cfb TIA TEACHER INCENTIVE ALLOTMENT

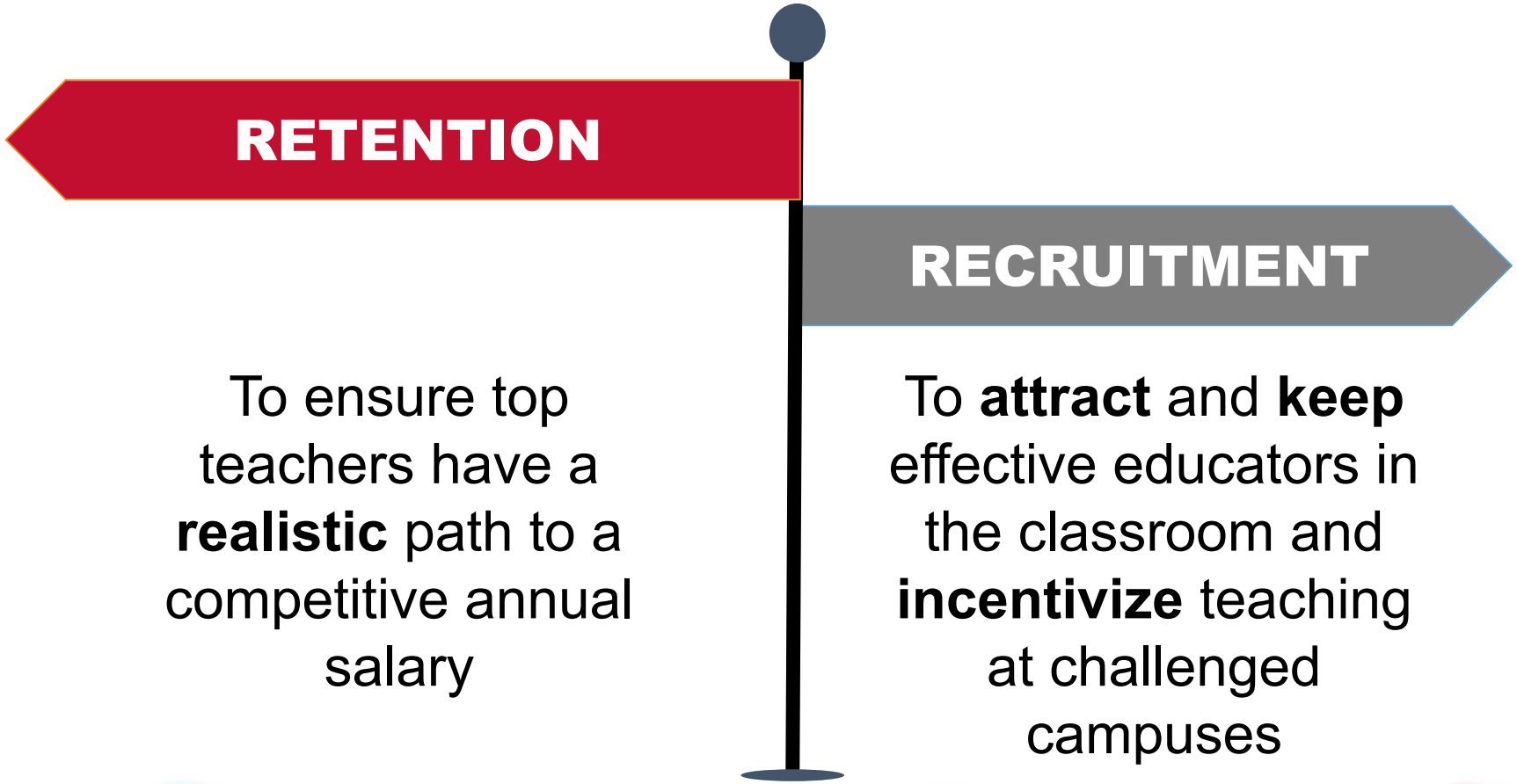
CARROLLTON-FARMERS BRANCH ISD

Teacher Incentive Allotment

April/May 2023

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The Goals | Teacher Incentive Allotment (TIA)



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

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

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What's Happening in TIA?



