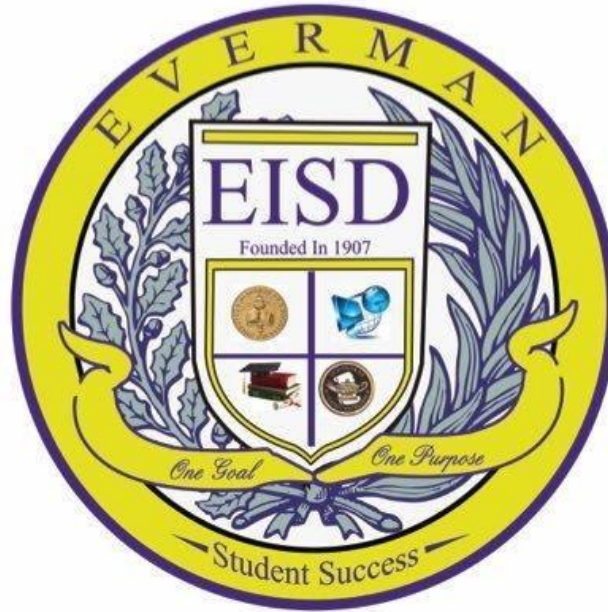


Everman ISD



Teacher Incentive Allotment (TIA)

Overview of the Teacher Incentive Allotment

The Teacher Incentive Allotment (TIA) was established by HB 3 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 create compensation plans based on teacher effectiveness and student equity which creates a path for outstanding teachers to earn a six-figure salary. Thus, reducing the desire for highly effective teachers to leave the classroom.

TIA is available to all Texas teachers through their district or National Board.

TIA

Teachers earn designations through two different routes.

- ▶ National Board Certified teachers are eligible to earn a Recognized designation.
- ▶ Districts may designate their effective teachers when they are approved for a local teacher designation system. The approval process is multi-step and includes the submission of a system application to the Texas Education Agency (TEA) and then a data validation process through Texas Tech University.

TIA

A designation is a distinction issued to highly effective teachers. The Teacher Incentive Allotment allows approved districts to issue designations to highly effective teachers.

There are three levels of designation: Recognized, Exemplary, and Master. Designations are displayed on teacher certificates. National Board Certified teachers may earn a Recognized designation automatically. Eligible designated teachers will generate an allotment for their district each year based on their campus of employment.

Teacher Designations

- ▶ Districts have the option to locally develop or identify [a system for designating high-performing teachers](#) as Recognized, Exemplary, or Master. Districts that employ teachers with designations can receive up to \$32,000 per year in TIA funding per designated teacher.
- ▶ Designations are added to a teacher's SBEC certificate and are valid for five years. If a teacher moves to a new district, the allotment funding follows the teacher to the new district regardless of whether the new district has an approved designation system in place.
- ▶ Teachers with [National Board Certification](#) may be eligible to earn an automatic Recognized designation regardless of whether the district in which the teacher works is participating in TIA.

National Board Certification

- ▶ National Board Certification is a voluntary advanced professional certification for PreK-12 educators that identifies teaching expertise through a performance-based, peer-reviewed assessment. More than 125,000 teachers across all 50 states have achieved Board certification. Currently, there are nearly 1,000 National Board-certified Teachers in the state of Texas. The certification process consists of four components: Content Knowledge, Differentiation in Instruction, Teacher Practice and Learning Environment, and Effective and Reflective Practitioner.
- ▶ National Board-certified Teachers (NBCTs) who meet eligibility requirements will earn a **Recognized designation** under TIA and will generate between \$3,000-\$9,000 for their school district. 90% of funds generated must be spent on teacher compensation on the campus where the NBCT works.

How The Teacher Incentive Allotment Works

How the Teacher Incentive Allotment works



Districts can develop a local designation system and designate high performing teachers (Master, Exemplary, or Recognized).



TEA will approve local designation systems, in partnership with Texas Tech University.



Districts are not required to create a local designation system. All Texas school systems can employ designated teachers and receive allotment funds.



Districts will receive additional funding (\$3-32K per year) for every designated teacher they employ.



Districts will receive greater funding for designated teachers who teach at rural and/or high needs campuses.



At least 90% of TIA funds must be used on teacher compensation on the campus where the designated teacher(s) works.

Designation System

Local Teacher Designation System

Teachers are eligible to earn a designation through a local designation system if they meet the following criteria:

- ✓ Hold an active lifetime or standard Texas certification issued by the State Board for Educator Certification (SBEC) in a teacher, reading specialist, or Legacy Master Teacher class of certification. Intern and probationary certificates are not eligible.
- ✓ Employed by the recommending district in a role ID coded as 087
- ✓ Employed and compensated by the recommending district in a role ID coded as 087 for at least 90 days at 100% of the day or 180 days at 50-99% of the day
- ✓ Not currently designated by a local designation system unless being recommended for a higher designation or in the last year of a teacher designation

Designated Teachers Generate An Allotment For Their District

All designated teachers are eligible to generate an allotment for their district if they meet the following criteria:

- ✓ Maintain an active, eligible teaching certificate
- ✓ Employed and compensated by a Texas school system in a role ID coded as 087 for at least 90 days at 100% of the day or 180 days at 50-99% of the day
- ✓ Reported by the above Texas school system in a role ID coded as 087 during that year's Class Roster Winter Submission in February

Designation System

At minimum, the designation system must include both a teacher observation and a student performance component:

- **Teacher observation** based on T-TESS; a third-party rubric, such as the NIET or TAP rubric; or a locally developed rubric. District application must show evidence of validity and reliability.
- **Student growth measures** determined by district. Can include pre- and-post tests, value-added measures, student learning objectives (SLOs), and portfolios. District application must show evidence of validity and reliability.
- **Districts can use other factors** in determining the teachers eligible to receive a designation, such as student surveys, teacher leadership responsibilities, teacher mentorship responsibilities, family surveys, demonstration of district core values, teacher peer surveys, and contributions to the broader school community.

