phase 2 Dates	Phase 3 Dates
CFB Submits TIA Application to TEA			April 15, 2023
Districts Notified of Acceptance of TIA Application			Summer 2023
Data Collection Year (T-TESS, Student Growth, St. Experience)			2023-2024
Teacher Roster Verification			October 2023 & April/May 2024
Teachers in Eligible Courses Receive Personal TIA Score Card			October 2024
CFB Data Submission to Texas Tech			Fall 2024
CFB Notification Sent to TIA Designated Teachers upon receipt from TEA			Winter 2025
TIA Payment Included as One Lump Sum			August 2025

Here is the timeline for Phase 3 with payouts expected in August of 2025.

TIA

Phase 2

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TIA Eligibility – Phase 2

Content Areas & Grade Levels with Pre- & Post- Test Student Growth Measures

Elementary	Secondary			
Various	ELA	Mathematics	Science	Social Studies
PreKindergarten	English 3 & 4	Math Models	Biology	Grades 6-8
Music	AP - English 3 & 4	AB/BC Calculus	IPC	World Geography
	Creative Writing		Chemistry	World History
	On Ramps English IV		Physics	US History
				AP - Govt, Human Geog, World Hist, Micro & Macro Econ, & Psychology

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With phase 2, you've seen the courses that were submitted in March of this year. We're excited to be able to get so many more middle and high school courses with valid growth measures! The application which contained all of these courses was approved in May prior to the ending of school.

What's Happening in TIA?



- Data collection year
- Method for determining growth identified
- All systems Go!

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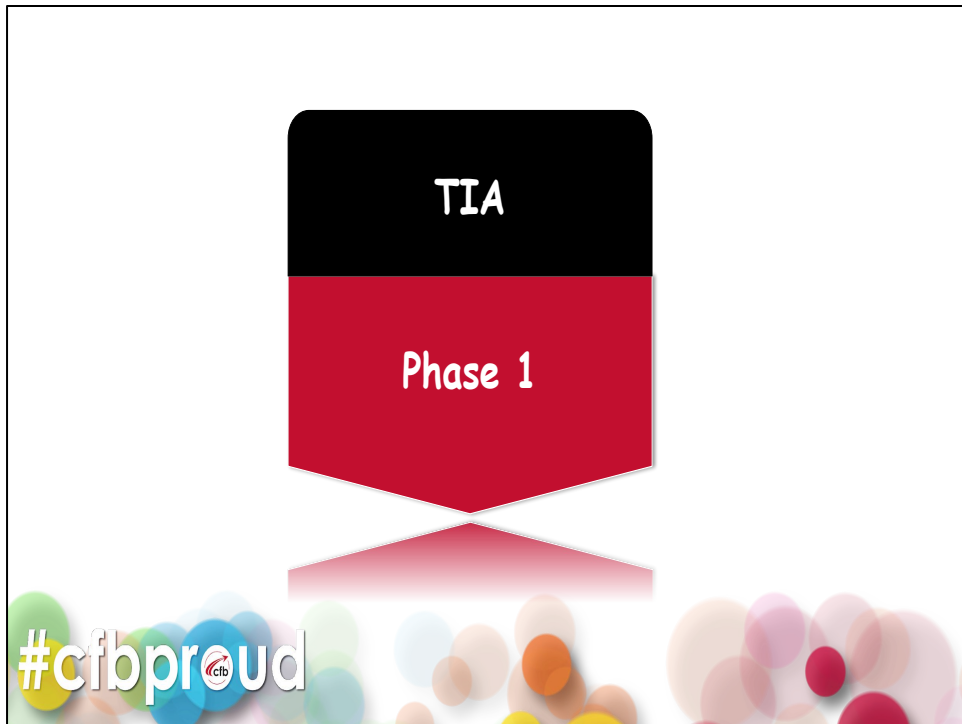
We are now in the data collection year, and methods for determining growth have been identified. All systems are GO with Phase 2!

Timeline / Program Administration

Action	Phase 1 Dates	Phase 2 Dates	Phase 3 Dates
CFB Submits TIA Application to TEA		April 15, 2022	April 15, 2023
Districts Notified of Acceptance of TIA Application		Summer 2022	Summer 2023
Data Collection Year (T-TESS, Student Growth, St. Experience)		2022-2023	2023-2024
Teacher Roster Verification		October 2022 & April/May 2023	October 2023 & April/May 2024
Teachers in Eligible Courses Receive Personal TIA Score Card		October 2023	October 2024
CFB Data Submission to Texas Tech		Fall 2023	Fall 2024
CFB Notification Sent to TIA Designated Teachers upon receipt from TEA		Spring 2024	Spring 2025
TIA Payment Included as One Lump Sum		August 2024	August 2025

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This will then enable us to provide scorecards to teachers in Phase 2 in October of 2023 with payouts occurring in August of 2024.



Now let's turn to Phase 1.

