



**Crandall ISD**  
**Teacher Incentive Allotment (TIA)**

*Meeting # 6: March 7, 2023*

# Agenda



- **Welcome & Norms**
- Stakeholder Reflections
- Spending Plan
- TIA Guidebook Review
- Next Steps and Closing

# Norms



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

# Phased-in Draft Plan



Grade Level/Teaching Assignment	Teacher Observation	Who sets Expected Growth Target? How?	Student Growth (Pre-/Post-Tests)
Phase 1			
K-6th Math and Reading, 7th-8th Reading (including SPED, ESL, Interventionist, MTA)	T-TESS	NWEA	MAP
7th-8th Math	T-TESS	TEA (Transition Tables)	STAAR
Algebra I, English I & English II (including SPED & ESL teaching Assignments)	T-TESS	TEA (Transition Tables)	STAAR
Biology, US History, 5th Science, 8th Science, 8th Social Studies	T-TESS	District (Graduated Percent Increase Model: Percent Points)	Pre-Test: STAAR Released Post-Test: STAAR
Pre-K	T-TESS	District (Common % Growth for all/Flat Rate)	Circle/CLI
SPED: Lifeskills	T-TESS	TEA (Transition Tables)	STAAR-ALT
*All CISD teachers eligible for designation through National Board Certification			

Phase 2			
CTE	T-TESS	District	Pre and Post Test
AP/Dual Credit	T-TESS	District	Pre and Post Test
Non-STAAR or MAP: Math, English, History, and Science Teachers	T-TESS	District	Pre and Post Test
Other Special Education (ECSE-3 & EC Lifeskills)	T-TESS	District	Pre and Post Test
Foreign Language	T-TESS	District	Pre and Post Test
Phase 3 (potentially to move to Phase 2)			
PE/Athletic Teachers	T-TESS	District	Pre and Post Test
Fine Arts and Specials/ Electives	T-TESS	District	Portfolios

# 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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# Table Talk



- As a table, **review** the responses to the **Tab 10**
- Assign a Scribe to **type** for the group on **Tab 11**
  
- **Discuss** what you have heard/read and **Summarize the input on:**
  - Any input or feedback on Decisions on Optional Components, Weights, and Performance Standards?
  - Other Questions/ Comments

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# 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

# Spending Plan Survey



## Presentation Overview

- Provide a brief overview of the Teacher Incentive Allotment (TIA) program
- Walk through decisions the district must make as it develops its TIA pay plan
- Provide examples of stipend-based and salary-based compensation plans
- Make space for group discussions about the decisions required as we develop our plan



- **SHARE** [Slides](#) with all teachers with Form  
(do not have to present...teachers can read slides and notes)

## | Example of TIA Stipend Plan (cont.)

## District adopts a stipend plan that rewards TIA designated teachers and Other Non-eligible Teachers during Phased-in Approach

The cascade details out how all teachers will receive potential stipends while working towards a designation.

YEAR OF PHASE-IN APPROACH	ALLOTMENT GOING TO DESIGNATED TEACHERS  a significant portion of TIA to the teacher who has earned the designation	ALLOTMENT GOING TO NON-ELIGIBLE TEACHERS ON THE CAMPUS  recognize and reward the contributions of the other teaching staff that support the designated teacher but who are not eligible to earn a designation in the current year	ALLOTMENT GOING TO THE DISTRICT  funds to use in the support of TIA implementation and management
YEAR ONE	70%	20%	10%
YEAR TWO	75%	15%	10%
YEAR THREE	80%	10%	10%
YEAR FOUR	85%	5%	10%
YEAR FIVE	90%	0%	10%
By Year Five, all teacher groups will be eligible to participate.			

# Shepherd ISD Phased-in Spending Plan



## 3. How and when will we compensate?

Year of Phased-in Approach	Allotment Going Toward Designated Teacher	Allotment Going Toward Non-Eligible Teachers on Campus	Allotment Going Toward District
Year 1 (August 2024)	70%	20%	10%
Year 2 (August 2025)	80%	10%	10%
Year 3 (August 2026) & all future years	90%	0%	10%

*\*By year 3 all teachers will be eligible to participate.*

**EVERY STUDENT, EVERY MINUTE, EVERY DAY**

# Table Talk



- Assign a Scribe to **type** for the group on **Tab 11**
- **Discuss** what you have heard/read and **Summarize:**
  - *What stood out from the Spending Plan survey?*
  - *What percentages should we use for designated teacher compensation? Other teachers in future phases? (percentages)*
  - *When and how should we distribute?*
  - *Other Questions/Comments*

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# CISD TIA Guidebook DRAFT



**Crandall ISD**



## **TIA Guidebook**

Teacher Incentive Allotment

**DRAFTED: March 2023**

# CISD TIA Guidebook DRAFT



## **Campus Review & Input Feedback on Tab 11 in Shared Workspace:**

- Review the assigned pages for your campus.
- Insert any edits and revisions needed.
- Describe what parts need to be clarified.
  - Be specific about the page, paragraph and wording
  - You can review other parts of the guide after you complete the review of your assigned parts.



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# APPLICATION

# Campus Team Action Items:



- **SHARE** TIA Spending Plan Decisions
- **SHARE** TIA Guidebook *(Matt will share when linked to CISD website)*
- **REMIND and ENCOURAGE:**
  - Teachers to complete the TIA survey sent by Texas Tech (April 27-May 13)



**THANK YOU!!!**



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