

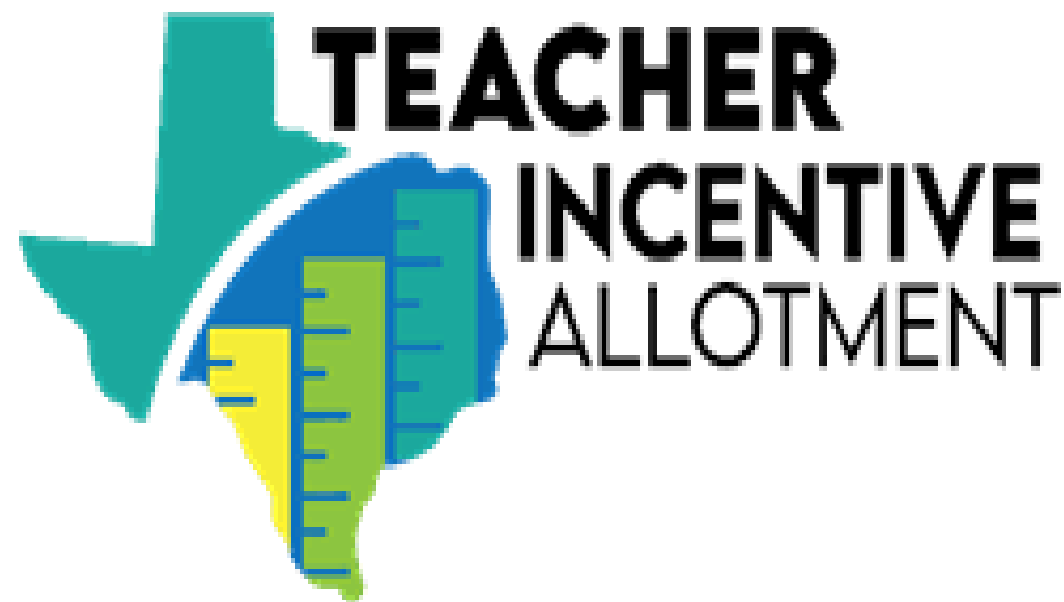


Teacher Incentive Allotment (TIA)

What is the TIA Program?



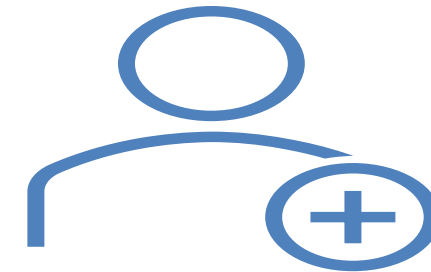
HB 3 established the Teacher Incentive Allotment (TIA) to recognize effective teachers on three different levels: Recognized, Exemplary and Master. These teacher designations generate additional teacher-focused allotment funding for districts in order for them to reward their top performers.



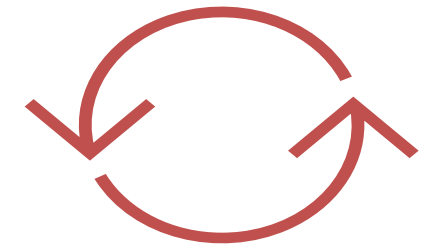
TIA Vision



To support districts in independently building and sustaining strategic compensation systems that differentiate teacher effectiveness. These systems will incentivize teachers to stay, support more robust recruitment, and make the profession more desirable.



Recruit



Retain



Reward

Cohort F Timeline



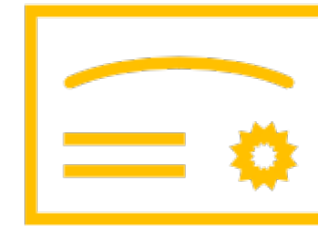
Year 1 2022-2023

- System Application (Due **April 17, 2023**)
- TIA Teacher Buy-In Survey



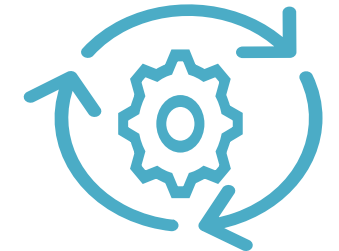
Year 2 2023-2024

- This is a baseline year where we carry out the plans on the application.
- Capture Data (no payment will be made.)
- Expansion and Modifications



Year 3 2024-2025

- Data Submission in summer
- Full System Approval
- Designate & Compensate
- Teacher must remain in GISD to receive a payout.
- Expansion & Modifications
- TIA Annual Evaluation Surveys
- Annual Program Submission



Post-Approval 2025-2030

- New or Higher Designations
- Expansion and Modifications
- Annual Program Submission
- TIA Annual Evaluation Surveys

TIA Application Efforts



- A TIA committee was formed, and there have been 2 committee meetings.
- Meetings with the Finance Department and Assessment Accountability Department.
- Communication with a TIA representative about ways we can submit an application that works with systems we already have in place.
- Communication to campus administrators to forward to their teachers with TIA information.
- If moving forward with submitting a TIA application on behalf of Greenville ISD meets the board's approval, there will be in-person campus meetings to share details and answer questions about the Teacher Incentive Allotment. Also, additional meetings will be scheduled to continue the collaborative efforts for the application and another one in April to take a final look at the application before submission.

Funding for Teachers



The **Teacher Incentive Allotment** provides extra funding, from **\$3,000 - \$32,000** per teacher per year, for five years, with more money for **high needs** and **rural** schools.



