



# **Crandall ISD**

# **Teacher Incentive Allotment (TIA)**

*Overview*

# Agenda



- **Why TIA?**
- What is TIA?
- Role of TIA Committee

# 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 communication.
- 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.*



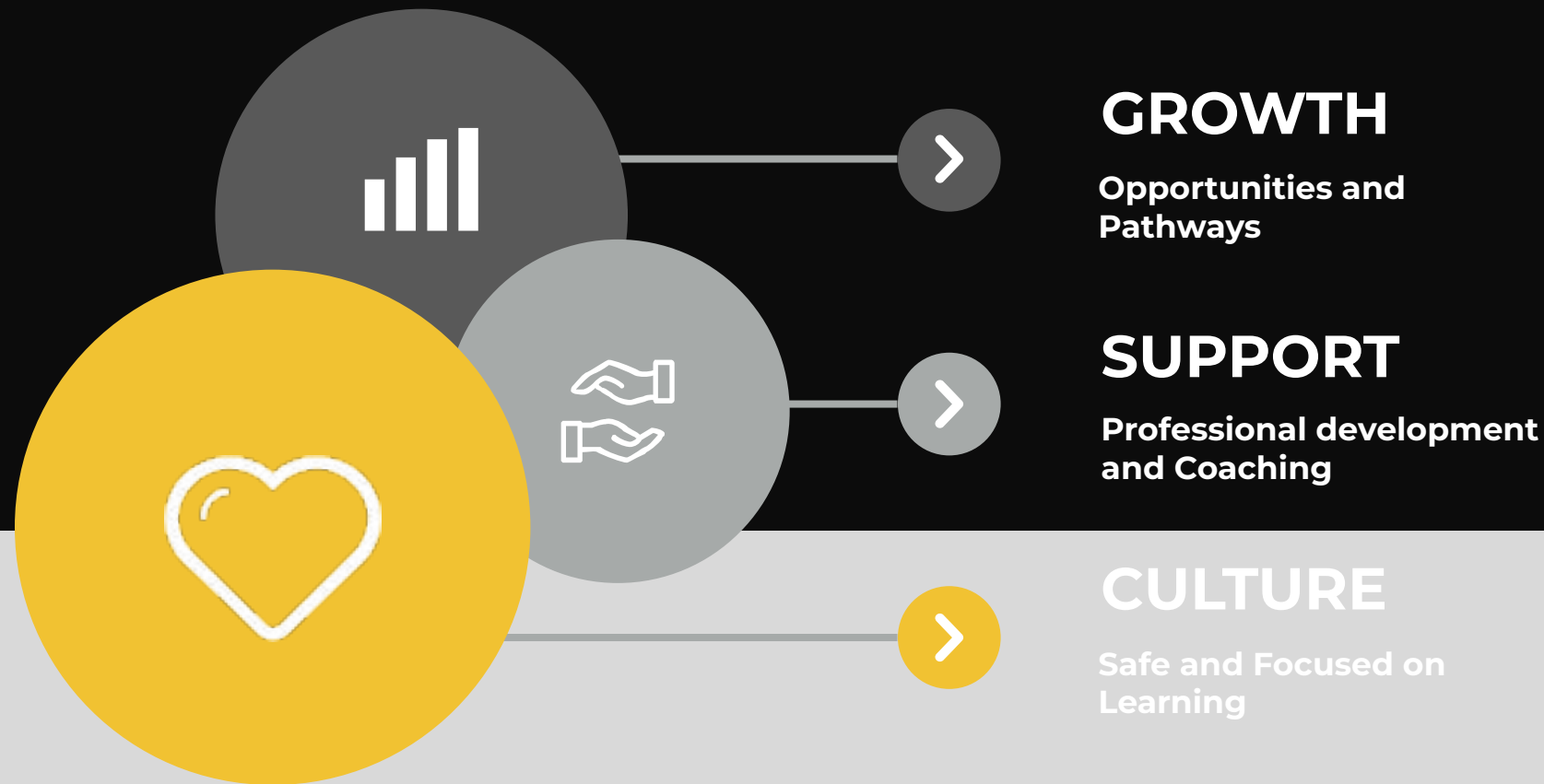
# Crandall ISD Pipeline



## The 3 R's

- Recruit
- Retain
- **Reward**

# Crandall ISD Pipeline





# 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.

# Agenda



- Why TIA?
- **What is TIA?**
- Role of TIA Committee



## 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

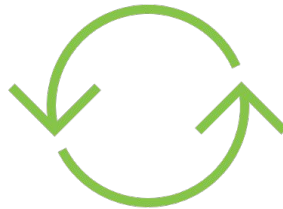
# TIA's Vision



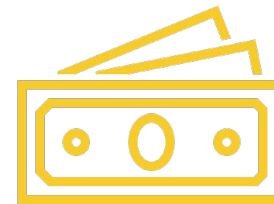
To support districts in independently **building and sustaining strategic compensation systems** that differentiate teacher effectiveness. These systems will **incentivize teachers to stay, support more robust recruitment, and make the profession more desirable.**



