

# La Pryor ISD Local Teacher Incentive Allotment Plan

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It is imperative to understand exactly what highly effective teachers do in the classroom. LPISD understands the importance of effective teachers to the overall success of the students, campus, district and community. Due to this understanding, LPISD has worked hard to approve and implement a Teacher Incentive Allotment plan.

## Rationale

House Bill 3 (HB 3), passed by the 86th Texas Legislature in June of 2019, established an optional Teacher Incentive Allotment with a stated goal of a six-figure salary for teachers who prioritize teaching in high needs areas and rural district campuses.

“The state should set a goal to ensure that its top teachers have a realistic path to a \$100,000 annual salary.” “In addition to helping attract and keep their effective educators in the classroom, public schools implementing these 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.” (TEA, 2019)

## Goals

The TIA aligns with La Pryor Independent School District’s improvement plans and strategic plans by addressing the area of recruitment and retention of effective teachers. LPISD is a rural district located in an area that makes it hard to recruit teachers for all areas and more importantly for high needs areas. By implementing this plan, LPISD will increase the number of applicants that we receive and increase the retention rate of our effective teachers.

## Historical Data

LPISD approved a local incentive plan in 2017 that paid stipends to teachers in STAAR/EOC subject areas that a growth measure could be calculated. A committee was formed that included teachers and administrators. This plan took months to develop, amend, communicate and gather feedback from all involved. What was voted on included the following: Teacher’s received a stipend for each student that had a progress measure of 1 and where paid a larger stipend for each student that had a progress measure of 2. The progress measures used came straight from TEA through the Texas Assessment Management System. The reason that progress measures were used instead of achievement measures was due to the fact that the committee wanted to incentivize value added instead of achievement. The committee felt that value added was a better picture of what occurred in the classroom on a daily basis. The report we used was the Confidential Campus Rosters. Teachers also received a stipend for each student that received a “Mastery” label.

Stipends were paid for the 2017-2018 school year in December of 2018.

Stipends were paid for the 2018-2019 school year in December of 2019.

Stipends for the 2019-2020 school year will be paid in December of 2020.

## **The LPISD Local TIA Plan**

La Pryor ISD's plan uses the three levels of designations that TEA supports. A teacher in La Pryor ISD can earn a "Recognized" "Exemplary" or a "Mastery" if they meet the criteria for the plan. There are two parts to this plan, a teacher observation piece and a student growth piece. In order for a teacher to receive a designation, they need to meet the criteria for both parts. LPISD understands that all data submitted will be validated by TEA, Texas Tech and other companies and this review may change the designation or even nullify a designation if the data does not support the TEA performance standards.

### **Teacher Observations**

#### **Validating the Observation Piece –**

La Pryor ISD will use data from the T-TESS annual evaluations to determine eligibility for the TIA.

La Pryor ISD requires all appraisers to be fully certified and to renew and recalibrate their appraisal certificate annually.

La Pryor ISD holds an annual professional development meeting that covers the entire T-TESS appraisal system in depth. All certified teachers are required to attend this professional development. This professional development breaks down the entire process including all domains and dimensions. The goal of this training is to ensure that all certified teachers understand what each of the 5 performance levels looks like for all the domains and dimensions.

Each teacher will receive at a minimum, a 45 minute yearly evaluation by a certified appraiser in order to be eligible for a designation.

Each teacher can request a 2<sup>nd</sup> appraisal if they did not agree on the first appraisal.

Teachers will receive multiple partial observations/walk-throughs that will be used for scoring with written feedback and a verbal conference for all scored observations.

Yearly reviews of all appraisals are carried out by campus principals and the superintendent. These reviews are used to determine if any irregularities or other trends are occurring in the district. If any irregularities are found, an action plan to correct the issues will be put into place. This yearly review of teacher appraisals will also include reviewing the congruence of teacher

observation data with student growth data. If the data does not show congruence between the two, an action plan to correct the appraisal effectiveness will be put into place.

## **Teacher Observation Performance Calculations-**

The La Pryor ISD TIA plan will use the following T-TESS standards to determine eligibility for designations:

Data from the T-TESS evaluation to be used: Only Domain 2 and Domain 3. Domain 2 has five dimensions and domain 3 has three dimensions. There are 8 total dimensions that will be used to calculate the evaluation. We will assign a numerical representation to the 5 scoring labels. A “Distinguished” score will receive a value of 5, an “Accomplished” score will receive a value of 4, a “Proficient” score will receive a value of 3, a “Developing” score will receive a value of 2 and an “Improvement Needed” will receive a value of 1. A teacher must receive a “3” or better in all 8 dimensions to be eligible for a designation.

