Crandall ISD
Teacher Incentive Allotment (TIA)

Meeting # 1: September 20, 2022

Agenda

- **Welcome, Agenda, Norms**
- Why TIA?
- What is TIA?
- Role of TIA Committee
- Leverage Current Systems
- Prepare for Campus Overviews
- Next Steps and Closing

Norms

- Focus
- Engage
- Growth Mindset
- Success Driven
  - *For teachers and (most importantly) students*

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Crandall ISD
DISTRICT GOALS 22-23

Goal 1 — Advance student learning, growth, and college and career offerings.

Goal 2 — Retain, recruit, and support highly qualified principals, teachers, and staff.

Goal 3 — Provide a safe and orderly learning environment that benefits the well-being for all Pirates.

Goal 4 — Facilitate engagement and Pirate Pride Culture through effective communicaton.

Goal 5 — Optimize resources to sustain and enhance effective and efficient operations for students and staff.

Crandall ISD Human Capital Pipeline

Purpose

The Crandall ISD Human Capital Pipeline ensures current and future staff are developed, supported, and retained. This will allow CISD to have educators at all levels ready to *lead and serve our students.*
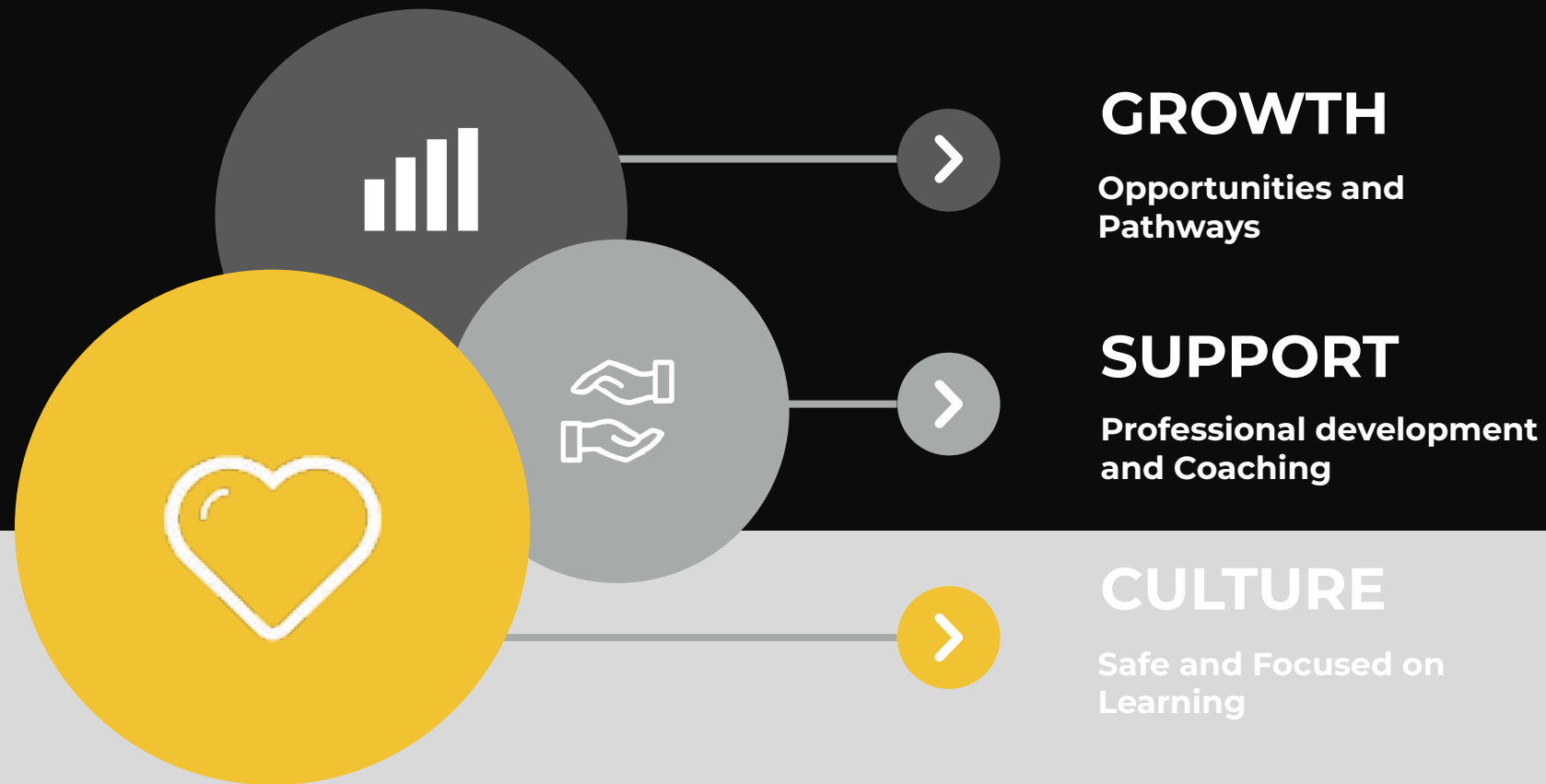
Crandall ISD Pipeline