**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



“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”

## Retention

“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”

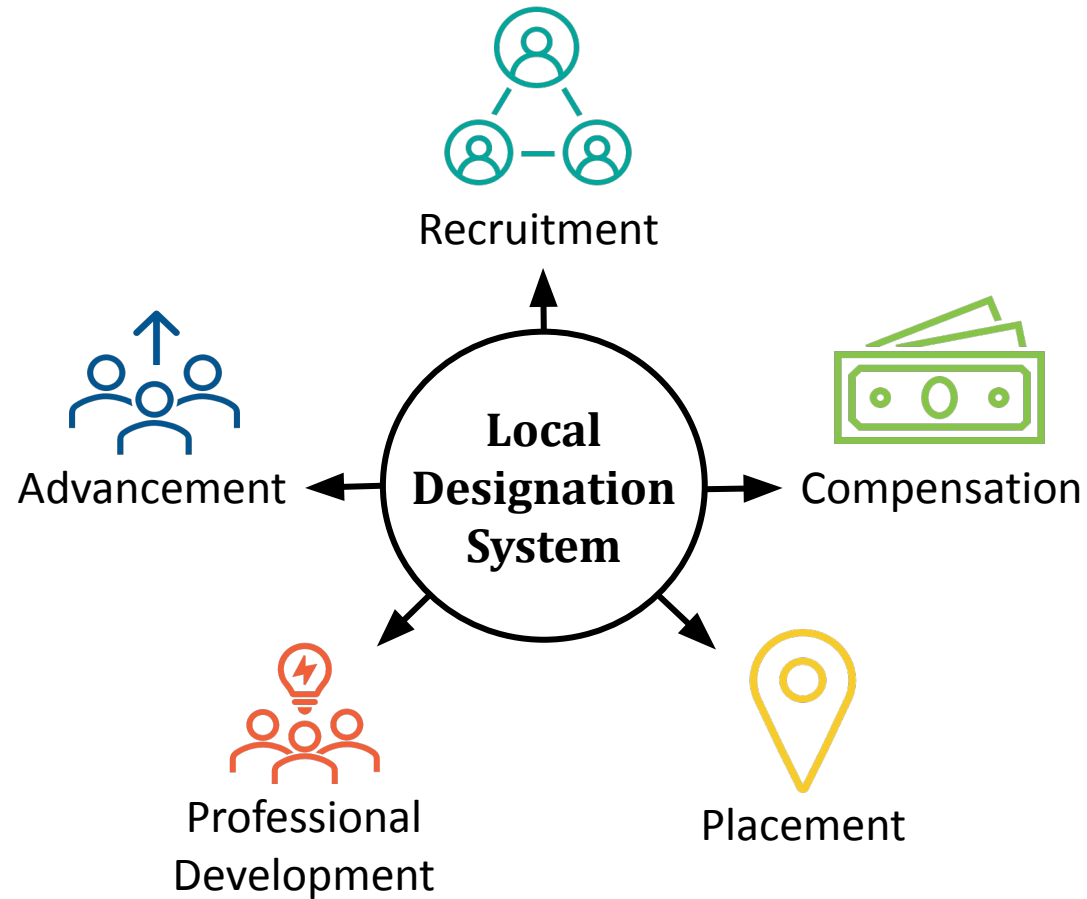
## Recognition and Growth



# TIA and Districts



“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.”

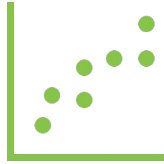


“Seeing their faces and how excited they were to receive their designations. You could just feel the weight being lifted and the value being added to them as educators. We talk about building currency with kids and now we are building currency for our educators. There is a lot of power in what we could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