- Percentage eligible for TIA consideration
  - Phase 1 + 2 = 1,294 teachers (70%)
  - Phase 3 = 165 teachers (9%)
  - **Estimated total - 1,459 teachers (79%)**

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What's Happening in TIA?



- Major areas in need of growth measures
  - CTE
  - Foreign language
  - Physical Education
  - Some self contained special services staff (low-incidence) whose students do not take MAP

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Cohort Updates

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HB3 Aligned Evaluation System



Teacher Observation

- **Teacher Observation: T-TESS 40%**
  Domain 2 (Instruction) & Domain 3 (Learning Environment)



Student Growth

- **Teacher Growth: MAP or Approved Growth Measure 40%**
  Met Projected Growth BOY (Fall 2022) to EOY (Spring 2023)



Other

- **Teacher Leadership: T-TESS 20%**
  Domain 1 (Planning) & Domain 4 (Practices & Responsibilities)

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TIA

Phase 1

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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 2022) and EOY (Spring 2023) 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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Timeline / Program Administration

Action	Phase 1 Dates	Phase 2 Dates	Phase 3 Dates	Phase 4 Dates
CFB Submits TIA Application to TEA	April 15, 2021	April 15, 2022	April 15, 2023	April 15, 2024
Districts Notified of Acceptance of TIA Application	Summer 2021	Summer 2022	Summer 2023	Summer 2024
Data Collection Year (T-TESS, Student Growth, St. Experience)	2021-2022	2022-2023	2023-2024	2024-2025
Teacher Roster Verification	April/May 2023	April/May 2023	April/May 2024	April/May 2025
Teachers in Eligible Courses Receive Personal TIA Score Card	October 2022	October 2023	October 2024	October 2025
CFB Data Submission to Texas Tech	October 2022	Fall 2023	Fall 2024	Fall 2025
CFB Notification Sent to TIA Designated Teachers upon receipt from TEA	Winter 2023	Winter 2024	Winter 2025	Winter 2026
TIA Payment Included as One Lump Sum	August 2023	August 2024	August 2025	August 2026

Approved

Approved

TIA

Phase 1

- Attendance verified for designated staff verified
- Rostering in SCOMS (system to get TIA designation added to individual certifications)
- Finalizing systems for awarding payouts

New 4/26/23 **Funding Maps are now available!**

https://tiatexas.org/teacher-incentive-allotment-funding-map/

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TIA

Phase 2

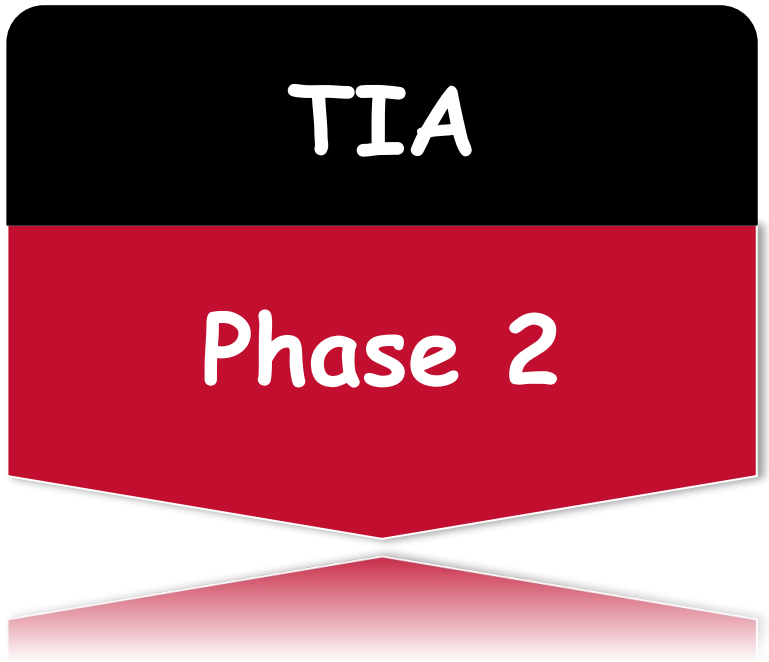
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TIA Eligibility – Phase 2

