



Frequently Asked Questions Regarding Kerrville ISD's Plan for the Texas Teacher Incentive Allotment Program (TIA)

1. Who is eligible to earn a designation?

- a. In KISD, all National Board Certified teachers are automatically eligible to earn a *Recognized* designation regardless of their teaching assignment. Kerrville's local designation system for *Recognized*, *Exemplary* and *Master* distinctions includes teacher observations with the T-TESS Rubric and student growth outcomes. To determine if your teaching assignment falls within the 2021-2022 school year's eligible assignment, please visit: [Kerrville ISD's Targeted Focus Areas](#).

2. How do teachers achieve designations?

- a. Teachers earn designations through two different routes. First, National Board Certified teachers are eligible to earn a Recognized designation. Second, a district may designate its highly effective teachers after TEA approves its local teacher designation system. The approval process for the local system is multi-step and includes the submission of an application to the Texas Education Agency (TEA) and then a data validation process through Texas Tech University.

3. Why do KISD teachers need a National Board Certification?

- a. The National Board Certification, an advanced professional certification for PreK-12 educators, is the baseline requirement for teachers who do not fall within the eligible teaching assignments determined through KISD's local TIA plan. Beginning in April 2021, eligible National Board Certified Teachers (NBCTs) will automatically earn a Recognized designation on their Texas educator certificate for the 2020-2021 school year. To be eligible for the Recognized Teacher Incentive Allotment designation, NBCTs must have a one-year or standard Texas teaching certificate, be employed as a Texas teacher (coded as 087 Role ID in PEIMS/TSDS) and complete a creditable year of service in order to generate funding for that year. The Recognized designation generates anywhere from \$3,000 to \$9,000 for the NBCT's district. The total amount depends on the socio-economic status of the students at the teacher's campus and the campus' rural status.

4. Will there be financial aid to assist with the National Board Certification program?

- a. Upon completion and certification, districts will reimburse National Board Certified Teachers up to \$1,900.00 for initial certification, \$1,250.00 for renewal and \$495.00 for maintenance of certification (for lifetime holders).

5. Why is KISD using standards-based assessments to measure student growth?

- a. The assessments used must meet validity, reliability, and scoring qualifications from the state. The district has decided that for Year One of the local TIA program, it will use familiar data that has met these qualifications. The district can also use state-wide performance standards to measure student growth based on state averages. Once the local teacher designation program has been approved by TEA, the district will look at other ways to measure student growth such as portfolios.

6. Why are only Math and ELAR subject areas included this year?

- a. Under the current draft KISD TIA plan, K-10 Math and K-12 ELAR teachers are eligible for Recognized, Exemplary and Master designation due to the state's requirement for data capture and validation in assigning these designations and the district's ability to use standards-based assessments as measurements of effective teaching. KISD will be able to use state-wide performance standards to measure student growth based on state averages. However, all teachers can achieve a Recognized designation by obtaining a National Board Certification.

7. How will student achievement and growth be measured in non-standardized test areas?

- a. This year, only K-10 Math and K-12 ELAR tested subjects are eligible for Recognized, Exemplary or Master designation; however, in the future, KISD plans to include all grade levels ECC-12 and all subject areas.

8. How do the teacher observations work?

- a. TIA observations will be performed by a committee of T-TESS certified appraisers; the TIA observations will not include the campus principal. Multiple TIA observations will be conducted throughout the school year and teachers will receive feedback at the end of each observation.

9. What kinds of requirements will districts have to meet for approval under the Teacher Incentive Allotment (TIA)?

- a. TEA requires districts to have at least three teacher designations: Recognized, Exemplary, and Master. Each designation must be based on teacher classroom observations and student achievement components. TEA and Texas Tech University will conduct an independent analysis of teachers' performance data to validate the district. The data validation process completed by TTU examines 4 domains. Domain A studies the correlation between teacher observation and student growth scores; Domain B compares district designations with VAM (Value-Added Measures) designations; Domain C considers the effect campus, teacher category, or assignment have on designations; and Domain D compares a designated teacher's observation and growth scores to the statewide performance standards.

10. What is the timeline for receiving teacher designation and compensation?

- a. Once TEA reviews and approves the local designation system, KISD will have an entire year for data capture and data validation. Data capture includes teacher observation data as well as student achievement and growth measure data from teachers who are eligible to receive a TIA designation. After TEA issues final approval, designations and funding will begin the following year.

11. Why is the district keeping 8% of teacher compensation?

- a. The school system receives the generated allotment funding and is required to spend the funds per statute specifications. Statute states that at least 90% must be used for compensation of TIA-designated teachers and up to 10% can be used for costs associated with supporting a local designation system or to support teachers in obtaining designations. Kerrville ISD will use 92% of the allotted funding for teacher compensation and the remainder for other costs associated with the TIA program.

12. Who is funding TIA?

- a. The Texas legislature's HB 3 established the Teacher Incentive Allotment (TIA); teacher allotment funding is provided through the Texas Education Agency. The TIA exists to recognize highly effective teachers on three different levels: Recognized, Exemplary, and Master. These teacher designations generate teacher-focused funding for districts to use to recognize and reward their top-performing teachers.

13. Does KISD have to pay to be a part of the TIA program?

- a. KISD does not have to pay to be a part of the TIA program; however, there are fees associated with participating. These fees include but are not limited to an annual \$500.00 fee due to TEA for each teacher put forth for a designation and additional fees to third parties who help support the program.

14. How long does a designation last?

- a. A designation lasts for five years. If a teacher relocates, the designation will follow the teacher; however, allotment funding does change based on school district and campus.

15. How does this impact TRS accounts and retirement?

- a. Once KISD's TIA plan has been accepted, the district will work with a TRS Reporting Employer Coach for guidance on incorporating teacher TIA compensation into TRS accounts. For more information, please see [KISD's Spending Plan](#).