The 3 R's
- Recruit
- Retain
- **Reward**

Crandall ISD Pipeline

GROWTH

Opportunities and Pathways

SUPPORT

Professional development and Coaching

CULTURE

Safe and Focused on Learning

Crandall ISD Pipeline

Growing LEADERS

Growing TEACHERS

Growing STAFF

Growing FUTURE TEACHERS

Growing TEACHERS

Current & New Teachers

Grow and develop teachers to ensure they support all students reaching their full potential.

PD and Coaching

Ongoing professional development and coaching for all teachers in CISD.

Teacher Mentor Program

Mentor training and coaching provided by NIET to support New Teachers.

Leadership Academy

Teachers who want to develop and grow their leadership skills to be a formal leader in CISD.

Teacher Incentive Allotment (TIA)

Local Designation System to provide pathways for designations to recruit, retain & *reward* effective teachers.

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TOP 3

- Consider your 3 most important talking points about TIA
- Be prepared to share with colleagues

House Bill 3

In 2019, in the 86th Texas Legislature overhauled the school finance system as part of House Bill 3 (HB 3).

- **HB 3, 86th Legislature,** included a massive increase in teacher pay. The Teacher Incentive Allotment (TIA) was established with a stated goal of a six-figure salary for teachers. TIA allotment funds help Texas school systems reward, retain and recruit highly effective teachers. The funding formula prioritizes high needs and rural campuses.

- Districts can now create compensation plans based on teacher effectiveness and student equity. This new model creates a path for outstanding teachers to earn a six-figure salary–thus, reducing the desire for highly effective teachers to leave the classroom.

Teacher Incentive Allotment Goals

"In addition to helping **attract and keep their effective educators** in the classroom, public schools implementing these [evaluation and compensation] systems would be able to identify their more effective educators and then provide **incentives for them to teach at their most challenged campuses**, increasing the equitable distribution of effective educators."

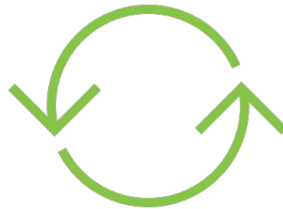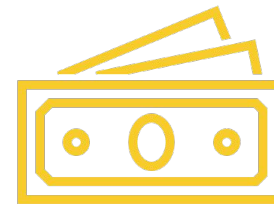- Texas Commission on Public School Finance

TIA's Vision

To support districts in independently **building and sustaining strategic compensation systems** that differentiate teacher effectiveness. These systems will **incentivize teachers to stay**, **support more robust recruitment**, and **make the profession more desirable**.

Recruit

Retain

Reward

Supporting the Teaching Profession

Challenges

- High teacher turnover (esp. in first 5 years)

- Disproportionate placement of beginning teachers at high needs schools

- Perception of teaching as not rewarding teachers for effectiveness

Positive Impacts

- Accurate teacher appraisals lead to continued development and growth

- Recognition of teacher effectiveness leads to improving practice

- Retention of effective teachers

- Recruitment into the district

- Ability to reward teachers at high-needs schools

TIA and Teachers

Retention

"TIA is allowing me to **stay in the classroom** long enough to see my daughter grow up and one day see her in my classroom"

"TIA has made teaching **financially stable** for me and my family"