Content Areas & Grade Levels with Pre- & Post- Test Student Growth Measures				
Elementary	**Secondary**			
Various	**ELA**	**Mathematics**	**Science**	**Social Studies**
PreKindergarten	English III & IV	Mathematical Models	Biology	Grades 6-8
Gr. 4 Music	AP - English Language & Literature	*Math Connections	IPC	World Geography
Dyslexia Interventionists	*Fundamentals Language Arts	*Fundamentals Math	Chemistry	World History
	*Intensive Reading & Literature		Physics	US History / OnRamps US History
	Dyslexia Interventionists			AP - Govt, Human Geog, World Hist, US History, Micro & Macro Econ, & Psychology
*Courses and Accelerated Instruction (HB4545) Courses - *will use MAP scores for student growth in content area of TEKS instruction*				

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What's Happening in TIA?



- Data collection year
- Method for determining growth has been verified
- Application approved
- All systems Go!

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Timeline / Program Administration

Action	Phase 1 Dates	Phase 2 Dates	Phase 3 Dates	Phase 4 Dates
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CFB Notification Sent to TIA Designated Teachers upon receipt from TEA	Winter 2023	Winter 2024	Winter 2025	Winter 2026
TIA Payment Included as One Lump Sum	August 2023	August 2024	August 2025	August 2026

Approved

Approved

TIA

Phase 3

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TIA Eligibility – Phase 3

Content Areas with Pre- & Post- Test Student Growth Measures	
Art (Gr. 4, Middle School, Art I)	Band (Middle & High School)
Choir (Middle & High School)	Dance (Gr. 4, Middle School, Dance I & II)
Orchestra (Middle & High School)	Theater Arts (Middle School & Theater I)
Technical Theater I (High School only)	
Content Areas with MAP Student Growth Measures	
Gr. 4 & 5 STEM Teachers (using Science scores)	

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Timeline / Program Administration

Action	Phase 1 Dates	Phase 2 Dates	Phase 3 Dates	Phase 4 Dates
CFB Submits TIA Application to TEA	April 15, 2021	April 15, 2022	April 15, 2023	April 15, 2024
Districts Notified of Acceptance of TIA Application	Summer 2021	Summer 2022	Summer 2023	Summer 2024
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Teacher Roster Verification	April/May 2023	April/May 2023	April/May 2024	April/May 2025
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CFB Notification Sent to TIA Designated Teachers upon receipt from TEA	Winter 2023	Winter 2024	Winter 2025	Winter 2026
TIA Payment Included as One Lump Sum	August 2023	August 2024	August 2025	August 2026

Approved

Approved

Submitted

TIA

Phase 4

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TIA Eligibility – Phase 4 Considerations

Content Areas with Pre- & Post- Test Student Growth Measures
Environmental Systems
Astronomy

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Timeline / Program Administration

Action	Phase 1 Dates	Phase 2 Dates	Phase 3 Dates	Phase 4 Dates
CFB Submits TIA Application to TEA	April 15, 2021	April 15, 2022	April 15, 2023	April 15, 2024
Districts Notified of Acceptance of TIA Application	Summer 2021	Summer 2022	Summer 2023	Summer 2024
Data Collection Year (T-TESS, Student Growth, St. Experience)	2021-2022	2022-2023	2023-2024	2024-2025
Teacher Roster Verification	April/May 2023	April/May 2023	April/May 2024	April/May 2025
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TIA Payment Included as One Lump Sum	August 2023	August 2024	August 2025	August 2026

Approved

Approved

Submitted

Additional Ways to Qualify for TIA

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Other Options

- National Board Certification
- Request to teach a TIA course from a previous phase

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National Board Certification

What is National Board Certification?

National Board Certification(NBC) is a voluntary advanced professional certification for PreK-12 educator that identifies teaching expertise through a performance-based, peer-reviewed assessment. More than 125,000 teachers across all 50 states have achieved Board certification.