The overall appraisal value will be determined by adding up all the scores for the 8 dimensions and dividing by 8. Example, a teacher that receives the following appraisal –

2.1 “Proficient” = 3

2.2 “Accomplished” = 4

2.3 “Accomplished” = 4

2.4 “Distinguished” = 5

2.5 “Accomplished” = 4

3.1 “Distinguished” = 5

3.2 “Proficient” = 3

3.3 “Distinguished” = 5

Total points = 33 divided by 8 total dimensions = 4.1

Average = 4.1 and this would equate to an Exemplary rating.

## **Teacher Observation Performance Criteria -**

## Teacher Observation Minimum Average Ratings

Designation Level	Minimum Average Score Across Domain 2 and 3	Minimum Rating Required for each Dimension in Domain 2 and 3
<i>Recognized</i>	3.7 (74% of possible points)	At least 3 (proficient) on all dimensions
<i>Exemplary</i>	3.9 (78% of possible points)	At least 3 (proficient) on all dimensions
<i>Master</i>	4.5 (90% of possible points)	At least 3 (proficient) on all dimensions

## Student Growth

### Validating Student Growth Piece

For the following grades and subjects - 4<sup>th</sup> grade Reading, 4<sup>th</sup> Grade Math, 5<sup>th</sup> Grade Reading, 5<sup>th</sup> Grade Math, 6<sup>th</sup> Grade Reading, 6<sup>th</sup> Grade Math, 7<sup>th</sup> Grade Reading, 7<sup>th</sup> grade Math, 8<sup>th</sup> Grade Reading, 8<sup>th</sup> Grade Math, English II and Algebra I.

La Pryor ISD will use state approved STAAR/EOC data to determine the student growth measure or value added measure. The data will be from the results of test taken during normal state testing windows.

TEA assigns one of the following labels for each student that takes certain math and reading EOC/STAAR exams: “Does not Meet”, “Meets” and “Exceeds”. The following test have assigned growth measures: 4<sup>th</sup> grade Reading, 4<sup>th</sup> Grade Math, 5<sup>th</sup> Grade Reading, 5<sup>th</sup> Grade Math, 6<sup>th</sup> Grade Reading, 6<sup>th</sup> Grade Math, 7<sup>th</sup> Grade Reading, 7<sup>th</sup> grade Math, 8<sup>th</sup> Grade Reading, 8<sup>th</sup> Grade Math, English II and Algebra I. La Pryor ISD teachers that teach one of the above subjects will be eligible for a TIA designation at this time.

La Pryor ISD will use data from the Texas Education Agency Secure Environment (TEAL). The data can be found under the Accountability tab. From the accountability tab select student list, and then Academic Growth.

The campus principals and the superintendent will be required to go through annual training on the administration and calculations of the student growth measures.

The campus principals and the superintendent will individually download growth data and calculate growth measures. The campus principals and superintendent will then meet and compare growth data. This process will validate the scoring process and if any irregularities occur, and action plan to correct the issues will be put into place.

The campus principal will communicate the calculated student growth results to the teachers.

### **Validating Student Growth Piece**

For the following grades – Kindergarten, 1<sup>st</sup> grade, 2<sup>nd</sup> Grade and 3<sup>rd</sup> grade

La Pryor ISD will use the Iowa test form E data to determine the student growth measure or value added measure. The data will be from the results of test taken during normal state testing windows.

La Pryor ISD voted to use Iowa Assessment data to determine the student growth measure for grades kindergarten through third grade. The data will be from the results of test taken during normal state testing windows. The rationale behind selecting the student growth measure was to ensure consistent, nationally recognized growth measures that can be easily validated and calculated. La Pryor ISD will use the Grade Equivalent score to determine growth of each student. If a student shows a growth of 1 full grade equivalent measure from one year to the next, that student will be labeled "meets expectations".

The campus principals and the superintendent will individually download growth data and calculate growth measures. The campus principals and superintendent will then meet and compare growth data. This process will validate the scoring process and if any irregularities occur, and action plan to correct the issues will be put into place.

The campus principal will communicate the calculated student growth results to the teachers.

