



**TEACHER
INCENTIVE
ALLOTMENT**



GROW OUR OWN

TEACHER PIPELINE FABENS ISD

Miner Mentor Program
0-2 years of experience



Teacher Residents
Paid residencies for
entire year of student
teaching



**Recruiting and
Retaining
Experienced
Teachers**

**Teacher
Incentive
Allotment**



Dual Credit Credentials
Funding opportunity -
pays for their graduate
courses



High School Students

Education & Training Pathway
Teacher Assistant Certification or Associates



**Paraprofessional Teacher
Pathway Scholarship**

GROW YOUR OWN



YOUR FUTURE TEACHERS ARE
IN YOUR HIGH SCHOOL SEATS

High School Education & Training

This pathway aims to build interest in teaching among high school students, develop their foundational knowledge and skills of teaching, attract diverse and highly skilled teachers to lead Education & Training programs, and implement high-quality Education & Training courses

Teaching and Training CTE Pathway

CTE and Dual Credit Options

Leads to a Teacher Aide Certificate - Can continue to a Bachelor's Degree in Education and SBEC Certification

Future Teachers of America - Club

Teacher Stipends for two years to launch program

Degree/Certification Candidates

This pathway aims to support the transition of paraprofessionals, instructional aides, and long-term substitutes to full-time, certified teacher roles. The approach is intended to facilitate increased entry of diverse individuals into the teaching profession and to promote better long-term recruitment and retention by targeting already proven and dedicated staff who desire opportunities for advancement.

TCLASS Candidate - Must have 70 College Hours and ability to graduate in two years

El Paso Community Foundation - Fabens Scholarship \$4,500 per semester for any Fisd employee with 60 hours toward degree. This includes Alternative Certification program at UTEP - \$9,000. UTEP recently extended this to our District of Innovation Teachers as well.



Paid Teacher Residency Program

Full Year Residency with Co-teaching model

Mentor Stipends



The Miner Teacher Residency involves a full year of hands-on clinical preparation in an elementary or middle school classroom, alongside a carefully selected and trained Mentor Teacher. In addition, residents receive ongoing coaching and support from a UTEP Site Coordinator, a UTEP faculty member who is based on-site at partner campuses.

The goal of the Miner Teacher Residency is to prepare the highest-quality teachers who are Day 1-ready to meet the needs of culturally, linguistically, and economically diverse learners and to provide rigorous, high-quality learning experiences for all students.



Miner Mentor Program and TEA Mentor Program Allotment

- Differentiated Mentor support for first three years
- UTEP Site Coordinator - Office at FES
- Mentor Stipends
- New Teacher Academy



\$75,000 Allotment through 2025 - Pays for program, mentor stipends, and subs. Supplemental support from the El Paso Community Foundation and CREEED