Recognition and Growth

"I used to think that I was a role model for my students only, but with TIA, I feel like I am a **role model** with my team"
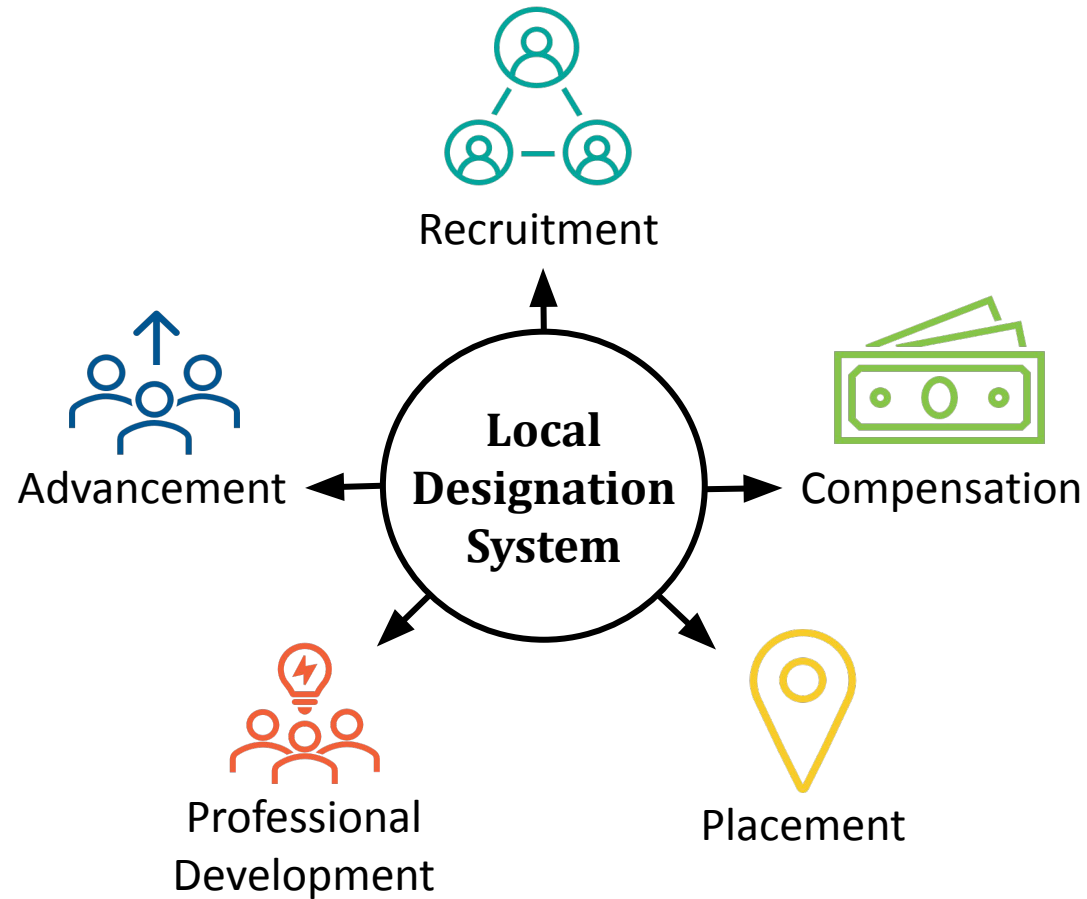
"It is very humbling to receive such an amazing recognition. It only increases my desire to **learn** new skills and **assist** my fellow teachers in achieving the same acknowledgement"

"The Teacher Incentive Allotment has created a great deal of curiosity and interest among our teachers. They want to know what they can do differently to achieve a designation. Teachers are also **working collaboratively to improve their practice**. And we all know that this is crucial to improving student outcomes."

Local Designation System

- Recruitment
- Compensation
- Placement
- Professional Development
- Advancement

"Seeing their faces and how excited they were to receive their designations. You could just feel the weight being lifted and the value being added to them as educators. We talk about building currency with kids and now we are building currency for our educators. There is a lot of power in what we could create in **building the pipeline**."