National Board Certification Website through Region 10

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Student Attendance & Shared Pool

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Phase 1 - Student Growth & Attendance

Attendance Considerations

- Less than 80% attendance = 2,576 scores
- 80-84.99% attendance = 2,391 scores
- 85-89.9% attendance = 6,595 scores

Student Growth

- Less than 80% attendance = 43% met growth
- 80-84.99% attendance = 49% met growth
- 85-89.9% attendance = 54% met growth

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Student Attendance



In 2022-2023, students MUST have:

- **BOY AND EOY score**
- **≥ 85% attendance**

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Shared Pool



According to CFB's Guide to the Teacher Incentive Allotment, funds were put aside to award other high performing teachers
(20% at most campuses &
15% at high needs campuses).

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Shared Pool

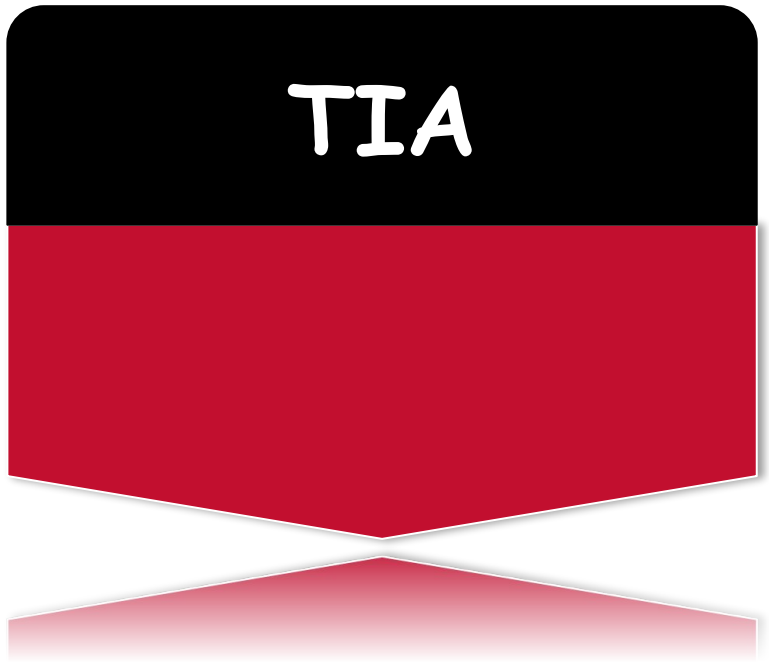


Available to ALL teachers in an 087 (teaching) position that were in the top 30% of the district according to the following criteria

- Teacher Observation (Domains 2 & 3) - 70%
- Teacher Leadership (Domains 1 & 4) - 30%
- Received a creditable year of service through TRS (90 days or more attendance rate - FMLA NOT included)

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Final Determination - Shared Pool



August 2023

$500 per "Other High Performing Teachers"

August 2024 and beyond

90% to designated teacher

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Data Verification

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TIA Eligibility - Phases 1 & 2

For scores to count, students MUST

- Be enrolled in the teacher's course on October 28, 2022 **and** April 28, 2023, AND
- Have a valid BOY and EOY assessment, AND
- Be in attendance ≥ 85% of the time
  - Attendance begins the first day a student enrolls
  - Attendance ends on April 28, 2023.

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TIA Course Verification Process

DRAFT

All teachers will have access in TEAMS to generate TIA Student Class Roster 2023 report.

Students are included only if they were enrolled in a course on October 28, 2022 **and** April 28, 2023.

Only full-time teachers with Phase 1 & 2 course(s) will have students listed on the report.

