



Teacher Incentive Allotment Campus Ambassador Meeting

September 28, 2023



The Goals | Teacher Incentive Allotment (TIA)

RETENTION

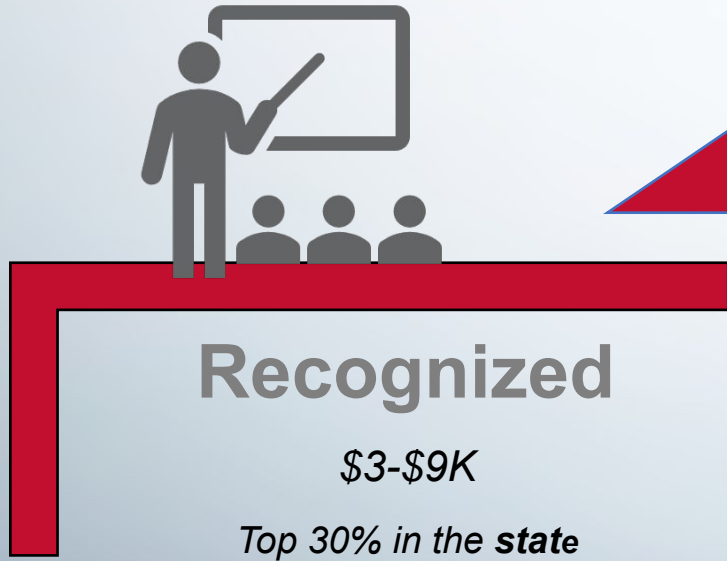
To ensure top teachers have a **realistic** path to a competitive annual salary

RECRUITMENT

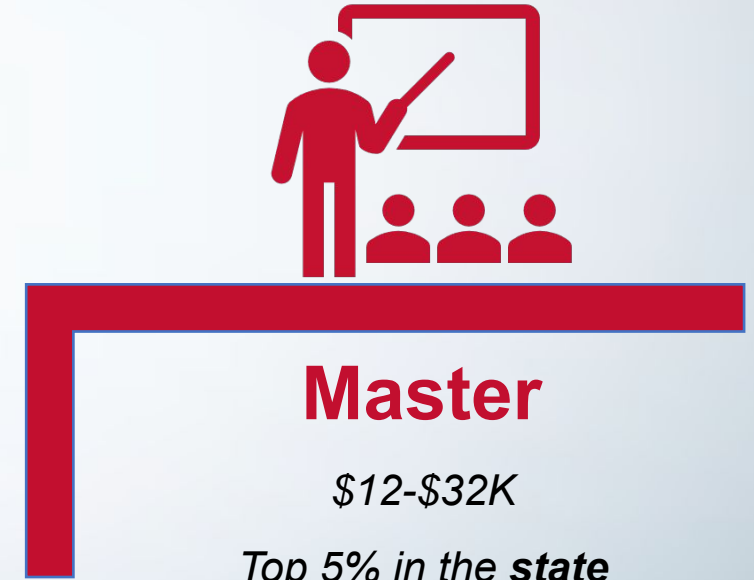
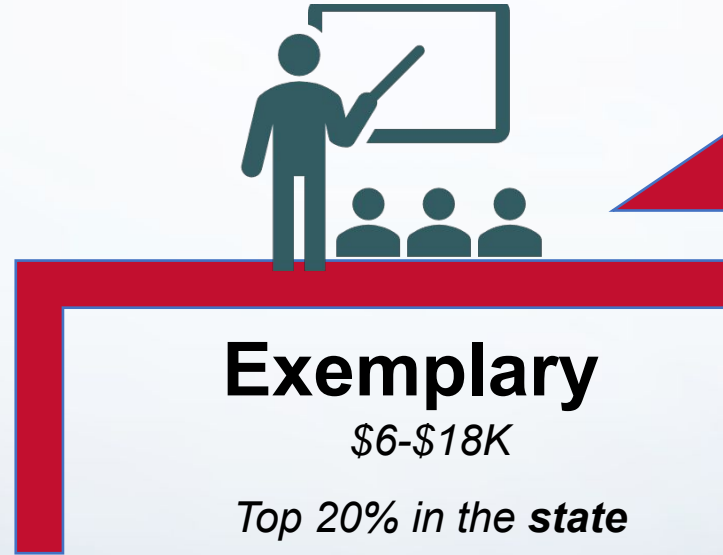
To **attract** and **keep** effective educators in the classroom and **incentivize** teaching at challenged campuses



