

LA VEGA TEACHER INCENTIVE ALLOTMENT

In 2019, House Bill (HB) 3 established the Teacher Incentive Allotment (TIA) program to provide additional funding for effective teachers. . The TIA program focus is to prioritize teaching in high needs areas and reward high performing teachers. La Vega ISD applied to participate in TIA to support the district’s strategic staffing plan to **RECRUIT, RETAIN, AND REWARD** quality personnel. The LVISD plan aims to provide more funding which in turn will increase salaries to financially recognize top teachers and serves as a fantastic opportunity to honor the hard work and proven success of our La Vega ISD teaching staff. LVISD student body benefits because every student is connected, learning, growing, and succeeding in our ever-evolving society.

The plan is not a “merit-pay” approach and will not replace the district’s current pay structure. For those who earn a distinction based on teacher observation and student growth, the additional state stipend is awarded separately from the current LVISD pay structure.

Who is eligible?

To be eligible, teachers must meet the following criteria:

- ☞ Serve in a teacher role (087 role ID in PEIMS) for at least 90 days at 100% of the day OR 180 days at 50-99% of the day.
- ☞ Reported in a teacher role (087 ID in PEIMS) on the Class Roster Winter Submission in February.

LVISD applies each year to increase eligible teachers. In 2023-24 in the following teachers in these content areas and grades are eligible for designation. Teachers may request to be added to the application during quarterly district held webinars or through submission of request form on the LV website.

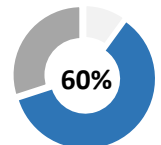
ELAR	Math	Science	Social Studies	CTE	Fine Arts
<ul style="list-style-type: none">• PreK-8• English I & II	<ul style="list-style-type: none">• PK-8• Alg. I• Geometry	<ul style="list-style-type: none">• Grade 5• Grade 8• Biology• Physics	<ul style="list-style-type: none">• Grade 8• US History	<ul style="list-style-type: none">• Com. Photography• Health Science	<ul style="list-style-type: none">• Kinder P.E.• PPCD• Music 1-3• Theatre Arts II,III,IV

What are the minimum thresholds for each of the three areas?

Individual teacher data is submitted for the following:

Student Growth

To be eligible, teachers must have student growth data for a minimum of six (6) students from an eligible course. The student must be rostered to the teacher at the Fall and Winter PEIMS submissions and take the final assessment to be used in the calculation for student growth. Teachers with combined contents, growth in both eligible courses are averaged. A minimum percentage of student growth is necessary to be considered for designation.

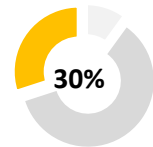


- ☞ Recognized designation \geq 55%
- ☞ Exemplary designation \geq 60%
- ☞ Master designation \geq 70%

Instruction and Learning Environment

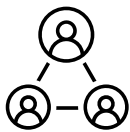


To be eligible for a TIA-designation, teachers must NOT have a dimension score below a 3 (proficient) on any of the EIGHT dimensions measured across Instruction (Domain 2) and Learning Environment (Domain 3). Teachers must have a MINIMUM average on the last T-TESS observation to reach the following designations.

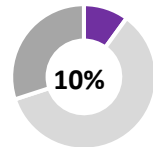


- ☞ Recognized designations ≥ 3.7 .
- ☞ Exemplary designations ≥ 3.9
- ☞ Master designation ≥ 4.5

Professionalism (Planning & Professional Practices and Responsibilities) LVISD includes



professional planning, collaborative practices, and expansion of school community involvement key to supporting student growth and development. These elements are captured in T-TESS Domains 1 & 4. Teachers must have a MINIMUM average on the last T-TESS observation to reach the following designations.



- ☞ Recognized designations ≥ 3.7 .
- ☞ Exemplary designations ≥ 3.9
- ☞ Master designation ≥ 4.5

Designation Determination

- ✓ Threshold scores must be reached for EACH of the three categories for teacher designation. Once each minimum is reached, the designation level is calculated by adding the student growth performance multiplied by 60%, T-TESS average for Domains 2 & 3 multiplied by 30%, and T-TESS average for Domains 1 & 4 multiplied by 10%.

How much is the additional compensation?

The Texas Education Agency (TEA) designates that at least 90% of the funds received will be spent on teacher compensation on the campuses where the designated teacher works. The compensation is determined by the economic status of the community surrounding each campus.

Designated Teachers receive 80% of allocated funds.

Support teachers (intervention, special education) and paraprofessionals receive 10% of allocated funds.

La Vega **rewards** designated teachers with an 80% of designated funds being presented in one lump sum at the end of the school year and **retains** those teachers with the remaining (20%) or settle-up payment during back-to-school week in August.

Support personnel receive a one lump sum in May.

All TIA funds for the year will be expended prior to August 31st.

Average Campus Allotments

Recognized

• \$6,899

Exemplary

• \$13,799

Master

• \$24,998