### **Student Growth Performance Calculations-**

<b>Recognized Teacher</b>	<b>Exemplary Teacher</b>	<b>Master Teacher</b>
<b>55%</b> of students meet or exceed expected growth	<b>60%</b> of students meet or exceed expected growth	<b>70%</b> of students meet or exceed expected growth

Calculating:

$$\text{Percentage of students} = \frac{\text{Number of students who met or exceeded growth expectation}}{\text{Total number of students with an expected growth score (who completed the final assessment)}}$$

To calculate individual teacher student growth, consider the process below.

### **Predicted Score**

Consider all students who took English II in a given year. Those students are connected to their prior testing history (across grades, subjects, and years), and the relationship between the observed English II scores with all prior test scores is examined. It is important to note that some prior test scores will have a greater relationship to the score in question than others. For example, it might be that prior English language arts tests will have a greater relationship with English II than prior math or social studies scores. However, the other scores do still have a statistical relationship.

Once the relationship with students across the state with similar prior testing histories has been defined, a predicted score can be calculated for each individual student. Predicted scores for individual students can be aggregated to the district, campus, or teacher level.

### **Expected Growth**

The measure of growth is a function of the difference between the final assessment scores and predicted scores of students associated with each teacher. This generates a growth score. For example, a student whose final assessment score is the same as her predicted score would receive a growth score of zero. This means that the student met exactly their expected level of growth.

### **The Percentage of a Teacher's Students Meeting or Exceeding Expected Growth.**

In order to calculate the percentage of a teacher's students who met or exceeded expected growth, the raw number of students who met or exceeded growth in the classroom must be calculated first. Once the number of students who met or exceeded expected growth has been determined, it can be divided by the total number of students with an expected growth score who completed the final assessment to determine the percent of a teacher's students who met or exceeded growth.

## **Compensation**

House Bill 3 mandates that 90% of the TIA must go to the campus that the teacher earning the designation is employed at. How much of the 90% that goes to the teacher earning the designation is up to the local district. The teachers at La Pryor ISD voted to give all 90% of the TIA to the teacher that earned the designation. The other 10% will be used for administrative cost and/or other incentives for the district. The reason we are electing to give 90% of the money to the teacher is to help recruit and retain highly effective staff in this very competitive world of teacher recruiting. If other districts give less than 90% we will have an advantage over them.

The TIA will be paid as an additional stipend to the normal salary schedule. LPISD will not change the salary schedule due to the TIA.

The TIA will be eligible to be calculated for retirement purposes.

The TIA will be paid in the month of October.

**TEA** Texas Education Agency **Teacher Incentive Allotment Funding**

➔ More Need

Designation	Base	Multiplier	Tier	Non Eco-Dis	Tier 1	Tier 2	Tier 3	Tier 4	Tier 5
			Student Point Value	X 0	X 0.5	X 1.0	X 2.0	X 3.0	X 4.0
Recognized	\$3,000	\$1,500	Non-rural	\$ 3,000	\$ 3,750	\$ 4,500	\$ 6,000	\$ 7,500	\$ 9,000
			Rural	\$ 4,500	\$ 6,000	\$ 7,500	\$ 9,000	\$ 9,000	\$ 9,000
Exemplary	\$6,000	\$3,000	Non-rural	\$ 6,000	\$ 7,500	\$ 9,000	\$ 12,000	\$ 15,000	\$ 18,000
			Rural	\$ 9,000	\$ 12,000	\$ 15,000	\$ 18,000	\$ 18,000	\$ 18,000
Master	\$12,000	\$5,000	Non-rural	\$ 12,000	\$ 14,500	\$ 17,000	\$ 22,000	\$ 27,000	\$ 32,000
			Rural	\$ 17,000	\$ 22,000	\$ 27,000	\$ 32,000	\$ 32,000	\$ 32,000

Max funding amount = \$32,000

➔ More Funding

## Approval Process

June 2017

School board president, Marcel Valdez and superintendent, Matthew McHazlett attend Longview ISD's incentive program at TASB Summer Leadership Institute

### **July 2017**

Superintendent, Matthew McHazlett gives a presentation to the school board over the Longview Incentive plan and informs them that LPISD will start drafting a plan for possible approval to pay stipends for student growth measures on STAAR/EOC exams

### **July 2017 – August 2017**

Five meetings were held to discuss and formulate an incentive plan. The make-up of the members of the meetings included teachers and administrators.