CARROLLTON-FARMERS BRANCH ISD



**National Board
Certification**



The TIA designation is added to a teacher's SBEC certificate and is valid for five years.

[Teacher Incentive Allotment Funding Map website](#)

2022-23 TIA Designations in CFBISD



39 Teachers
Range of TIA Award:
\$3,453 - \$7,295



125 Teachers
Range of TIA Award:
\$6,907 - \$14,828



24 Teachers
Range of TIA Award:
\$13,511 - \$26,714



\$1,928,823.00

188 Teachers

35 Campuses



CFBISD

Development of TIA

Focus Groups / Feedback Loops 2020-2021

Group	Topic	Date
TIA Steering Committee	Ambition & Intent/Commitment	September/October
First Staff Presentation	Percentages for 3 Categories	October
TIA Campus Representatives	Optional Category Decisions	November
Second Staff Presentation	Student Growth Decisions	February
Finance Committee	Spending Plan	February
CFB School Board	Plan Overview	February
District Improvement Council	Teacher Observation & Leadership	February
TIA Campus Representatives	3rd Staff Presentation/Questions	March
Third Staff Presentation	Student Survey/Buy In/Questions	March



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Ongoing Stakeholder Feedback 2021-2022 / 2022-2023

Group	Topic	Date
Content Area Directors	Inclusion of Additional Content Areas/ Grade Levels: Growth Measures	August - January
Content Area Teacher Teams	Development of Additional Student Growth Measures	October - February
TIA Ambassador Presentations & Surveys	Turnaround TIA Campus Presentations	August - April



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1. System Review (TEA)

Districts submit application, which could include narrative components and artifacts, to TEA to demonstrate high-quality, valid, and reliable:

- ✓ Teacher observation system
- ✓ Student performance measures



2. Data Review (TTU)

Districts submit evidence of teacher effectiveness to TTU to ensure the relative accuracy and reliability of:

- ✓ Student performance measures
- ✓ Teacher observations



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HB3 Aligned Evaluation System



Teacher Observation

- T-TESS : Domains 2 and 3

40%



Student Growth

- Pre- & Post- Test Scores
- District application must show evidence of validity and reliability

40%



Other

- T-TESS: Domains 1 & 4 Teacher Leadership & Collaboration
- Student Attendance

20%



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Teacher Observation

HB3 Aligned Evaluation System



Teacher Observation

- T-TESS : Domains 2 and 3

40%



Student Growth

- Pre- & Post- Test
- District application must show evidence of validity and reliability

40%



Other

- T-TESS: Domains 1 & 4 Teacher Leadership & Collaboration
- Student Attendance

20%



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Teacher Observation

T-TESS (40%) **Domains 2 & 3**

Domain 2: Instruction	Domain 3: Learning Environment
2.1: Achieving Expectations	3.1: Classroom Environment, Routines & Procedures
2.2: Content Knowledge & Expertise	3.2: Managing Student Behavior
2.3 Communication	3.3: Classroom Culture
2.4: Differentiation	
2.5 Monitor & Adjust	

Score	Points
Distinguished	5
Accomplished	4
Proficient	3
Developing	2
Needs Improvement	1



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Scoring / Teacher Observation



Recognized

≥ 3.7



Exemplary

≥ 3.9



Master

≥ 4.5

TEA's Teacher Observation Performance Standards



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Student Growth

HB3 Aligned Evaluation System



Teacher Observation

- T-TESS : Domains 2 and 3

40%



Student Growth

- Pre- & Post- Test
- District application must show evidence of validity and reliability

