



Coldspring-Oakhurst CISD Teacher Incentive Allotment (TIA)

Meeting #5: March 20, 2023

Agenda



- Opening Rituals
- Decisions: Final Phased-in Model, Cut Scores, Weights
- Optional Components: Staff Attendance
- Discovery: Spending Plan
- Next Steps & Closing

Committee Norms





- Focus & Engage
- Growth Mindset
 - *Be curious, not concerned*
- Success Driven
 - *For teachers and (most importantly) students*

Teacher Input/Questions



COCISD TIA Stakeholder Input Form

Please share any questions or comments related to the Teacher Incentive Allotment (TIA) on this form. The input will be reviewed and considered by the TIA Committee. Stakeholder engagement is critical to the success of our local TIA system.

 **matt@edpact.net** (not shared) [Switch account](#) 

* Required

Questions, Comments, or Wonderings *

Your answer

Submit

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Google Forms

Teacher Input/Questions



- How does a teacher become eligible for TIA? If we are scored by our performance, what happens when a teacher's performance is not enough to meet the standards? Can anyone earn a reward for any type of performance?
- How will this affect retirement? Is this included in my last 5 years salary?
- I'm an adjunct teacher and will have my certification mid-year of Phase 1 data collection, will I still qualify for Phase 1 or have to wait until the next year for data collection?"

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What this means?



- Performance Standards:

Designation criteria and cut points for each level of designation are determined by the district; TEA does not select which teachers qualify or reject individual teacher designations. Performance Standards are assigned for Teacher Observation and Student Growth.

- Weights:

Determine how a district weights each component of their Local Designation System. The two required components (Student Growth and Teacher Observation) must be included along with any additional components. The weights must equal to 100%.

TIA Performance Standards



The Teacher Incentive Allotment performance standards were established by looking at student growth performance data and teacher observation data on T-TESS. Recognized represents the top 33%, Exemplary represents the top 20%, and Master represents the top 5% of teachers across the state.

Teacher Observation Performance Standards

Designation Level	Average T-TESS Score Domains 2 & 3 *Minimum of 3 on all dimensions
Recognized	3.7* or 74% of possible points
Exemplary	3.9* or 78% of possible points
Master	4.5* or 90% of possible points

For teacher observation performance standards, T-TESS scores were observed across the state looking at only domains 2 & 3 on T-TESS (The two observable domains). Averages were then established based on the cut points described above.

TIA Performance Standards



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Student Growth Performance Standards

Designation Level	% of students meeting or exceeding growth target
Recognized	55%
Exemplary	60%
Master	70%

For student growth performance standards, student assessment STAAR data was observed across 5 years (2014-2019). A value-added model was developed to determine if a student met or exceeded their expected growth target.

State Performance Standards



Designation Level	Statewide Percentages	Teacher Observation Performance Standards*	Student Growth Performance Standards
Recognized	Top 33%	3.7 or 74% of possible points	55% met or exceeded
Exemplary	Top 20%	3.9 or 78% of possible points	60% met or exceeded
Master	Top 5%	4.5 or 90% of possible points	70% met or exceeded

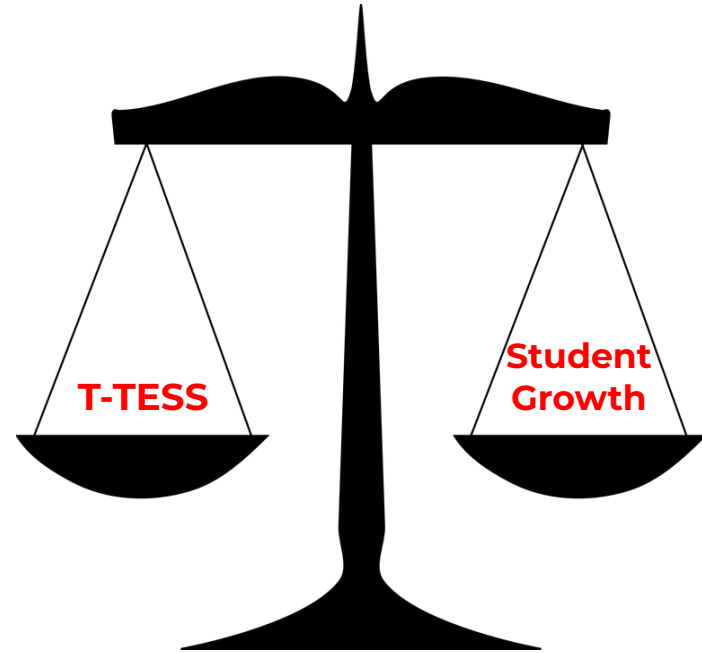
**Represents average of all dimensions in T-TESS Domains 2 and 3*

Teachers must have a minimum score of Proficient in all observable dimensions to be eligible for a new designation.