Step 1: Review TIA Class Roster

Campus:

FY: 2022

Calendar: Traditional

TIA Student Class Roster
as of 04-29-2022

Date: 4/20/2022

Time: 11:3:36 AM

Course	Description	Duration	Section	Teacher Name	Room	Term/Day/Period
HRKG	Kindergarten	YR	K04		147	S1/T/HRM
HRKG	Kindergarten	YR	K04		147	S2/T/HRM

Student Name	ID	Gender	Attendance	Grade	Bilingual	Status*
Al	5	M		KG		Finalized
An	5	M		KG	BIL	Finalized
Av	5	F		KG		Finalized
Ce	5	F	Excluded	KG	BIL	Finalized
Ce	5	M		KG	BIL	Finalized
Ci	5	F		KG	BIL	Finalized
Co	5	M		KG		Finalized
Fa	5	M		KG		Finalized
Gu	5	F		KG		Finalized
Gu	5	M		KG		Finalized
Ma	5	F		KG		Finalized
Ma	5	M		KG		Finalized
Mc	5	F		KG		Finalized
Mc	5	F		KG		Finalized
Mi	5	M		KG		Finalized
Ra	5	M		KG		Finalized
Ra	5	F	Excluded	KG		Finalized
Sa	5	F		KG		Finalized
Ve	5	M		KG		Finalized
				Student Total:		19

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TIA Course Verification Process

DRAFT

Note: Elementary Bilingual

In Kindergarten through grade 4, MAP Spanish Reading will be used for all students listed on Class Roster as Bilingual.

Step 1: Review TIA Class Roster

Campus:

FY: 2022

Calendar: Traditional

TIA Student Class Roster
as of 04-29-2022

Date: 4/20/2022

Time: 11:3:36 AM

Kinder - Gr 4

Course	Description	Duration	Section	Teacher Name	Room	/Period
HRKG	Kindergarten	YR	K04		147	BM
HRKG	Kindergarten	YR	K04		147	T/HRM

Student Name	ID	Gender	Attendance	Grade	Bilingual	Status*
Al	5	M		KG		Finalized
An	5	M		KG	BIL	Finalized
Av	5	F		KG		Finalized
Ce	5	F	Excluded	KG	BIL	Finalized
Ce	5	M		KG	BIL	Finalized
Ci	5	F		KG	BIL	Finalized
Co	5	M		KG		Finalized
Fa	5	M		KG		Finalized
Gu	5	F		KG		Finalized
Gu	5	M		KG		Finalized
Ma	5	F		KG		Finalized
Ma	5	M		KG		Finalized
Mo	5	F		KG		Finalized
Mo	5	F		KG		Finalized
Mi	5	M		KG		Finalized
Ra	5	M		KG		Finalized
Ra	5	F	Excluded	KG		Finalized
Sa	5	F		KG		Finalized
Ve	5	M		KG		Finalized
				Student Total:		19

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TIA Course Verification Process

DRAFT

Attendance 85% Rule

Students will be included in calculating Student Growth if they are in attendance at least 85% of the time from their date of enrollment through end of the Spring TIA window (April 28, 2023).

Only state reported absences will be used to determine the 85% Rule.

Step 1: Review TIA Class Roster

Campus:

FY: 2022

Calendar: Traditional

TIA Student Class Roster
as of 04-29-2022

Date: 4/20/2022

Time: 11:3:36 AM

85% Rule

Course	Description	Duration	Section	Teacher Name	Room	Term/Day/Period
HRKG	Kindergarten	YR	K04		147	S1/T/HRM
HRKG	Kindergarten	YR	K04		147	S2/T/HRM

Student Name	ID	Gender	Attendance	Grade	Bilingual	Status*
Al	5	M		KG		Finalized
An	5	M		KG	BIL	Finalized
Av	5	F		KG		Finalized
Ce	5	F	Excluded	KG	BIL	Finalized
Ce	5	M		KG	BIL	Finalized
Ci	5	F		KG	BIL	Finalized
Co	5	M		KG		Finalized
Fa	5	M		KG		Finalized
Gu	5	F		KG		Finalized
Gu	5	M		KG		Finalized
Ma	5	F		KG		Finalized
Ma	5	M		KG		Finalized
Mc	5	F		KG		Finalized
Mc	5	F		KG		Finalized
Mi	5	M		KG		Finalized
Ra	5	M		KG		Finalized
Ra	5	F	Excluded	KG		Finalized
Sa	5	F		KG		Finalized
Ve	5	M		KG		Finalized
				Student Total:		19

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TIA Course Verification Process