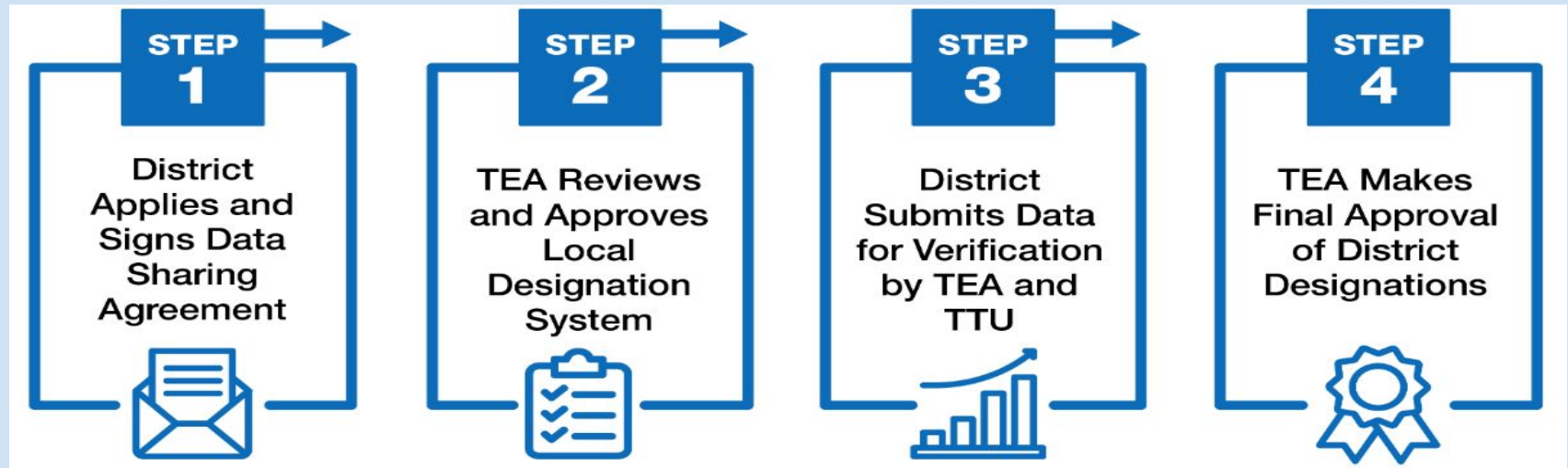
Teacher Incentive Allotment

TIA elevates the education profession by recognizing and rewarding effective teaching and incentivizing outstanding teachers to remain in the classroom and improve student outcomes. Districts use TIA funds to retain their best teachers, recruit promising new teachers, and incentivize teachers to work in high-needs schools and difficult to staff positions.

Teacher Incentive Allotment (TIA)

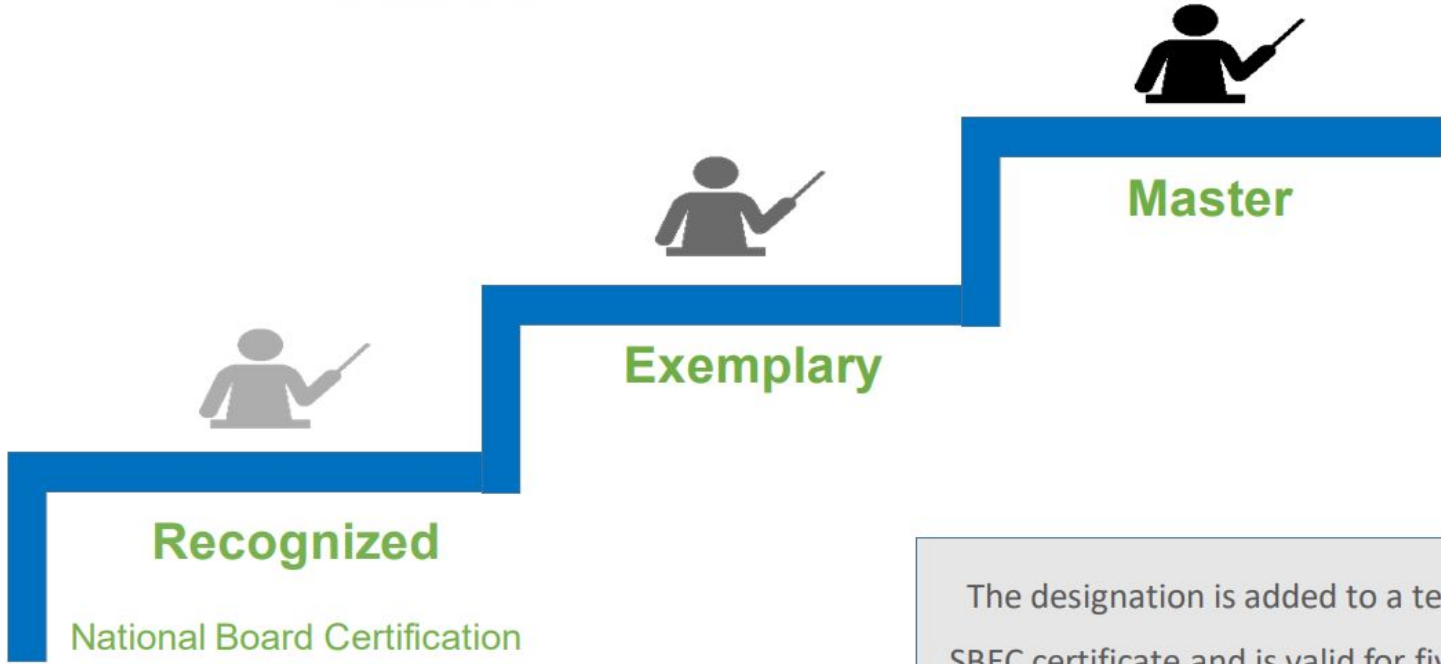


- **Rewarding Teacher Excellence in Texas**, <https://tiatexas.org>
- Created by the TX Legislature as part of HB 3 to provide a realistic pathway for top teachers to earn stipends and to help attract and retain highly effective teachers at traditionally hard-to-staff schools and districts





Teacher Incentive Allotment works in conjunction with the Local Optional Teacher Designation System



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



Fabens ISD

Master Teacher

Master level teacher designation indicates that the identified teacher has achieved a level of teacher appraisal and student growth performance that places them in a level commensurate with the top 5% of teachers statewide.