Weights and TIA Score Example



- *50% Student Growth*
- *30% Teacher Observation*
- *20% Teacher Attendance*



Weights and TIA Score Example



Student Growth Cut Points

TIA Designation	TIA Performance Standards (% of students who met/exceed projected growth)	Student Growth Points+ % of Scores Met or Exceeded * 50 points
Recognized	55%	$55\% * 50 \text{ points} = 27.5$
Exemplary	60%	$60\% * 50 \text{ points} = 30$
Masters	70%	$70\% * 50 \text{ points} = 35$

Teacher Observation Cut Points

TIA Designation	TIA Performance Standards	Points = TIA Performance Standards * 8 Dimensions (40 total points possible)	T-TESS Raw Points * Multiplier (.75) (Convert to 30 point scale)
Recognized	3.7	$3.7 * 8 = 29.6$	$29.6 * .75 = 22.2$
Exemplary	3.9	$3.9 * 8 = 31.2$	$31.2 * .75 = 23.4$
Masters	4.5	$4.5 * 8 = 36$	$36 * .75 = 27$

Teacher Attendance

Minimum TIA Teacher Attendance %	TIA Attendance Weight	Attendance %Exceeded * 20 points
97%	20%	$.97 * 20 = 19.4$

Student Growth + Teacher Observation + Teacher Attendance

Recognized	$27.5 + 22.2 + 19.4$	69.1
Exemplary	$30 + 23.4 + 19.4$	72.8
Masters	$35 + 27 + 19.4$	81.4

Composite Score Cut Points

Recognized	69.1 - 72.79
Exemplary	72.8 - 81.39
Masters	81.4 - 100

The Big Three: Critical Decisions for Local Designation Systems



How will we designate?

- **Observations**, student growth measures, and any optional components
- **Performance standards** and weighting for all components

Table Talk:

- Are we in agreement to use statewide performance standards for cut scores?
- Any input or questions about the weights and how to calculate the TIA Composite Score?
- Other Questions or Concerns?

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Teacher Attendance Example



HCISD Designation System

Harlingen CISD developed a local designation plan that includes the required components of teacher observation and student growth, teacher leadership factors that include parent/student experience, leadership, and teacher attendance. Each component is assigned a percentage for an overall score that will be calculated at the end of the year and provided to all teachers on the HCISD Realized Individualized Report.

Teacher Observation	Student Growth	Teacher Leadership
30%	50%	20% Comprised of: Student Experience Instructional Leadership Teacher Attendance

Teacher Attendance

Though student achievement is affected by many factors, research has long established that teacher quality is the most significant among the school-related factors. But when you consider that approximately 5% of the nation's teachers are absent on any given day and that the average student spends up to a full year of their K-12 education with substitute teachers, it makes sense that teacher attendance is included in HCISD's teacher designation system.

PLEASE NOTE: This is a working document; details are subject to change.

Updated 10/2022
p. 9

QUINLAN ISD TEACHER INCENTIVE ALLOTMENT										TEACHER: _____			
THIS FORM IS TO BE USED WITH READING LANGUAGE ARTS, SOCIAL STUDIES, ELECTIVE, SPECIALTY, AND SELF-CONTAINED TEACHERS.										DATE: October 25, 2022			
SECTION I: TEACHER ATTENDANCE				SECTION III: STUDENT GROWTH				SUMMARY					
To be eligible for a TIA Designation, the teacher must be in attendance 97% of the school year.				To be eligible for a RECOGNIZED TIA Designation, 55% of students must meet or exceed growth. To be eligible for an EXEMPLARY TIA Designation, 60% of students must meet or exceed growth. To be eligible for a MASTER TIA Designation, 70% of students must meet or exceed growth.						Points Possible	Points Earned		
Number of teacher absences								10		0.0			
Percentage of days in attendance		100.0											
SECTION II: TEACHER EVALUATION				Subject in which student growth score was measured									
To be eligible for a TIA Designation, the teacher must score at least a 3 on all dimensions in Domain 2 and 3. To be eligible for a RECOGNIZED TIA Designation, the average of all dimensions must be at least 3.7. To be eligible for an EXEMPLARY TIA Designation, the average of all dimensions must be at least 3.9. To be eligible for a MASTER TIA Designation, the average of all dimensions must be at least 4.5.				Grade in which student growth score was measured									
				Number of students meeting or exceeding growth									
				Number of students eligible for growth measure									
				Percentage of students with growth		0							
				Percent of Students with Growth		Points Possible							
0% - 54%		0											
55% - 59%		22											
Subject in which teacher was observed													
								TOTAL SCORE				INELIGIBLE	