Absence Reason	Description	When It's Used
ABS	Absence	Teacher Use: Student is not sitting in the class when attendance is taken Office Use: Student is on extended leave from school (holiday, vacation, home country visitation)
DTH	Death in Family 3 days	Student is attending funeral service of family member
HBA	Homebound Absent	Precoding in mass prior to receiving logs from HB Instructor
ILL	Student is ill without going to doctor	Parent Note (PNT) student is ill limit has been exceeded
MAB	Excessive Absence Make Up	Student attended ABS Makeup session or completed time under admin contract
MED	Medical Full Day w/documentation	Student is ill full day and has visited the doctor or is sent home by the campus nurse and told not to return until well (not Covid)
NS	No Show Student	Student not present on DAY 1 of school
OSS	Out of School Suspension	Student assigned to out of school suspension
PAN	Pandemic-Related Illness	Student has confirmed test result of a pandemic-related illness or direct exposure (case by case) - any strand/variant of COVID-19
PNT	Parent Note (student is ill)	Student is ill but not taken to the doctor; Limit 4 per semester (Not Covid related)
VER	Absence Verified	Student absent but parent has notified school AND the reason is not any other qualifying choice (Unexcused)

TIA Course Verification Process

Step 2: Request for Investigation (if applicable)

Google form with drop down options:

- Student is not listed on class roster but was enrolled on Oct. 28, 2022 and April 28, 2023 (or Feb. 24, 2023 and April 28, 2023 for semester courses) with teacher.
- Student is listed on class roster but was not enrolled on Oct. 28, 2022 and April 28, 2023 (or Feb. 24, 2023 and April 28, 2023 for semester courses) with teacher.
- Student incorrectly identified as Bilingual student on class roster (Kindergarten - Gr.4 only).
- Student is listed on class roster but was not in attendance at least 85% of the time.

IMPORTANT!

Submission Window: May 10 - May 14, 2023

Note: Requests received after Sunday, May 14th will not be considered.

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TIA Course Verification Process

Dyslexia Interventionists (Elementary only)

We are exploring ways in which Dyslexia Interventionalists can verify students receiving instruction similar to TIA Student Class Roster.

In order for student scores to be included, they will need to meet the same criteria used for all other TIA eligible courses:

- Be identified as dyslexic (DYS) and receiving instruction (INS) on October 28, 2022 and April 28, 2023, AND
- Have a valid BOY and EOY assessment, AND
- Be in attendance ≥ 85% of the time

IMPORTANT!

Submission Window: May 10-14, 2023

Note: Requests received after MAY 14, 2023 will not be considered.

