



Everman ISD

Teacher Incentive Allotment
Designation System
March 8, 2021

Everman ISD TIA Designation System

The Teacher Incentive Allotment (TIA) is state funding given to districts for the purpose of teacher performance-based compensation. The intent of the TIA is to attract and keep effective educators in the classroom, allow districts to identify their most effective educators, and provide incentives for teachers to teach at the most challenging campuses.

Everman ISD TIA Designation System

Teachers that have a valid SBEC certificate. Eligible types of certificate include: Standard, Professional, and Provisional. Eligible classes of certificates include: Classroom Teacher (Chapter 233), Reading Specialist (Chapter 239), Legacy Master Teacher

<http://ritter.tea.state.tx.us/sbecrules/tac/index.html>

Everman ISD TIA Designation System

Per the TIA guidelines, a district designation system must include both a teacher observation and student performance component and must be submitted to TEA for approval and undergo a data-validation process conducted by Texas Tech.

Everman ISD TIA Designation System

Teachers will fall into 1 of 2 categories:

- Category 1-Teachers who are the teacher of record in a STAAR/EOC tested subject that has a STAAR Progress Measure (grades 4-8 reading and math, Algebra I, and English II).
- Category 2-ELAR/ESLA teachers at Powell Early Learning Academy

Everman ISD TIA Designation System

Weighting:

For both teacher categories designations will be determined from the following:

40%-Teacher Performance (TTESS Domain 2 & 3)

60%-Student Growth (STAAR/EOC & SLO's)

Everman ISD TIA Designation System

Teacher Performance-T TESS Rubric

Domain 2

Instruction	
<i>Domain</i>	
2.1	Achieving Expectations
2.2	Content Knowledge and Expertise
2.3	Communication
2.4	Differentiation
2.5	Monitor and Adjust

Domain 3

Learning Environment	
<i>Domain</i>	
3.1	Classroom Environment, Routines, and Procedures
3.2	Managing Student Behavior
3.3	Classroom Culture

Everman ISD TIA Designation System

Domains will be assessed based on evidence and data collected by the teacher and primary appraiser throughout the year. Evidence and data will be comprised of classroom observations, teacher and/or student artifacts, and other relevant professional practices.

Each domain will be scored based on classroom observations conducted throughout the year through a combination of walkthrough observations, formal observations, and any type of informal observations conducted by evaluators.

Everman ISD TIA Designation System

No mathematical calculation is used to average the walk-through observations with each other or with the formal observation to arrive at the Summative score. Rather, the evaluator will consider all the evidence, including the walkthrough observations and formal observation, and scores each rubric dimension. In this way, the evaluator can account for anomalies and provide credit for growth during the year.

Everman ISD TIA Designation System

Each dimension will have a maximum score of five points (Improvement Needed = 1, Developing = 2, Proficient = 3, Accomplished = 4, and Distinguished = 5).

The total score will be calculated by finding the average score for the eight dimensions in Domains 2 and 3. The average score is then weighted x 8. The maximum points possible is 40.

Everman ISD TIA Designation System

Student Outcomes

The TIA Student Outcomes score calculation will be derived from the following components:

- (1) the percent of the Category 1 teacher's STAAR/EOC tested students that met expected STAAR/EOC growth; or
- (2) the percent of the Category 2 teacher's students that meet expected growth according to the cut scores set for the approved SLO.

Everman ISD TIA Designation System

2021-2022 Student Outcomes: Growth Rubric

Student Growth	Points Earned
<55%	0
55-59%	41
60-64%	49
65-69%	51
70-74%	54
75-79%	55
80-84%	56
85-89%	58
90-100%	60

Everman ISD TIA Designation System

The two components – Teacher Performance and Student Outcomes – will be added together to achieve a total score. The minimum score required to receive Recognized Designation will be 60, Exemplary Designation will be 70, and Master Designation will be 80.

Everman ISD TIA Designation System

If a teacher meets the minimum criterion according to the TIA rubrics, the appraiser will begin the process to recommend the teacher for designation. All designation recommendations require the signature of the campus principal and the superintendent. Once approval from the campus principal and superintendent is granted, Everman ISD will submit an application with TEA for the teacher to receive designation.

Everman ISD TIA Designation System

If a teacher does not agree with his/her TIA designation level, he/she will be encouraged to discuss their concerns and grievances with their supervisor/appraiser, principal, or other appropriate administrator.

Everman ISD TIA Designation System

Compensation

The TIA state funding that Everman ISD receives will be determined based on 3 funding factors: 1) how many teachers are employed by the district with the Recognized, Exemplary, and Master designations; 2) the socio-economic levels of the students from the previous school year, and 3) the rural status of the campus where the teacher works.

Everman ISD will incur costs related to implementing the TIA system and submitting teachers to TEA for designation. However, as reflected in our current salary schedule, Everman ISD believes that our teachers are our most valuable resource and their compensation should reflect that belief.

Everman ISD TIA Designation System

Allotment Amounts:

School districts will receive \$3,000-\$9,000 for a Recognized Teacher, \$6,000-\$18,000 for an Exemplary Teacher, and \$12,000-\$32,000 for a Master Teacher. 90% of the allotment received must go toward teacher compensation on the campus where the designated teacher works. The remaining 10% of the allotment will be utilized for administrative costs, recruitment and retention.

Everman ISD TIA Designation System

Allotment Breakdown

Of the 90% allotment received, the district is proposing 80% to designated teachers:

- 35%-Master designation
- 30%-Exemplary designation
- 15%-Recognized

Allotment compensation will be TRS eligible.

Everman ISD TIA Designation System

Compensation:

The TIA compensation amount a teacher receives will change every year based on the three funding factors and TIA calculation previously described. The TIA funds Everman ISD receives will be recalculated by TEA every single year. This means a teacher could receive more or less TIA compensation each year based on the new funding amounts.

Everman ISD TIA Designation System

Stakeholder Engagement, Plan Development, and District Support:

The designation system was developed through a process of committee meetings and stakeholder input. Information has been shared via EISD Communications and the district website. In addition, the district is hosting a Podcast and will send a survey prior to seeking board approval of the system.

Questions