The Big Three: Critical Decisions for Local Designation Systems



- **How will we designate?**
 - Observations, student growth measures, and **any optional components**

Reflection on Tab 9 in Shared Workspace:

- What should be the percentage of days a teacher can miss to meet the requirements of our Local Designation System?
- What other information should be included in the TIA Guidebook about teacher attendance for COCISD?

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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



What Is the Teacher Incentive Allotment?



TIA **recognizes and rewards the most effective teachers**, particularly those working in rural or high-needs schools



TIA funding supports new ways of paying teachers and other educators, giving them the opportunity to earn up to **six-figure salaries**



Under TIA, teachers may be designated as **Recognized**, **Exemplary**, or **Master**

Range of Allotments
Amount Earned for
Each TIA Designation:



\$3-9k



\$6-18k



\$12-32k



| How Can TIA Improve Teacher Pay?



Allows effective teachers to earn higher pay much more quickly



Recruit effective teachers



Rewards teachers who acquire new skills/knowledge + those who assume leadership roles



Recruit + retain teachers in hard-to-staff subject areas



Recruit new teachers + highly effective veteran teachers



Provides incentives for effective teachers to work in struggling schools



| Key Decisions for Our District TIA Plan...

What should the goals of our TIA plan be?
What are we trying to accomplish?

What form should the plan take? Stipends or
raises to base salary?
What should be rewarded?

What percentage of funds should be used
for compensation payments vs. district
wide implementation and supports?

How much should awards be?

Who will earn stipends? Only designated
teachers or include other eligible staff?

How many payments should there be
and when should they be made?



Any Others?



What Should Our Goals Be for TIA Compensation?



Compensation may be used to support multiple goals for improving student outcomes



The goals a plan supports will influence how the plan is designed

Goal	Pay Plan Design Options
Improving recruitment of effective teachers	Signing bonuses, higher starting salaries, or options for quickly earning significant pay increases early in a career
Supporting educator development	Extra pay for acquiring specific knowledge and skills related to district priorities or for assuming leadership roles
Improving retention	Retention bonuses or career ladders where teachers' roles grow and evolve while remaining in the classroom



| TIA Funds Compensation and Implementation and Supports

10% maximum of TIA allotments
for **implementation and supports**



90% of TIA
allotments for
compensation

To help teachers earn a TIA
designation, district supports
may include:

- ✓ Professional Development
- ✓ Coaching
- ✓ Mentoring



| Who Should Receive Higher Pay from Strategic Compensation?

TIA funding may be used for additional pay for:



Designated teachers



Other eligible educators whose performance contributed to the school's success

Considerations:

Studies show that individual performance awards may hinder collaboration while rewarding teams of educators contributing to a school's success recognizes the collaborative nature of most successful learning communities

However, if funding is limited, payouts may be too small to have an effect; also, not all staff who contributed to a school's success may be eligible for payments



What Form Should TIA Compensation Take?

Strategic TIA compensation plans can take many forms

Two main types of plans:

Stipends	Raises to salary
Extra payments outside of a teacher's base salary	Raise to a teacher's base salary
Are not part of the base salary, so the stipend payment is lost if a teacher is no longer eligible or the program or its funding ends	Compensation is spread throughout the entire year
Simple method for targeting additional pay aligned with district priorities, such as recruitment and retention of high-quality teachers	Good for achieving the goal of paying higher salaries to high-performing teachers, but requires more careful fiscal planning to ensure long-term sustainability

| What Should Our Pay Plan Reward or Support?



**Pay plans may be used to
reward or support single or
multiple activities + goals**

- Rewarding performance based
- Assuming teacher leadership roles
- Recruiting promising new teachers or high-performing veterans
- Retaining high-performing teachers
- Recruiting and retaining teachers for hard-to-staff positions and high-needs schools

How Much Should TIA Awards Be?