40%



Other

- T-TESS: Domains 1 & 4 Teacher Leadership & Collaboration
- Student Attendance

20%



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TIA Eligible Courses Beginning with Cohort D (Phase 1)

MAP Tested Content Areas with Student Growth Measures

2021-22	Kinder	Gr. 1	Gr. 2	Gr. 3	Gr. 4	Gr. 5	Gr. 6	Gr. 7	Gr. 8	Gr. 9	Gr. 10
Mathematics	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Reading	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Science					✓	✓	✓	✓	✓		
Writing					✓		✓				

MAP Projected Growth based on BOY and EOY scores:

- Spanish Reading will be used for all Bilingual students in Kindergarten through grade 4
- Language Usage will be used for grade 4 & 6 Writing (*if Writing is the ONLY subject taught*)

TIA Eligible Courses Beginning with Cohort E (Phase 2)

MAP & Pre/Post-Tested Content Areas with Student Growth Measures

Expansion	PreK	Gr. 4	Gr. 5	Gr. 6	Gr. 7	Gr. 8	Gr. 9	Gr. 10	Gr. 11	Gr. 12
Letter Sounds	✓									
Mathematics	✓			✓	✓	✓	✓	✓	✓	✓
Reading	✓			✓	✓	✓	✓	✓	✓	✓
Fine Arts		✓								
Science							✓	✓	✓	✓
Social Studies				✓	✓	✓	✓	✓	✓	✓

Courses that meet Accelerated Instruction criteria for HB 4545 or HB 1416 were included and aligned to student growth measures based on content area's TEKS instruction.



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TIA Eligible Courses Beginning with Cohort F (Phase 3)

Content Areas with Pre- & Post- Test Student Growth Measures

Art (Gr. 4, Middle School, Art I)	Band (Middle & High School)
Choir (Middle & High School)	Dance (Gr. 4, Middle School, Dance I & II)
Orchestra (Middle & High School)	Theater Arts (Middle School & Theater I)
Technical Theater I (High School only)	

Content Areas with MAP Student Growth Measures

Gr. 4 & 5 STEM Teachers (using Science MAP scores)



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Scoring / Student Growth



Recognized

≥ 55%



Exemplary

≥ 60%



Master

≥ 70%

**% Students Who Met or Exceeded
Their Growth Goal - Fall to Spring**

[TEA's Student Growth Performance Measures](#)



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Teacher Leadership & Collaboration

HB3 Aligned Evaluation System



Teacher Observation

- T-TESS : Domains 2 and 3

40%



Student Growth

- Pre- & Post- Test
- District application must show evidence of validity and reliability

40%



Other

- T-TESS: Domains 1 & 4 Teacher Leadership & Collaboration
- Student Attendance

20%



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Teacher Leadership & Collaboration

T-TESS Domain 1 & 4 (20%)

Domain 1: Planning	Domain 4: Professional Practices & Responsibilities
2.1: Standards & Assessment	4.1: Professional Demeanor & Ethics
1.2: Data & Alignment	4.2: Goal Setting
1.3: Knowledge of Students	4.3: Professional Development
1.4: Activities	4.4: School Community Involvement

Score	Points
Distinguished	5
Accomplished	4
Proficient	3
Developing	2
Needs Improvement	1



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TIA Compensation

TIA Stipend Payout 2022-2023 Designations

Cohort D Eligible Courses

Majority of Campuses		
Designated Teacher	Other High Performing Teachers	District
70%	20%	10%

District Determined High Needs Campuses*		
Designated Teacher	Other High Performing Teachers	District
85%	15%	0%

*High Needs Campuses = Carrollton, Central, McWhorter, Sheffield, Long & Vivian Field
Criteria: Any elementary campus $\geq$ 90% Eco Dis; Any secondary campus $\geq$ 80% Eco Dis



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TIA Stipend Payout 2023-2024 Designations