How TIA is Different

Adequate and Sustainable Funding
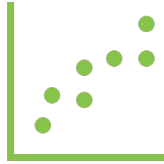
Inter-Rater Reliability and Multi-Measure Evaluations

Available for ALL Teachers

Encourages Professional Collaboration

Increases Recruitment and Retention Rates

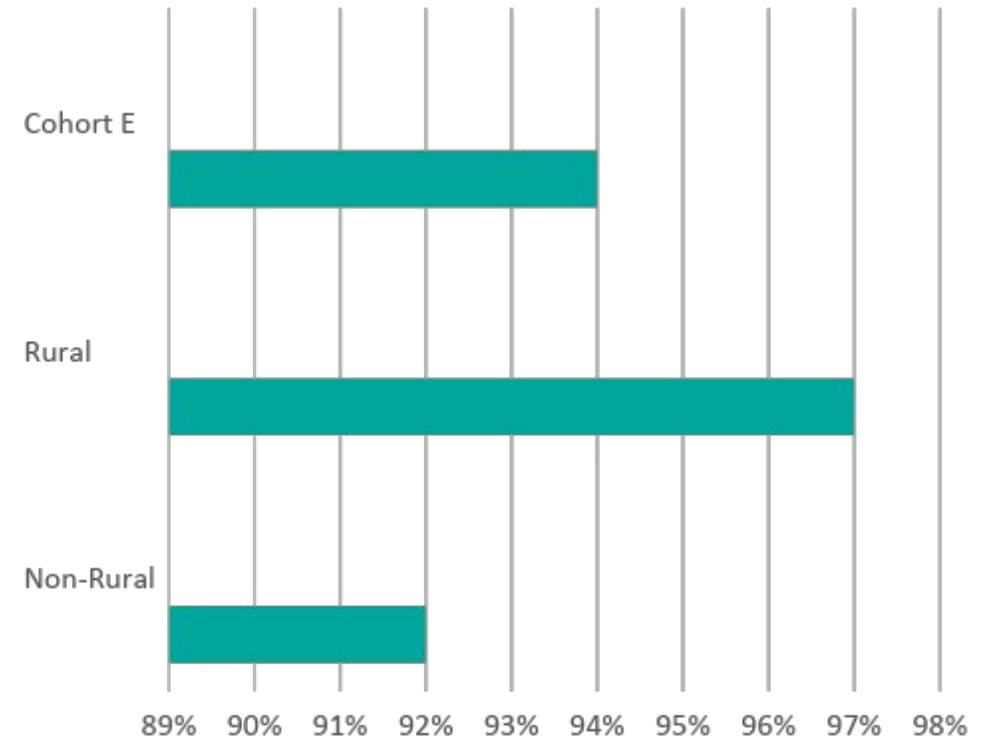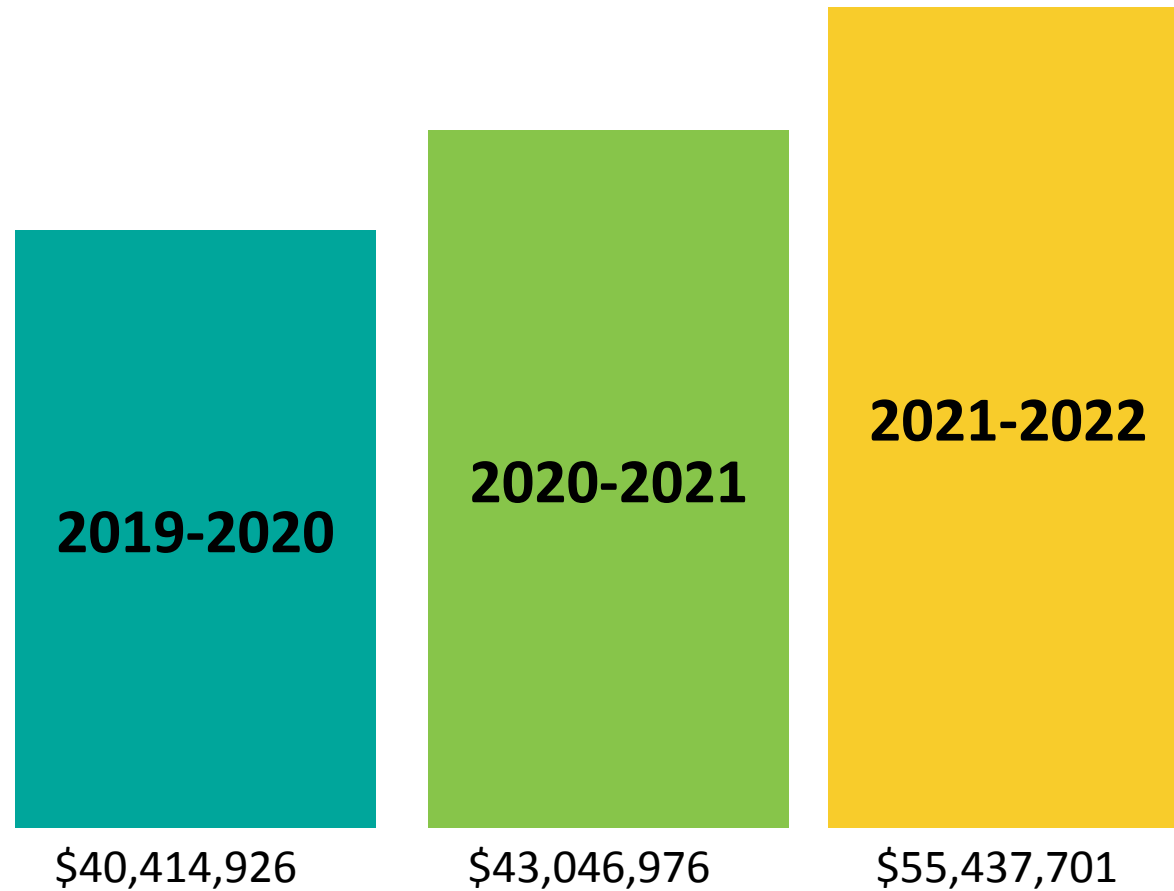# Participating Districts