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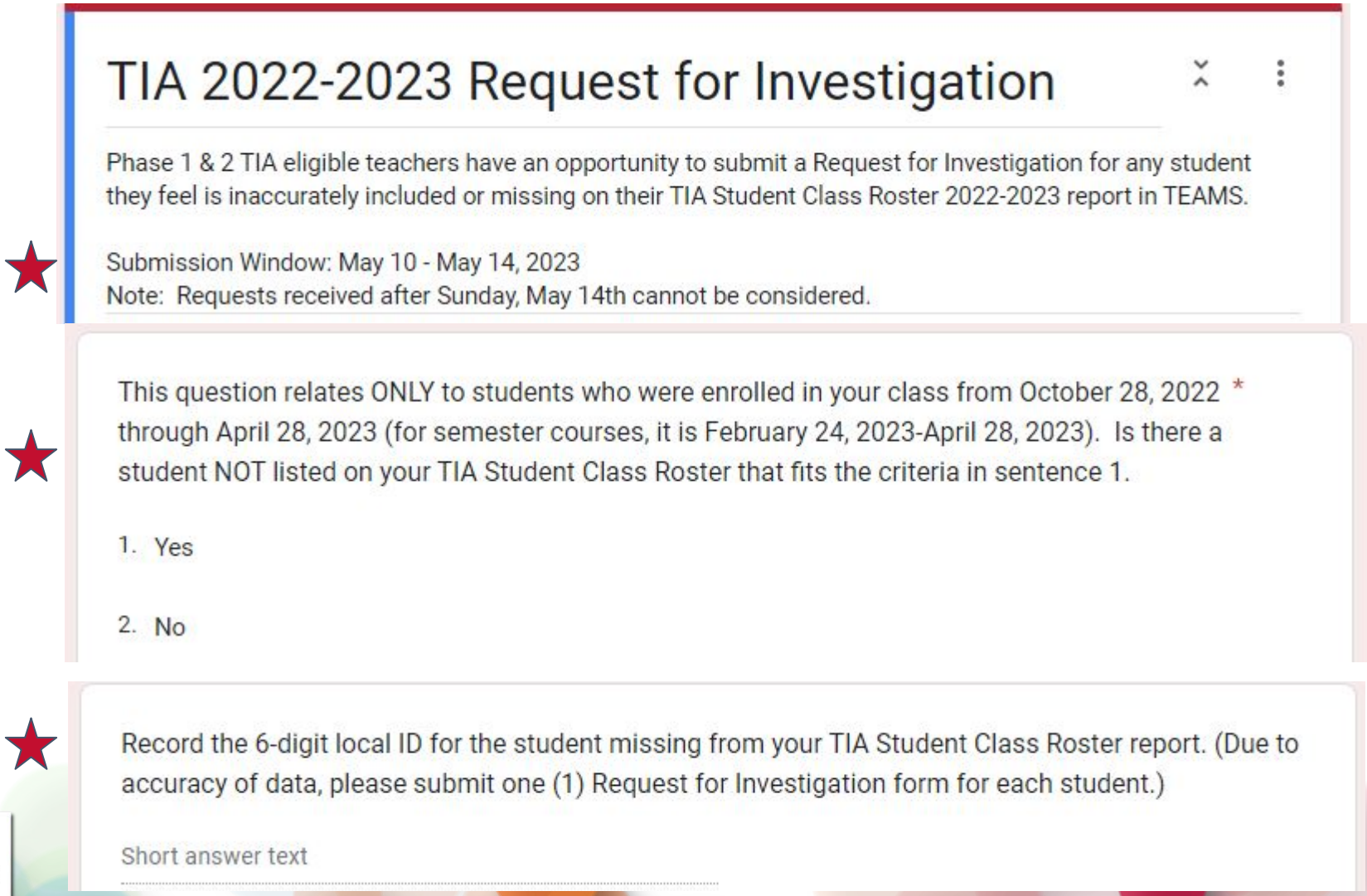
TIA Course Verification Process

DRAFT

All questions will require a response.

Copy of your responses will be sent via email.

Starred items will require a Fill in the Blank response.



TIA 2022-2023 Request for Investigation

Phase 1 & 2 TIA eligible teachers have an opportunity to submit a Request for Investigation for any student they feel is inaccurately included or missing on their TIA Student Class Roster 2022-2023 report in TEAMS.

Submission Window: May 10 - May 14, 2023
Note: Requests received after Sunday, May 14th cannot be considered.

This question relates ONLY to students who were enrolled in your class from October 28, 2022 through April 28, 2023 (for semester courses, it is February 24, 2023-April 28, 2023). Is there a student NOT listed on your TIA Student Class Roster that fits the criteria in sentence 1. *

1. Yes
2. No

Record the 6-digit local ID for the student missing from your TIA Student Class Roster report. (Due to accuracy of data, please submit one (1) Request for Investigation form for each student.)

Short answer text

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TIA Course Verification Process

Step 3: Documentation

Request for Investigation

- All requests submitted via the Google form will receive an auto-generated copy.
- Please save a copy for your records.
- All requests will receive communication by May 25, 2023.

IMPORTANT!

Submission Window: May 10 - May 14, 2023

Note: Requests received after Friday, May 14th will not be considered.

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TEA Survey - Teacher Incentive Allotment

TIA

Phases 1-2

May 1 - May 26

The email will originate from *tia.ttu.edu*.

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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 Ruppersberg	McStrick	Tammi Nincehelser	Turner	Mitchell Tillison Carey Murawski

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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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Teacher Incentive Allotment (TIA)



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