Cohort D, E & F Eligible Courses

NEW

All Campuses

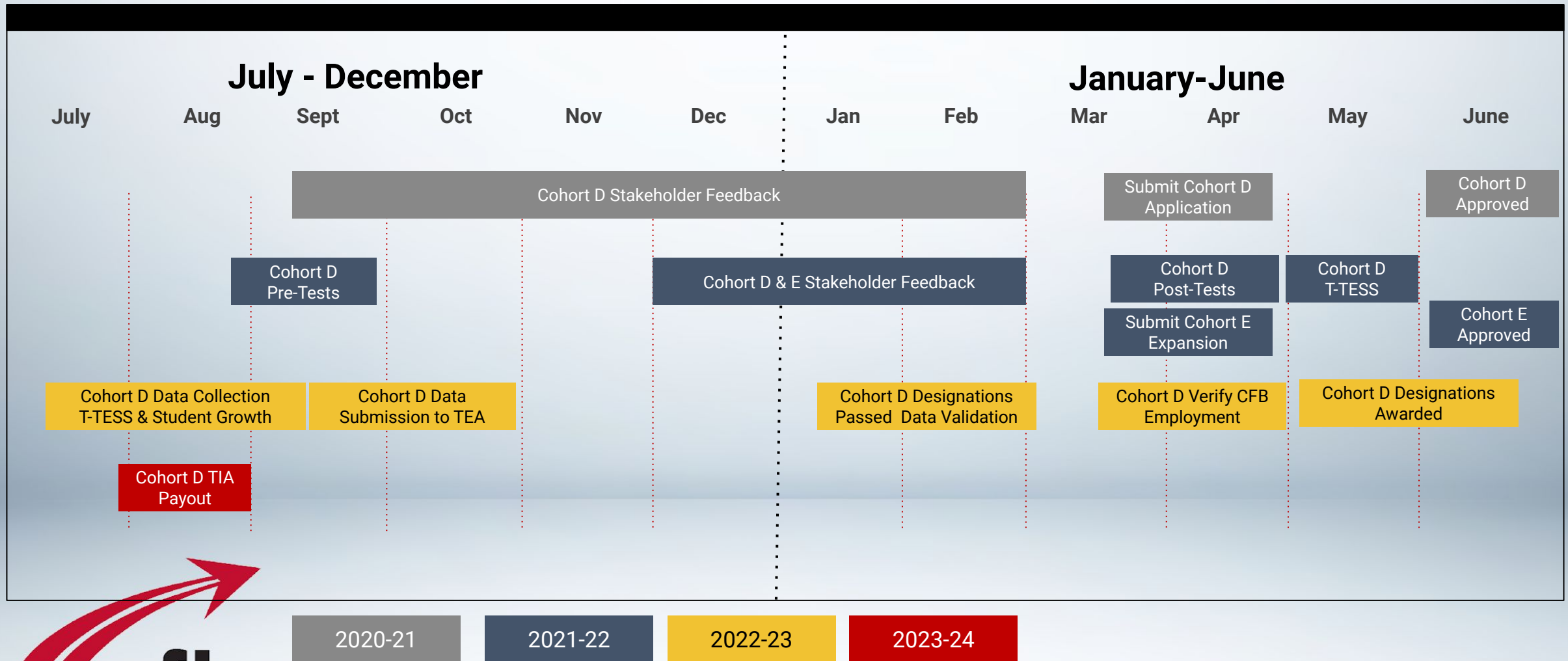
Designated Teacher	District
90%	10%

[Teacher Incentive Allotment Funding Map website](#)