RECOGNIZED | Base Salary \$3 - \$9K



EXEMPLARY | Base Salary \$6 - \$18K



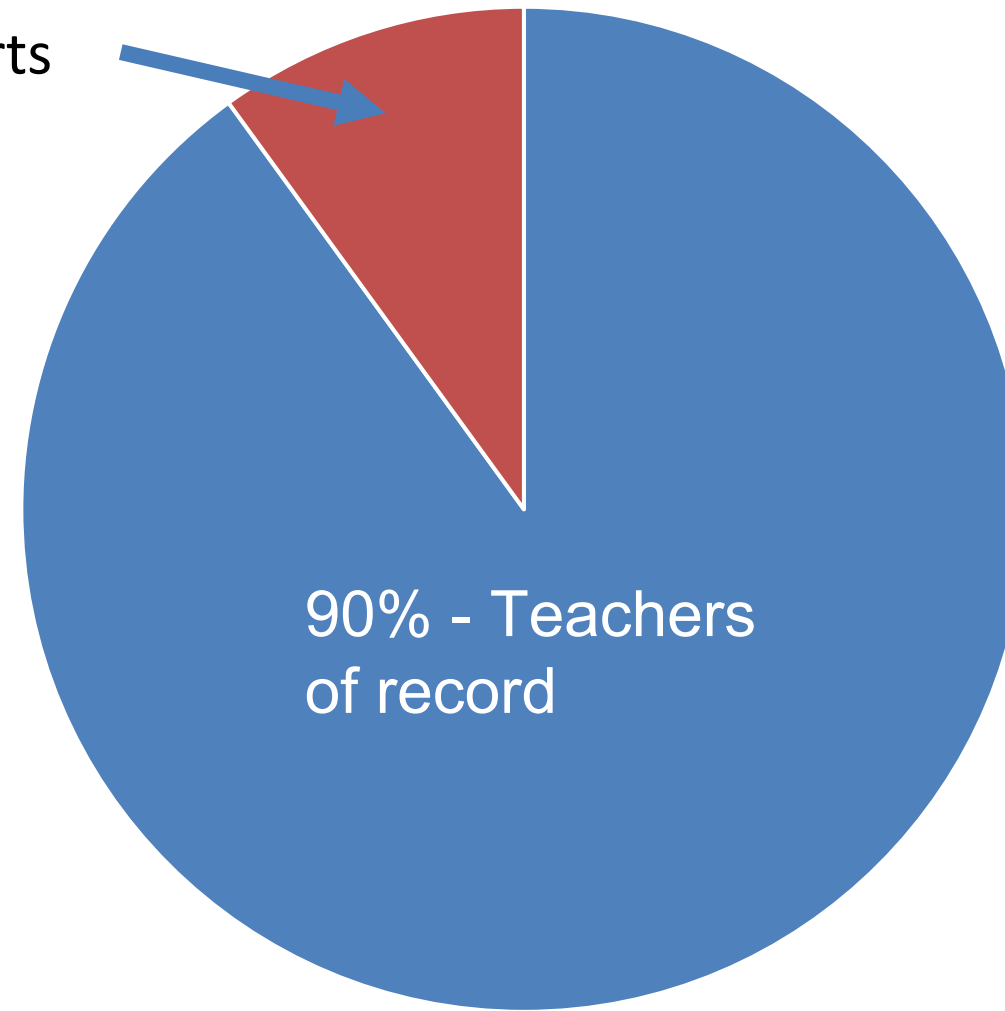
MASTER | Base Salary \$12 - \$32K



How Funds Will Be Utilized



10% for district recruitment and retention efforts



■ Teachers ■ Recruitment / retention efforts ■

Components That Will Determine Payout



- **Student Growth Measure:** STAAR/EOC/CTE
- **Teacher Observation:** TTESS Appraisals
- **Spending Plan:** 90% to teachers of record / 10% district new hire recruitment and retention efforts
- **Payout:** The teacher maintains that designation for 5 years. The teacher receiving the designation will receive a one-time payout by the end of every August for a five year period.

Criteria for Teacher Designations



- **Recognized:**
 - 55% of students will show a minimum of one year's growth on STAAR/EOC/CTE
 - 70% in TTESS Domains 2 and 3

- **Exemplary:**
 - 60% of students will show a minimum of one year's growth on STAAR/EOC/CTE
 - 78% in TTESS Domains 2 and 3

- **Master:**
 - 70% of students will show a minimum of one year's growth on STAAR/EOC/CTE
 - 90% in TTESS Domains 2 and 3

Eligible for Designation



- Only certified teachers are eligible to earn a designation. This would include those teachers in positions specified on the TIA application and who are student facing teachers, coded as 087 in PEIMS.
- The Spring 2023 application will include those who teach courses with students with STAAR EOC historical data and those who teach CTE certification courses.
- After meeting with a TIA representative and the TIA committee, it was recommended and we agreed to start narrow and expand in the upcoming years, to include more teachers eligible to earn a designation.

Seeking Teacher Input



Additional Component: Teacher Buy In Survey

Teacher Buy In Survey

- District ensures that it moves forward with a local designation plan when there is stakeholder buy-in, particularly among teachers.
- Survey will be administered by Texas Tech University

Additional Information Sources



Teacher Incentive Allotment the TEA:

<https://tea.texas.gov/texas-educators/educator-initiatives-and-performance/educator-initiatives/teacher-incentive-allotment>

House Bill 3 (HB 3) Implementation Teacher Incentive Allotment:

<https://tea.texas.gov/about-tea/news-and-multimedia/correspondence/taa-letters/house-bill-3-hb-3-implementation-teacher-incentive-allotment>