TIA Eligibility - Phase 1

Content Areas & Grade Levels with MAP Student Growth Measures

TIA 2022	Kinder	Gr. 1	Gr. 2	Gr. 3	Gr. 4	Gr. 5	Gr. 6	Gr. 7	Gr. 8	Gr. 9	Gr. 10
Mathematics	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Reading	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Science					✓	✓	✓	✓	✓		
Writing					✓		✓				

MAP Projected Growth based on BOY (Fall 2021) and EOY (Spring 2022) scores:

- Spanish Reading will be used for all Bilingual students in Kindergarten through grade 4
- Language Usage will be used for grade 4 & 6 Writing (*if Writing is the ONLY subject taught*)

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As a reminder, these are the courses that are eligible in Phase 1. Teachers who taught any of the courses listed here in CFB for the 2021-2022 school year, will get information on a scorecard in the next week or so. More information is coming on that a little bit later in the presentation.

What's Happening in TIA?



- Final data checks for Year 1
- Process for verifying rosters - fall (October) & spring (April/May)
- Year 2 of data collection
- BOY MAP concluded

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No notes for this slide as it is self explanatory.

What's Happening in TIA?



- Report cards almost finalized
- Ready for distribution by October 5, 2022 in TEAMS
- Inquiries due 3 days AFTER the scorecards are made available.

Due to data submission to Texas Tech, NO inquiries will be accepted AFTER the three day window.

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See bullets (no script for those, but add...)

We will DEFINITELY have scorecards available to staff by October 5th. Our goal is earlier if at all possible. A district-wide email will be sent to all staff members when they're available. The scorecard and the email will delineate the process for staff to submit any questions. This process will only be open for 3 days. The rationale for this is twofold: 1) If you give people too long to accomplish a task, people have a greater tendency to forget, and 2) we have a VERY short time frame to submit the data to Texas Tech. We want to be able to provide due diligence when and if any inquiries are submitted.

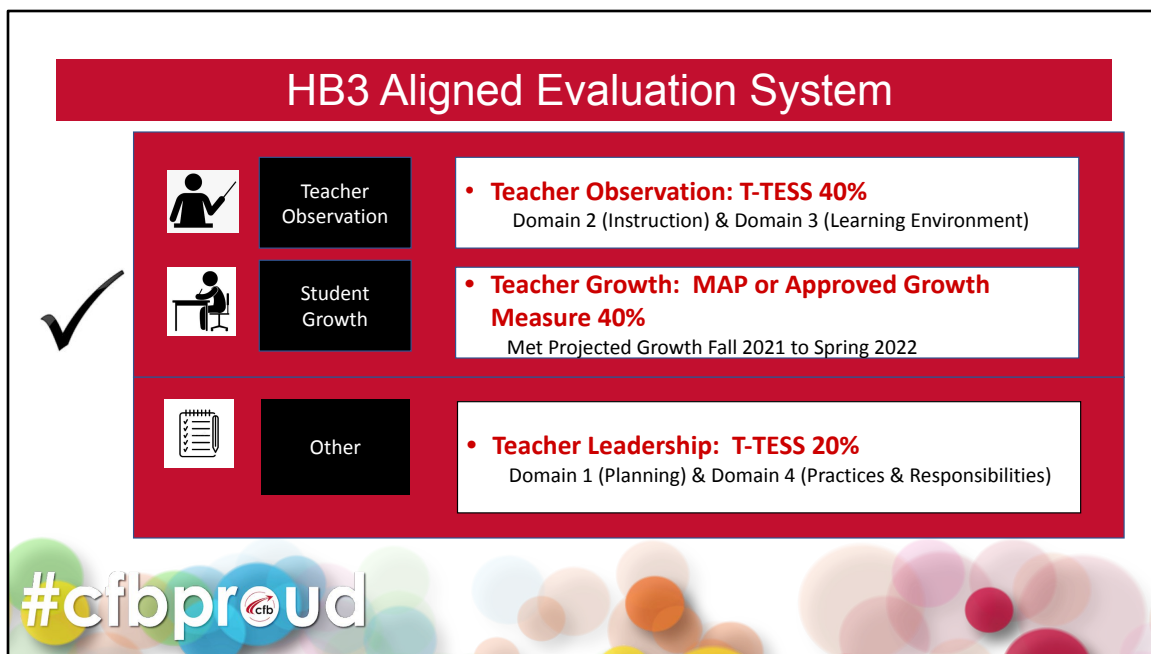
Timeline / Program Administration

Action	Phase 1 Dates	Phase 2 Dates	Phase 3 Dates
CFB Submits TIA Application to TEA	April 15, 2021	April 15, 2022	April 15, 2023
Districts Notified of Acceptance of TIA Application	Summer 2021 	Summer 2022 	Summer 2023
Data Collection Year (T-TESS, Student Growth, St. Experience)	2021-2022	2022-2023	2023-2024
Teacher Roster Verification	October 2022 & April/May 2023	October 2022 & April/May 2023	October 2023 & April/May 2024
Teachers in Eligible Courses Receive Personal TIA Score Card	October 2022	October 2023	October 2024
CFB Data Submission to Texas Tech	October 2022	Fall 2023	Fall 2024
CFB Notification Sent to TIA Designated Teachers upon receipt from TEA	Winter 2023	Winter 2024	Winter 2025
TIA Payment Included as One Lump Sum	August 2023	August 2024	August 2025

As you can see, we are right on target with our timeline for Phase 1 with scorecards being provided in October.. Data submission is due on October 20th. TEA will then be the ones who tell both the district and the designees whether we passed data validation and designations can be conferred and funded. Once again, we want to tell you that we have been very diligent with our data validation and analysis. In addition, we've met with our TIA Shepherd weekly to talk through all of the nuances AND met with TEA individually to share our thoughts. While they can't and/or won't tell us if we'll pass, they did not tell us that anything was of a concern either. Therefore, we remain confident that we're moving in the right direction.