There is a tradeoff between finding an amount that is both **large enough** to provide teachers an attractive incentive and **affordable and sustainable** over the long-term



How Should TIA Pay Plan Payments Be Made?

As we build our pay plan we also need to determine how many reward payments will be made and when they will be paid out?

Stipends

How many payments?
Single or multiple?

When are the payments made?

As soon as the allotment amounts
are known?

At the end of the year?

Spread out over several months?

Raises to base salary

Will the raise be applied in one lump
sum?

As soon as the allotment amounts
are known?

At the end of the year?

Spread out over several pay periods?



How Should the District 10% Reserve Be Used?

Some uses to consider:

- Paying for professional development to support teachers in earning a TIA designation
- Supporting TIA designated teachers new to the district by providing a coach or mentor
- Designing and implementing a local teacher designation system
- Paying awards to non-designated educators



| Example of TIA Stipend Plan

District pays stipends only to designated teachers equal to the amount generated by each designated teacher

Designated Teachers

The stipends are paid in one lump sum in August



\$4,500



\$9,000



\$18,000



| Example of TIA Stipend Plan (cont.)

District adopts a stipend plan that rewards only TIA designated teachers

The stipends are paid out in two payments, with a larger final stipend paid in August as a retention bonus for those educators returning to the school

Designated Teachers

Payment Schedule



Total Stipend Amount

\$4,500

\$9,000

\$18,000

Payment 1

\$1,500

\$3,000

\$6,000

Payment 2

\$3,000

\$6,000

\$12,000

| 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.			

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

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

Example of a TIA Salary Raise Plan

District pays a annual raise only to designated teachers equal to the amount generated by each designated teacher

In this district, which uses a teacher salary schedule, the raises for designated teachers were added by **adding lanes** to the schedule

	LANES			DESIGNATED TEACHER INCREASE		
Steps	BA	MA	Ph.D.	Recognized	Exemplary	Master
1	\$32,000	\$38,000	\$45,000	\$4,500	\$9,000	\$18,000
2	\$32, 800	\$38, 950	\$46,125	\$4,500	\$9,000	\$18,000
3	\$33, 620	\$39,924	\$47,278	\$4,500	\$9,000	\$18,000
28	\$62,330	\$74,016	\$87,651	\$4,500	\$9,000	\$18,000
29	\$63,888	\$75,867	\$89,842	\$4,500	\$9,000	\$18,000
30	\$65,485	\$77,763	\$92,088	\$4,500	\$9,000	\$18,000

Example of a TIA Combination Plan

District creates a career ladder teacher salary schedule with the extra salary costs paid for primarily by TIA allotments

This plan also provides stipends to certain eligible certified teachers. The stipends are paid in four equal payments

Career Ladder Step Schedule	
Ladder Step	Base Salary
Master	\$105,000
Exemplary	\$90,000
Recognized	\$70,000
Proficient	\$60,000
Progressing	\$55,000
Novice	\$45,000

Stipends for Other Eligible Teachers	
Hard-to-staff School	\$3,000
Hard-to-staff Subjects	\$3,000



| Where to Get More Information on TIA

COCISD TIA Webpage

Recognition and Reward for Teaching Performance

<https://tiatexas.org/>

About TIA

<https://tiatexas.org/about-teacher-incentive-allotment/>

Local Designation Systems

<https://tiatexas.org/local-designation-system/>

National Board Certification and TIA

<https://tiatexas.org/national-board-certification-and-tia/>

How Allotments Are Determined

<https://tiatexas.org/allotments/>

2022-23 Allotment Funding Map

<https://tiatexas.org/funding/>



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Stakeholder Engagement



- **Bring input** on decisions made today on cut scores, weights and teacher attendance.
- Make sure teachers have taken the Spending Plan Survey by March 27th!

TIA Committee Meetings



Date	Time	Activity
March 30th (in-person)	3:45-5:30	Meeting #6: Decision Points: Spending Plan; Review Draft Application/Guidebook

Prepare for Next Meeting



- Monday, March 20th
 - ZOOM
 - *Time: 3:45-4:45 pm*
- Focus:
 - *Decisions Points: Spending Plan*
 - *Review TIA Guidebook*
- Prep:
 - *Bring input on decisions made today on cut scores, weights and teacher attendance.*
 - *Make sure teachers have taken the Spending Plan Survey by March 27th!*



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