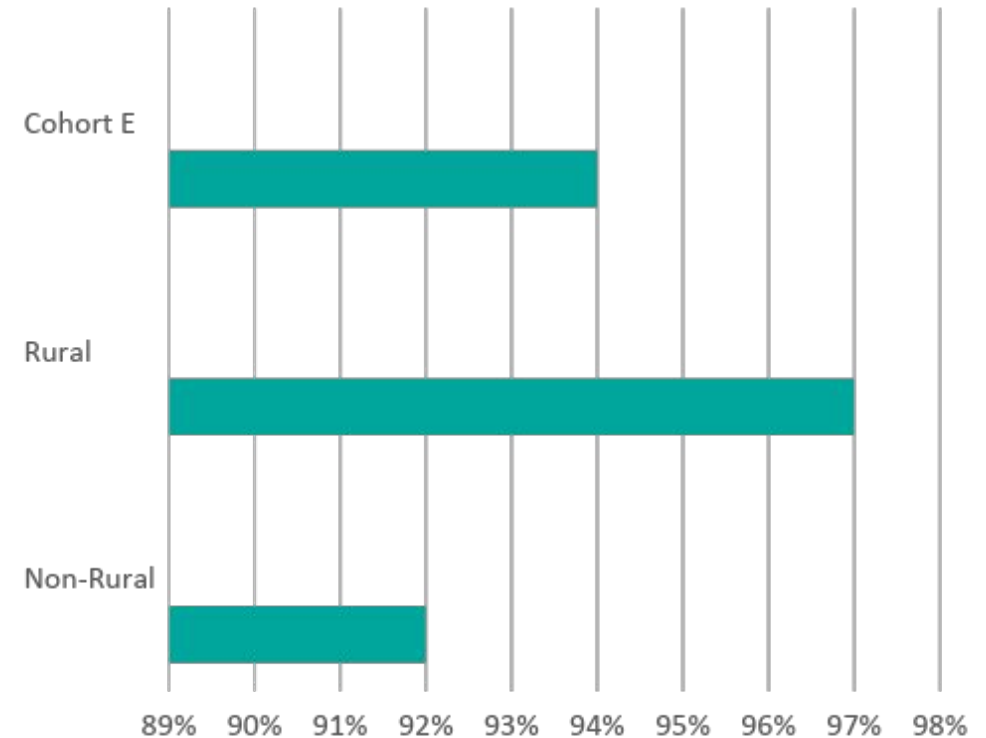
# Participating Districts



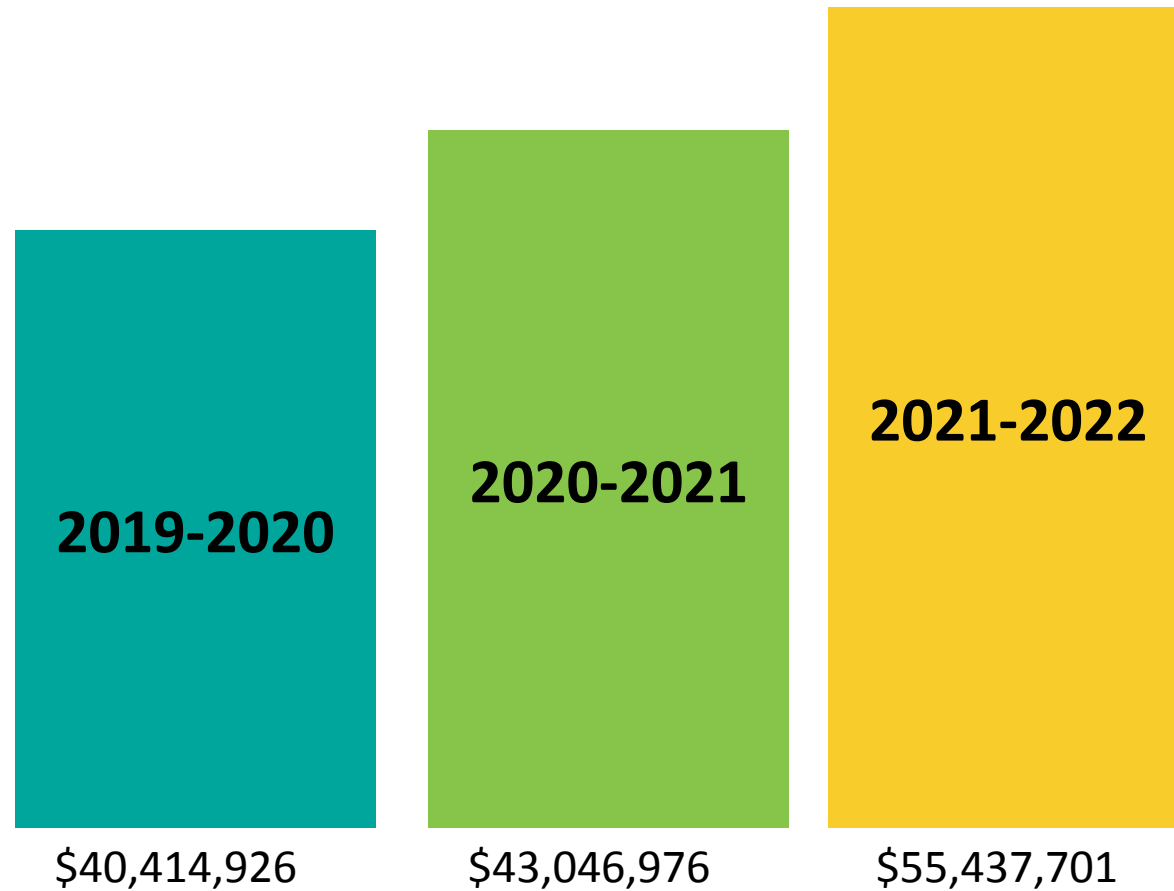
373

Unique Districts with  
Approved System  
Applications

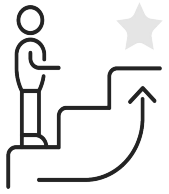
## Cohort E System Application Accepted Rate



# TIA Allotment



# Key Points about TIA



---

3 Designation levels  
(Master, Exemplary,  
Recognized)



---

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



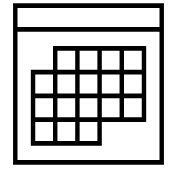
---

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



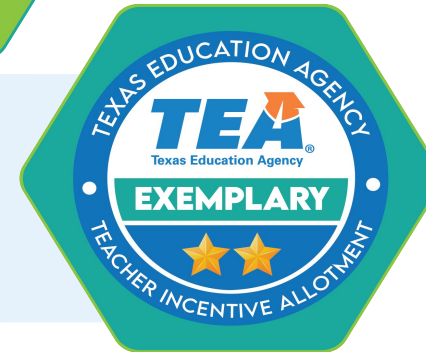
**\$3,000-\$9,000**

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



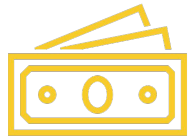
## Teacher Observation

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



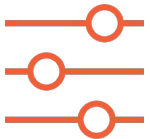
## Student Growth

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.



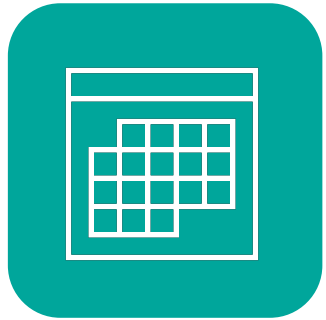
## Optional Components

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

Text shown in red indicates key dates and actionable deadlines																								
2022-2023 School Year			2023-2024 School Year	District Approval Year 1 (2024-2025 School Year)				District Approval Year 2 (2025-2026 School Year)				District Approval Year 3 (2026-2027 School Year)				District Approval Year 4 (2027-2028 School Year)				District Approval Year 5 (2028-2029 School Year)				Continues same trend but cannot issue any new designations unless district is reaproved