373

Unique Districts with Approved System Applications

Cohort E System Application Accepted Rate

TIA Allotment

2019-2020

2020-2021

2021-2022

$40,414,926 $43,046,976 $55,437,701

Key Points about TIA
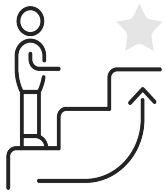
3 Designation levels (Master, Exemplary, Recognized)

LEAs will receive $3-32K annually per designated teacher

Greater funding for designated at high-needs and/or rural campuses

LEAs must use at least 90% of funds on teacher compensation on designated teacher's campus
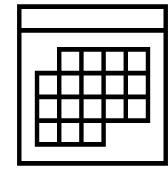
5- year designation validity, regardless of teacher placement (subject, school, LEA)

How Designations are Earned

National Board Certification

- Individual teacher achieves National Board Certification
- Districts may choose to support cohorts of National Board candidates

Local Optional Teacher Designation System

- District-created system
- District system is approved
- District determines and issues teacher designations

Ranges of Potential Funding Provided for Each Designated Teacher
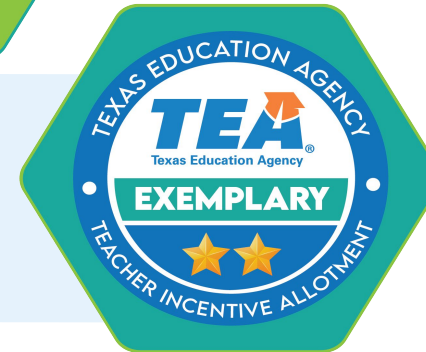
$3,000-$9,000
Recognized

$6,000-$18,000
Exemplary

$12,000-$32,000
Master

Crandall ISD: AVERAGE Allotments (as of April 2022)

$3,858 Recognized

$7,716 Exemplary
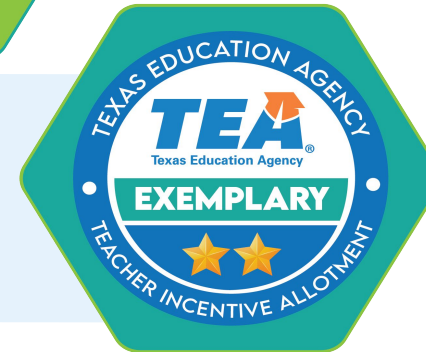
$14,860 Master

District System Components

Teacher Observation
Observation based on T-TESS or aligned rubric. District application must show evidence of calibration and data analysis.