### **September 2017**

A final committee is formed to put together a plan that included data from the previous meetings. This plan would be presented to the school board for approval at the September 26<sup>th</sup>, school board meeting.

### **September 26, 2017**

The school board approves the La Pryor ISD "LIFT" (La Pryor Incentive For Teachers). This program pays stipends to teachers that meet certain criteria on student growth.

### **December 2018**

The first "LIFT" stipends were paid to teachers for the 2017-2018 school year data.

### **June 2019**

State legislatures pass House Bill 3, thus creating the Teacher Incentive Allotment

### **September 16<sup>th</sup>, 2019**

La Pryor ISD is invited to and attends a TIA meeting that is made up of school districts from across the state. This meeting is held in Austin and the TIA program is explained and data is gathered from the attending districts. Those in attendance for La Pryor were superintendent Matthew McHazlett, elementary principal Esequiel De La Fuente, elementary teacher Janna McHazlett and secondary teacher Tara Reyna.

### **November 13<sup>th</sup>, 2019**



La Pryor ISD is invited to and attends a TIA meeting that is made up of school districts from across the state. This meeting is held in Houston and the TIA program is explained and data is gathered from the attending districts. Those in attendance for La Pryor were superintendent Matthew McHazlett, elementary teacher Janna McHazlett and secondary teacher Tara Reyna.

### **December 2019**

Superintendent Matthew McHazlett holds meetings at each campus to discuss the new TIA.

### **December 2019**

The second annual “LIFT” stipends were paid to teachers for the 2018-2019 school year data.

### **January 8<sup>th</sup>, 2020**

La Pryor ISD attends a Zoom meeting held by TEA to discuss timelines and funding implications for the TIA.

### **January 24<sup>th</sup>, 2020**

La Pryor ISD sends in a letter of intent to explore the options of becoming a TIA district.

### **February 2020**

Two meetings were held to discuss the local TIA plan LPISD would be creating. TEA notifies LEAs that they will be sending out performance standards in late March.

### **March 3<sup>rd</sup>, 2020**

A meeting with campus principals was held to discuss any concerns with the TIA.

### **March 30<sup>th</sup>, 2020**

TEA sends out new TIA information including performance standards.

### **April 8<sup>th</sup>, 2020**

LPISD holds a TIA meeting to discuss the new performance standards and vote on approving a plan, vote on payout options, and vote on the understanding of proposed plan. All teachers and principals were invited to the ZOOM meeting.

### Voting results

100% of the attendees approved the creation of a proposed TIA plan

100% of the attendees understood the criteria for the proposed plan

95% of the attendees understood why La Pryor ISD was submitting as a Cohort “A” district

100% of the attendees understand that the plan can be amended and it will eventually contain criteria for all grade levels and all subjects.

80% of the attendees voted to payout the full 90% of the TIA to the teacher that earned the designation.

### **April 9<sup>th</sup>, 2020**

The first draft of the La Pryor ISD TIA Plan is compiled from the data of the April 8<sup>th</sup> meeting.

### **April 22<sup>nd</sup>, 2020**

The school board will voted to approve the LPISD TIA Plan.

### **April 2020**

The final draft of the plan is posted to the school website and emailed to all stakeholders.

### **May 15<sup>th</sup>, 2020**

La Pryor ISD submitted the Cohort A application to TEA

### **June 1<sup>st</sup>, 2020**

Data Review by Texas Tech University

### **August 1<sup>st</sup>, 2020**

Final Approval Notification from TEA.

### **September 30, 2020**

Initial payout to the district from TEA

### **October 13<sup>th</sup>, 2020**

For TRS eligibility of a TIA payout, a contract addendum has been created and all teachers that receive a TIA payment will have to sign this addendum.

### **October 30<sup>th</sup>, 2020**

Initial payout to eligible teachers that have earned a designation.

**August 30<sup>th</sup>, 2021**

The second payout for COHORT A teachers is paid.

**August 31<sup>st</sup>, 2021**

The annual Program Evaluation is due to TEA. This includes an action plan based on survey responses that were submitted by staff in May of 2021.

**June 8<sup>th</sup>, 2021**

Cohort D approved, K-3 grade teachers now are eligible for TIA. The assessment tool will be the Iowa Form E online test. The evaluation tool will be TTESS.