The systems must be submitted to TEA for approval and undergo a data-validation process, which will be conducted by Texas Tech University. As part of the validation process, Texas Tech will:

- Review alignment between teacher observation ratings and student performance ratings
- Review alignment between student performance ratings and value-added ratings for applicable teachers
- Review data validity by appraiser/rater, by campus, across campuses in a district, and by teaching assignment
- Compare district data to state data by comparing the percentage of teachers a district puts forth for designation to overall district performance

Allotment & Spending

- ▶ Funding for teachers designated as Recognized, Exemplary, and Master under TIA will flow to districts, which in turn must spend at least 90% of the funds on teacher compensation on the campuses where the designated teachers work. 10% can be allocated for administrative costs, recruiting, etc.
- ▶ Districts must annually certify that funds are follows: At least 90% of each allotment received was used for the compensation of teachers employed on the campus at which the teacher for whom the district received the allotment is employed.

TIA

- ▶ Districts that employ teachers who have earned designations will receive funding for those teachers based on the TIA formula, even if the district does not have an approved designation system in place.
- ▶ For example, a district that does not have a designation system in place could employ a teacher that earned a designation in another district or a teacher who automatically earned a Recognized designation for having achieved National Board Certification. Districts will need to develop a plan for how to spend allotment dollars that they receive, in accordance with the requirements of House Bill 3 (HB3) of the 86th Texas Legislature.

Distribution of Allotments

Sample Option

For a district with a local designation system where all teaching assignments are not yet eligible

Amount to designated teacher	Amount to other teachers on campus	Amount held back for districts
55-85% depending on campus need	15-35% depending on campus need to fund stipends for hard-to-staff roles	0-10% to fund the development of student growth measures for assignments that are not yet eligible

Examples of Spending

- Examples of district spending that meet the at least 90% part of statute
 - Funding for additional stipends for hard-to-fill teaching positions
 - Funding for teachers who are not currently eligible
 - Funding to increase compensation for teachers in the district through salary schedule increases
- Examples of district spending that meet the up to 10% part of statute
 - Funding for teacher professional development
 - Funding for additional teacher observation calibration
 - Funding for student growth measure assessments and/or analysis
 - Funding for administrative or non-teacher compensation

Other Allotment Considerations

- ▶ TRS eligibility
- ▶ Teacher movement in and out the district
- ▶ When to compensate teachers?
 - ▶ Option 1: Compensating teachers in monthly stipends or salaries
 - ▶ Option 2: 1 Fall stipend and 1 Spring stipend
 - ▶ Option 3: 1 Spring stipend
 - ▶ Option 4: 1 Spring stipend in the first year and monthly from then on

Cohort D: Timeline



	Cohort D	Cohort E	Cohort F	Cohort G
Data-Capture Year	2021-2022	2022-2023	2023-2024	2024-2025
System Application Posted	November 1, 2020	November 1, 2021	November 1, 2022	November 1, 2023
System Application due to TEA (no fee required for submission)	April 15, 2021	April 15, 2022	April 13, 2023	April 13, 2024
System Application Result Final Notification	August 15, 2021	August 15, 2022	August 13, 2023	August 13, 2024
Data Review due to Texas Tech University (data processing fee required for each teacher put forth for designation)	November 1, 2022	November 1, 2023	November 1, 2024	November 3, 2025
Final Approval Notification	Late February 2023	Late February 2024	Late February 2025	Late February 2026
Final Designation and Allotment Notification	April 2023	April 2024	April 2025	April 2026
Initial Payout with Reimbursements for Approved Systems	September 2023 or September 2024*	September 2024 or September 2025*	September 2025 or September 2026*	September 2026 or September 2027*

Next Steps...

- ▶ Inform stakeholders of the intent to submit an application for the TIA.
- ▶ Share information with all stakeholders regarding the TIA.
- ▶ Meet with stakeholders to develop our designation system.
 - ▶ January 21st: Brief district-level stakeholders
 - ▶ January 26th: C&I Meeting to discuss TIA, review application, etc.
 - ▶ February 4th: Continue system development
 - ▶ February 12th: Continue system development
 - ▶ February 18th: Continue system development
 - ▶ February 23rd-March 5th: Plan feedback through Thought Exchange
 - ▶ March 8th : Submit to the Board for approval
 - ▶ April 15th: Submit application to TEA
 - ▶ April 15th: Submit excel sheet to Texas Tech
- ▶ **All meetings are at 3:30 p.m. virtually, except the C & I meeting at 1:00 p.m.

Application

Readiness

Checklist: https://tiatexas.org/wp-content/uploads/2020/12/CohortD-Readiness-ChecklistvF_120120.pdf

Application

Rubric: <https://tiatexas.org/wp-content/uploads/2020/11/Cohort-D-Scoring-Rubric.rev111120.docx>

Application: https://tiatexas.org/wp-content/uploads/2020/11/Cohort-D-Application_vF_110920.xlsx

Exemplar Responses (previous

applications): <https://tiatexas.org/tia-resources/exemplar-answers-for-tia-applications/>

TIA Website & Resources

- ▶ Please take time to visit the TIA website for additional information, FAQs, best practices, etc.
 - ▶ <https://tiatexas.org/>

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Teacher Incentive Allotment <https://www.eisd.org/Page/2000>

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QUESTIONS