Student Growth
Student growth measures determined by district. District application must show evidence of validity & reliability of development, administration, and scoring.
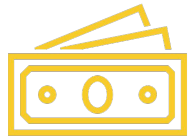
Spending Plan
Districts must spend at least 90% on teacher compensation for student-facing instructional roles and may reserve up to 10% for supporting the TIA system or in supporting teachers in earning a designation by 8/31 each year.
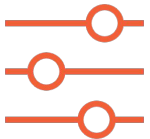
Optional Components
Districts may consider additional factors in making designations (e.g., mentoring other teachers, teacher leadership, family surveys, student surveys, etc.).

Fully Approved
Cohort F Districts

2022-2023 School Year — April-2023, June-2023
2023-2024 School Year — September-2023–August-2024
District Approval Year 1 (2024-2025 School Year) — September-2024, November-2024, April-2024, August-2025
District Approval Year 2 (2025-2026 School Year) — September-2025, November-2025, April-2026, August-2026
District Approval Year 3 (2026-2027 School Year) — September-2026, November-2026, April-2027, August-2027
District Approval Year 4 (2027-2028 School Year) — September-2027, November-2027, April-2028, August-2028
District Approval Year 5 (2028-2029 School Year) — September-2028, November-2028, April-2029, August-2029
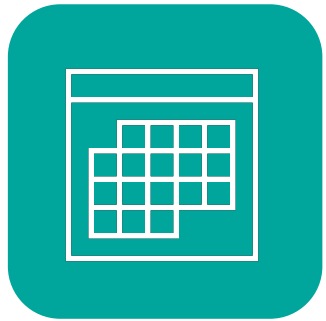**September-2029** — Continues same trend but cannot issue any new designations unless district is reapproved

Designation Year	April-2023	June-2023	Sept-2023–Aug-2024	September-2024	November-2024	April-2024	August-2025	September-2025	November-2025	April-2026	August-2026	September-2026	November-2026	April-2027	August-2027	September-2027	November-2027	April-2028	August-2028	September-2028	November-2028	April-2029	August-2029	September-2029
New Designations Year F1	Apply for TIA.	Notified of System Approval.	Data Capture Year	Retroactive Designation Start Date (contingent on approval)	Submit Designations to TTU/TEA	Notified of Approved Designations. District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 1st Year of designation.	Settle-up of Teacher Designation Year 1 & First payment of designation year 2. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 2nd year of designation	Settle-up of Teacher Designation Year 2 & First payment of designation year 3. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 3rd year of designation	Settle-up of Teacher Designation Year 3 & First payment of designation year 4. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 4th year of designation	Settle-up of Teacher Designation Year 4 & First payment of designation year 5. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 5th year of designation	Settle-up of Teacher Designation Year 5. All based on previous year February winter class roster.
New Designations Year F2			Data Capture Year					Retroactive Designation Start Date (contingent on approval)	Submit Designations to TTU/TEA	Notified of Approved Designations. District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 1st Year of designation.	Settle-up of Teacher Designation Year 1 & First payment of designation year 2. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 2nd year of designation	Settle-up of Teacher Designation Year 2 & First payment of designation year 3. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 3rd year of designation	Settle-up of Teacher Designation Year 3 & First payment of designation year 4. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 4th year of designation	Settle-up of Teacher Designation Year 4 & First payment of designation year 5. All based on previous year February winter class roster.
New Designations Year F3			Data Capture Year									Retroactive Designation Start Date (contingent on approval)	Submit Designations to TTU/TEA	Notified of Approved Designations. District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 1st Year of designation.	Settle-up of Teacher Designation Year 1 & First payment of designation year 2. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 2nd year of designation	Settle-up of Teacher Designation Year 2 & First payment of designation year 3. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 3rd year of designation	Settle-up of Teacher Designation Year 3 & First payment of designation year 4. All based on previous year February winter class roster.
New Designations Year F4			Data Capture Year													Retroactive Designation Start Date (contingent on approval)	Submit Designations to TTU/TEA	Notified of Approved Designations. District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 1st Year of designation.	Settle-up of Teacher Designation Year 1 & First payment of designation year 2. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 2nd year of designation	Settle-up of Teacher Designation Year 2 & First payment of designation year 3. All based on previous year February winter class roster.
New Designations Year F5			Data Capture Year																	Retroactive Designation Start Date (contingent on approval)	Submit Designations to TTU/TEA	Notified of Approved Designations. District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 1st Year of designation.	Settle-up of Teacher Designation Year 1 & First payment of designation year 2. All based on previous year February winter class roster.
																Re-Apply for TIA (Cohort K)			Notified of System Approval	Data Capture Year				→