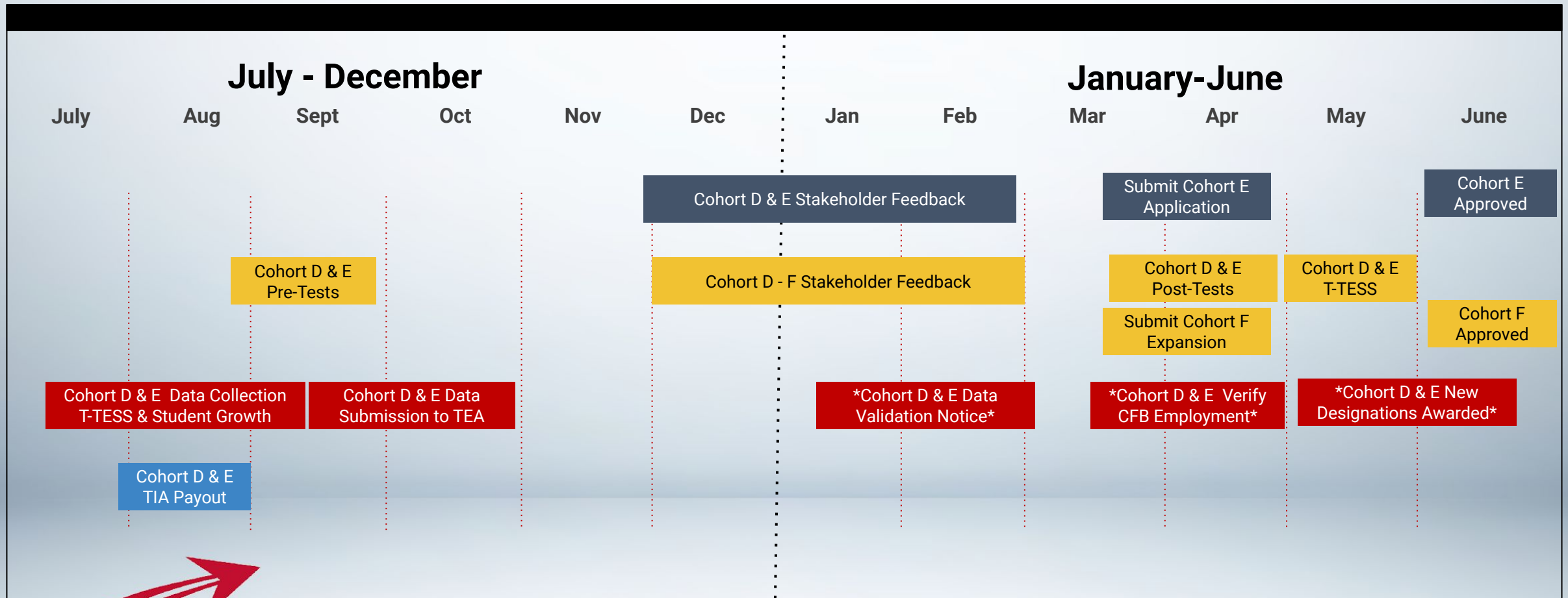
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TIA Designation & Payout Timeline: Cohort D



cfb 2020-21 2021-22 2022-23 2023-24
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TIA Designation & Payout Timeline: Cohort D & E