However, if for some reason we do not pass data validation, no designees will be conferred AND no money will come from the state. CFB does not have the money to fund this state mandate. Therefore, please be aware that it's an ALL or NONE proposition. A

We also want to remind you that payouts for the 2021-2022 scorecards will not be until August of 2023, and staff members MUST still be employed in our district to receive the designated CFB amount.



As we provide scorecards, please remember that the basis for CFB's TIA system is shown on this slide.

(Read the slide to refresh everyone's memory).

Based on these guidelines, approximately 25% of teachers eligible in Phase 1 will be put forth for designations. Our teaching staff is truly amazing!

Overall Score

Scorecards will be accessed through
TEAMS.

Cut scores are now final and will be found on your
scorecard AND on the district website.

The scores and possible designation will be submitted to Texas Tech for validation. If the district's plan does not pass validation, NO designations can be conferred.

Note: In order to recognize as many staff as possible while still maintaining the intent of TIA, Final TIA Point Values will be determined yearly after review of state and national data. These Final Point Values will be made available on the district's TIA website and included on TIA scorecards.

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I'm now going to model how to download your scorecard in TEAMS. A LOOM video and a written explanation will be provided with the email that goes out.

In addition, we've spoken about the inquiry process. A link will be provided in the district-wide email as well as at the bottom of the scorecard for ease of use. We want to reinforce once again that staff members will have 3 days (and only 3 days) to submit an inquiry. Due to state timelines, inquiries received AFTER this date will not be considered.

All teachers will be able to pull the report. However, only those eligible for Phase 1 will receive scores on the scorecard. All others will receive notification that there are no scores. Reasons for this will be that 1) they did not teach a Phase 1 course last year and/or 2) they were not a teacher in CFB for the 2021-2022 school year.

Next Steps

TIA

All Phases

- Roster verification - October

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Later this month, all teachers eligible in Phase 1 AND Phase 2 will be asked to verify their rosters for the 2022-2023 school year. This will be the first of two mandatory verification opportunities. This will serve as another check to ensure the right students are attached to the right teachers next summer as we begin our next data disaggregation process. More information will be forthcoming later this month.

CFB TIA Campus Ambassadors					
Campus	Ambassador	Campus	Ambassador	Campus	Ambassador
Blair	Stacey Baker	Freeman	Kaitlynn Begley	McWhorter	Amanda Brooks
Blalack	Amy Feezor	Furneaux	Sheila LeDoux	Perry	Lexi Beesley
Blanton	Sharon Kopriva	Good	Betsy Gould	Polk	Misty Roberson
Bush	Anannya Bose	Grimes/Salazar	Meghan Day Susan Stout	Rainwater	Nicole Linscomb
Carrollton	Madison Peck	Kent	Michelle Schwartz Elida Dominguez	Ranchview	Jennifer Schero
Central	Eimy Bermudez	Landry	TwQuan Harris	Riverchase	Kayla Van Dyke
Country Place	Lee Ann Starnes	Las Colinas	Sharon Johnson	Rosemeade	Emily Hamill
Creekview	Wes Baker	La Villita	Bailey Sprague	Sheffield	Kori Johnson
Davis	Monica Godwin	Long	Christina Herrera	Smith	Blaine Chamberlain Jimmy Fellbaum
ECHS	Jonathan Talley	McCoy	Megan Harvey	Stark	Natalie Stout
Farmers Branch	Vanessa Sessions	McKamy	Rukiya Dennis	Thompson	Kassie Remington
Field	Dave Ruppertsberg	McStrick	Tammi Ninceheler	Turner	Mitchell Tillison Carey Murawski

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As always, we're thankful to our teachers who help guide us as we look at next steps. Every campus has a TIA Ambassador, and they're shown here. This group attends meetings, brings your thoughts and input, and serves as a liaison to help you understand the process. When you have questions, they're here to help.

CFB's TIA District Leadership Committee

Committee Member	Role
Dr. Randy Davis	Human Resources
Larry Guerra	Finance
Dr. Patty Parker	Assessment & Accountability
Dawn Parnell	Communications
Tracy Smith	Teaching & Learning

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If your Ambassador doesn't have an answer to a question, don't hesitate to reach out to the members of the District TIA Committee if you need anything.

Thank you once again for your time and attention today! We appreciate all of your support as we move forward in this process!

Teacher Incentive Allotment (TIA)

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2022-2023

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