Application and Approval Timeline

Pre-Application

System Development

Stakeholder Engagement

Year 1

2022-2023

Apply for TIA

TIA Teacher Buy-In Survey

Year 2

2023-2024

Capture Data

Year 3

2024-2025

Data Submission

Full System Approval

Designate & Compensate

Expansion & Modifications

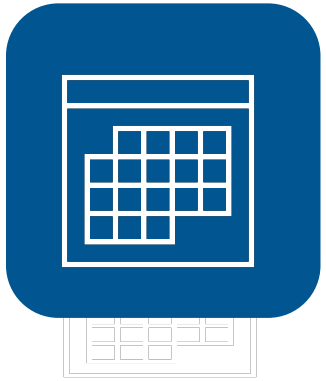TIA Annual Evaluation Surveys

Annual Program Submission

Post-Approval

New or Higher Designations

Expansion and Modifications

Annual Program Submission

TIA Annual Evaluation Surveys

Application and System Approval
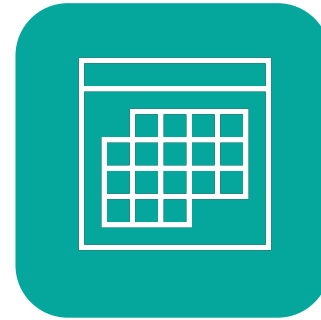
What TIA is <u>NOT</u>

- Quick and Easy
  - Systems take time to build and can be messy during design
- One-size fits all approach
- Static
- Meant to cause internal competition and jealousy

TOP 3

- SHARE your TOP 3 most important talking points about TIA
  - *Stand up*
  - *Walk away from table*
  - *Touch 5 chairs*
  - *Make a Triad*
  - *Introduce yourself*
  - *Share your TOP 3*

03:00

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- Why TIA?
- What is TIA?
- **Role of TIA Committee**
- Leverage Current Systems
- Prepare for Campus Overviews
- Next Steps and Closing

Role of TIA Committee

- **Learn** about TIA and **actively participat**e in the process
- Talk about TIA on your campus and **engage colleagues**
- **Gather** input and feedback from your campus/colleagues with the committee
- **Share** input and feedback from your campus/colleagues with the committee
- **Develop consensus** around the recommendations for our system

TIA Committee Goals

- Understand the **requirements and flexibilities** within an approved TIA system
- Design a system that **aligns with our goals** for student achievement, teacher recruitment and teacher retention
- Establish **who should be eligible** to earn a designation in our initial and long term plans
- Agree on **how we will measure** teacher performance and student growth
- Identify how the measurements will be **weighted** in our system
- Determine how and when we will **distribute funds**

Application: a reflection of the district's system

Building a System

Filling out an application
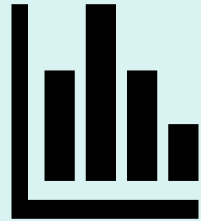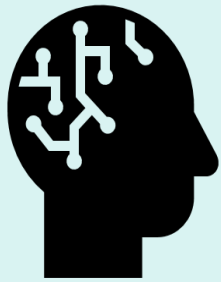
The Big Three:
Critical Decisions for Local Designation Systems

1. **Who can earn a designation?**
   - Eligible campuses and teaching assignments
   - If not all teachers, will we expand in future years?

2. **How will we designate?**
   - Observations, student growth measures, and any optional components
   - Performance standards and weighting for all components

3. **How and when will we compensate?**
   - Distribution of funds
   - Timing and mode of compensation

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Crandall ISD: Present Day Pirates

- Focused on **supporting** and **growing** educators to ensure learning for all students
- Actively working to **recruit** and **retain** the *best educators in the state*
- Campus Leaders working on **Calibrations** for **Teacher Observation**
- **Student growth** is key to CISD success!

The Big Three:
Critical Decisions for Local Designation Systems

1. **Who can earn a designation?**
   - Eligible campuses and teaching assignments
   - If not all teachers, will we expand in future years?

2. **How will we designate?**

   - Observations, student growth measures, and any optional components

   - Performance standards and weighting for all components

3. **How and when will we compensate?**

   - Distribution of funds

   - Timing and mode of compensation

The Big Three:
Critical Decisions for Local Designation Systems

How will we designate?