Designation Year	April-2023	June-2023	September-2023- August-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

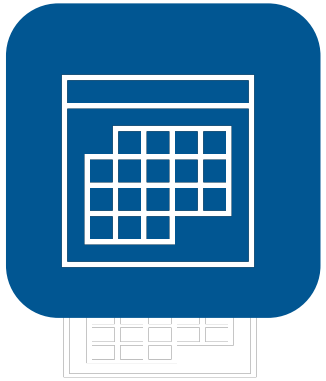


## Post-Approval

New or Higher  
Designations  
Expansion and  
Modifications  
Annual Program  
Submission  
TIA Annual  
Evaluation Surveys

Application and System Approval

# Application Key Dates



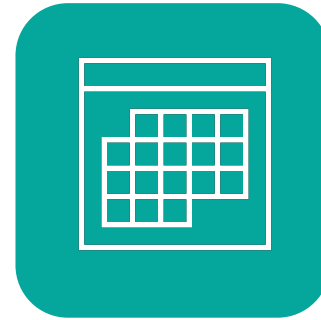
**Application Deadline**

April 15, 2023



**Initial Feedback**

Late May 2023



**Resubmission Deadline**

June 30, 2023



**System Review Approval/Denial**

August 2023

# What TIA is NOT



- 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

# Agenda



- Why TIA?
- What is TIA?
- **Role of TIA Committee**



# Role of TIA Committee



- **Learn** about TIA and **actively participate** 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

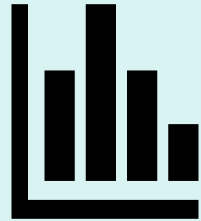


- Understand the **requirements and flexibilities** within an approved TIA system
- Design a system that **aligns with our goals** for student achievement, teacher recruitment and teacher retention
- Establish **who should be eligible** to earn a designation in our initial and long term plans
- Agree 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



# **Crandall ISD**

# **Teacher Incentive Allotment (TIA)**

*Overview*