2021-22

2022-23

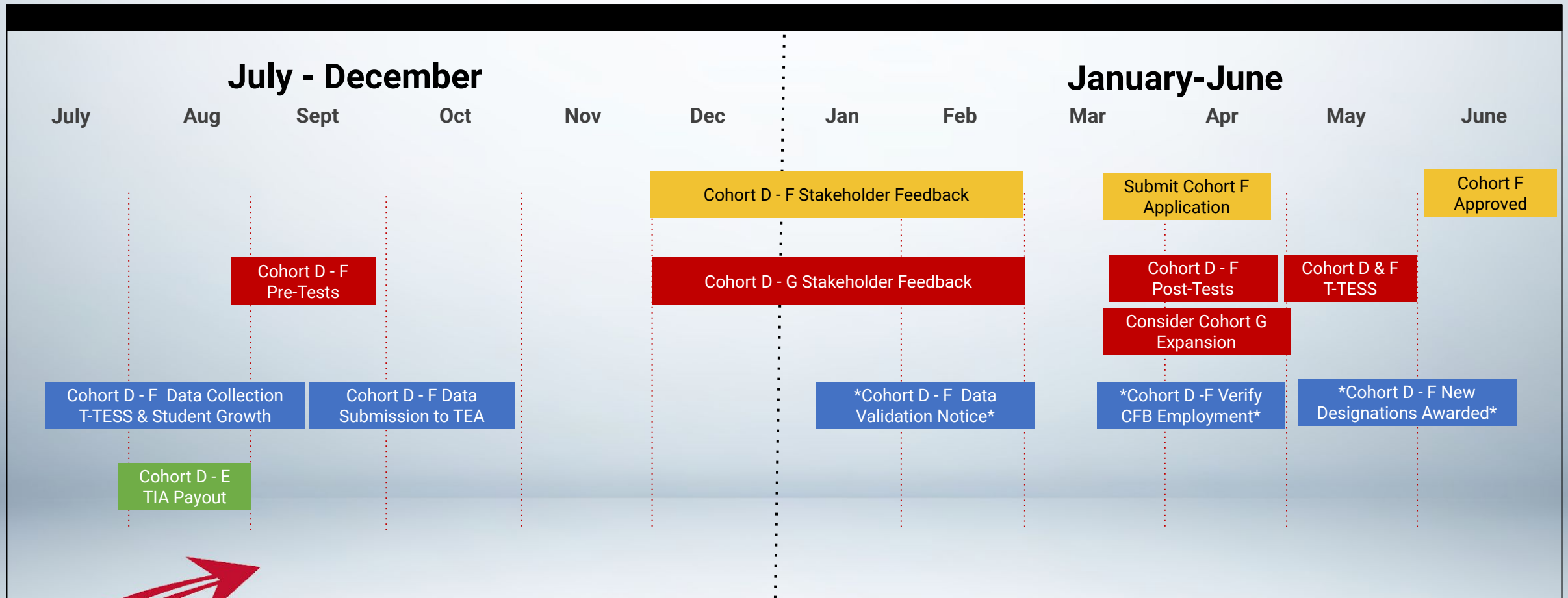
2023-24

2023-24 Based on Data Validation

2024-25

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TIA Designation & Payout Timeline: Cohort D - F



2022-23

2023-24

2024-25

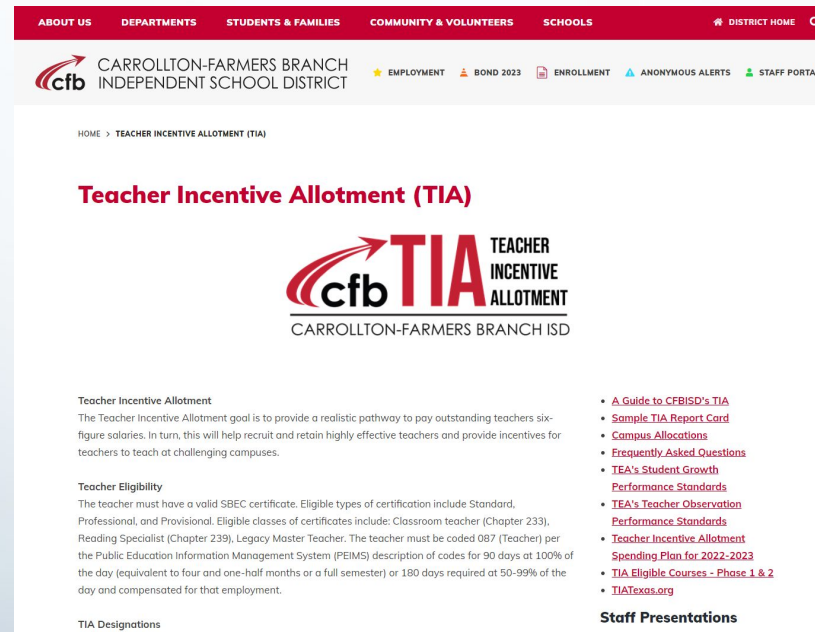
2023-24 Based on Data Validation

2024-25

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Communication

Communication



CFBISD's Teacher Incentive Website:

<https://www.cfbisd.edu/staff-portal/teacher-incentive-allotment>



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Scorecard

Teacher Name:

School Year:

Employee ID:

Campus:

Teacher Observation — T-TESS Domains 2 & 3

Domain 2			Domain 3			Total Points for Domains 2 & 3	Possible Points	Points Earned
2.1	Accomplished	4	3.1	Accomplished	4	Total Points	40	33
2.2	Accomplished	4	3.2	Accomplished	4	33		
2.3	Accomplished	4	3.3	Distinguished	5			
2.4	Accomplished	4				Average Score		
2.5	Accomplished	4				4.12		
Domain 2 Subtotal		20	Domain 3 Subtotal		13			

Criteria: All scores Proficient or Above AND received an average score ≥ 3.5 : **Yes**

Student Growth

Students Who Met Growth Target	Total # of Students Tested	Percentage	Possible Points	Points Earned
42	82	51	40	20

Criteria: A minimum of 5 eligible students received scores at BOY & EOY AND Growth Percentage is $\geq 55\%$: **No**

Teacher Leadership & Collaboration — T-TESS Domains 1 & 4

Domain 1			Domain 4			Total Points for Domains 1 & 4	Possible Points	Points Earned
1.1	Distinguished	5	4.1	Accomplished	4	33	20	17
1.2	Accomplished	4	4.2	Accomplished	4			
1.3	Accomplished	4	4.3	Accomplished	4			
1.4	Accomplished	4	4.4	Accomplished	4			
Domain 1 Subtotal		17	Domain 4 Subtotal		16			

Criteria: All scores Proficient or Above: **Yes**

Overall TIA Score: 70

Possible Designation Earned: No Designation

Teacher Name:

School Year:

Employee ID:

Campus:

Teacher Observation — T-TESS Domains 2 & 3

Domain 2			Domain 3			Total Points for Domains 2 & 3	Possible Points	Points Earned
2.1	Accomplished	4	3.1	Accomplished	4	Total Points	40	32
2.2	Accomplished	4	3.2	Accomplished	4	32		
2.3	Accomplished	4	3.3	Accomplished	4			
2.4	Accomplished	4				Average Score		
2.5	Accomplished	4				4		
Domain 2 Subtotal		20	Domain 3 Subtotal		12			

Criteria: All scores Proficient or Above AND received an average score ≥ 3.5 : **Yes**

Student Growth

Students Who Met Growth Target	Total # of Students Tested	Percentage	Possible Points	Points Earned
35	63	56	40	22

Criteria: A minimum of 5 eligible students received scores at BOY & EOY AND Growth Percentage is $\geq 55\%$: **Yes**

Teacher Leadership & Collaboration — T-TESS Domains 1 & 4

Domain 1			Domain 4			Total Points for Domains 1 & 4	Possible Points	Points Earned
1.1	Accomplished	4	4.1	Accomplished	4	32	20	16
1.2	Accomplished	4	4.2	Accomplished	4			
1.3	Accomplished	4	4.3	Accomplished	4			
1.4	Accomplished	4	4.4	Accomplished	4			
Domain 1 Subtotal		16	Domain 4 Subtotal		16			

Criteria: All scores Proficient or Above: **Yes**

Overall TIA Score: 70

Possible Designation Earned: Recognized

Example of TIA Designation Scorecard

Next Steps

- Scorecards will be accessible the week of Oct. 4-6
- Notification email will be sent to campus Principals, then the campus principal will notify teachers
- Teacher will have time to review scorecards and verify information within a 48 hour period.

Next meeting:

- A Guide to CFBISD TIA update



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New Hires

Earned a TIA designation in another Texas District?

**Contact Paige Acevedo
Personnel Services
acevedop@cfbisd.edu
972-968-6239**



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CFB's TIA District Leadership Committee

Committee Member	Role
Dr. Patty Parker	Assessment & Accountability
Daniel Herndon	Data & Technology
Dr. Maggie De La Rosa	Strategic Initiatives
Dr. Randy Davis	Human Resources
Larry Guerra	Finance
Dawn Parnell	Communications



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