- Observations, student growth measures, and any optional components
- Performance standards and weighting for all components

Campus Reflection on Tab 1 in Shared Workspace:

- What systems are in place to measure Teacher Performance and what is the current status of the tool(s) used?
- What systems are in place to measure Student Growth, and what is the current tool status?
- Other Systems, Tools, or Thoughts to Consider

08:00

The Big Three:
Critical Decisions for Local Designation Systems

How will we designate?

- Observations, student growth measures, and any optional components
- Performance standards and weighting for all components

How can you get this information from your staff?
- Include in TIA Overview
- Collaboration Meetings
- Department Meeting
- Team Meetings
- Faculty/Staff Meetings
- Google Form

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Campus Overview Prep

- Determine what information is necessary for YOUR campus and HOW you will relate it to meet the needs of your team.
- You can use as much or little of the slides provided as you need
- Determine how you will capture information and feedback provided

Campus Overview Preparation on Tab 1 in Shared Workspace:

- Make a Copy of the Master TIA Overview Slides on Tab 1
- Link your slides (View Only) on Tab 1 in the cell next to your campus name
- Document WHEN & HOW you will provide this overview before the October TIA Meeting
- Collaborate on content and process of Overview

Campus Overview Prep

	Make Copy of Master TIA Overview Slides:	https://docs.google.com/presentation/d/1yfsWUVKtBpSJmWL7yTQop0bqoNJgPB9NVjutHzhfj2I/edit?usp=sharing
	Campus Overviews	
	When/How will Overview Take Place?	**Link to Campus Overview (view only link)**
Dietz		
Martin		
Noble-Reed		
Walker		
Wilson		
CMS		
Freshman Center		
CHS		

Campus Overview Prep

- Determine what information is necessary for YOUR campus and HOW you will relate it to meet the needs of your team.
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20:00

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Campus Team Action Items:

- **Finalize Campus Overviews** and **Share with Teachers**
  - **Gather** feedback, questions, and concerns to add to Tab 2

- **SEEK Input on Leveraging Current Systems:** Are there currently existing systems for teacher performance and student growth we missed? Add notes to Tab 2.

TIA Committee Kick-off (September 20, 2022) Follow-up Engagement

Purpose of Engagement

As a representative on the TIA Committee, it is your responsibility to keep staff not on the committee informed and engaged. After each meeting and throughout the year, information will need to be shared and input need to be collected. The information sharing and input gathering will come from the TIA Committee Representatives.

Follow-up Action Items from September 20, 2022 Kick-off

Action Items

Finalize plans for Campus Overviews and Present to Teachers; Gather feedback, questions, and concerns to add below

SEEK Input on Leveraging Current Systems: are there currently existing systems for teacher performance and student growth we missed?

Stakeholder Engagement Feedback

TIA Committee Member	Campus	Campus Overview: Feedback, Questions, & Concerns	Leveraging Current Systems: What information or input did you receive that was in addition or different from our discussion?

Tab 1: TIA Committee Kick-off: 9/20/22 ▾   Tab 2: Kick-off (9/20/22) Follow-up Engagement ▾

TIA Committee Meetings

Date	Time	Activity*	Location
Tuesday, October 18	**4:15-5:30**	**TIA Committee Meeting: Teaching Assignments**	**Board Room**
Tuesday, December 6	4:15-5:30	TIA Committee Meeting: Teacher Observation	Board Room
Monday, January 9th	4:15-5:30	TIA Committee Meeting: Growth Measures	Board Room
Tuesday, February 7th	4:15-5:30	TIA Committee Meeting: Cut Scores and Weights	Board Room
Tuesday, March 7th	4:15-5:30	TIA Committee Meeting: Spending Plan & Review Application	Board Room

*Suggested Topics (content might change and adapt through stakeholder engagement)

Prepare for Next Meeting

Tuesday, October 18th 4:15-5:30

Focus:
- Discovery- Phased-in Approach & Teaching Assignments

Prepare:
- Questions or insight into how to leverage current systems to determine how we can ensure each teacher has a pathway towards designation
- Input feedback, questions, and concerns on Tab 2

Crandall ISD
Teacher Incentive Allotment (TIA)

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