Fabens ISD

Exemplary Teacher

Exemplary level teacher designation indicates that the identified teacher has achieved a level of teacher appraisal and student growth performance that places them in a level commensurate with the top 20% of teachers statewide.



Fabens ISD

Recognized Teacher

Recognized level teacher designation indicates that the identified teacher has achieved a level of teacher appraisal and student growth performance that places them in a level commensurate with the top 33% of teachers statewide.



National Board Certification

An alternate path to a TIA recognized designation is through **National Board Certification**. National Board Certification is available in 25 certificate areas across 16 disciplines with emphasis on grade levels from PK through 12th grade. Staff interested in pursuing National Board Certification are encouraged to consult the [National Board for Professional Teaching Standards site](#) for more information.

Ms. Denise Peña provides support and resources for teachers interested in National Board Certification and district TIA funds can be used to offset up-front costs.

TIA Designation Ranges

Teacher Designation (TIA Compensation Level)	Designation Range
Recognized	\$3,000 - \$9,000
Exemplary	\$6,000 - \$18,000
Master	\$12,000 - \$32,000

Average Campus Allotment



Recognized

\$8,405



Exemplary

\$16,810



Master

\$30,017



Fabens ISD TIA

The Texas Education Agency's Teacher Incentive Allotment (TIA) program is dedicated to recruiting, supporting and retaining highly effective teachers in all schools, with particular emphasis on high-needs and rural schools. Our implementation began during the 2021-2022 school year and is ongoing with expansion applications added for 22-23 and 23-24 school years. This program provides a pathway to financially recognize top teachers and serves as a great opportunity to honor the hard work and proven success of our Fabens ISD teaching staff.

For those who earn a distinction based on both **teacher observation** and **student growth data**, it will be an **additional state stipend** completely separate from the current Fabens ISD pay structure. However, this stipend is credited in the Teacher Retirement System and will be used in retirement benefit calculations.

TIA Designation Components



District Designation System Components



Teacher Observation

- Observation based on T-TESS or locally-developed rubric
- District application must show evidence of validity & reliability



Student Performance

- Student performance measures determined by district
- District application must show evidence of validity & reliability



Optional: Additional Factors

- Districts *may* consider additional factors in making designations (e.g., **mentoring other teachers**, **student surveys**, etc.).

TEA Performance Standards

In order to be eligible for TIA designation, TEA has established performance standards for T-TESS and student growth outcomes.

Teacher Observation Standards

TIA establishes a priority emphasis on the Instruction (Domain 2) and Learning Environment (Domain 3) domains of the T-TESS evaluation. In order to be eligible for a TIA-designation, teachers must earn a rating of proficient or higher on each of the eight dimensions measured across Domains 2 and 3. In addition, based on an analysis of statewide T-TESS observation data, TEA has identified target score averages across Domains 2 and 3 of T-TESS:

- Recognized designation ≥ 3.7
- Exemplary designation ≥ 3.9
- Master designation ≥ 4.5

More information can be found in TEA's [Teacher Observation Performance Standards](#) document.



Teacher
Observation

TIA Evaluation Frequency

Evaluation of teacher eligibility for a TIA designation is considered **annually**. This means that every year a teacher in a TIA eligible assignment receives a T-TESS evaluation and has available student growth measure data, the teacher's TIA score will be calculated and the teacher has an opportunity to meet TIA eligibility:

- Teachers with an existing TIA designation **will be resubmitted for a higher designation** within their five-year valid TIA designation period if a subsequent year performance earns a higher TIA designation
- Teachers with an existing TIA designation will not be resubmitted to lower a TIA designation within their five-year valid TIA designation period.



Teacher
Observation

Student Growth Targets

TEA established these minimum expectations based on statewide performance expectations:

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

More information can be found in TEA's [Student Growth Performance Standards](#) document.



Student
Performance

Student Growth Measure

Student growth will be calculated for all students that have a designated fall and spring assessment. Student growth performance will be associated with teachers based on the following enrollment criteria:

- teacher of record at beginning of year
- teacher of record at PEIMS winter enrollment
- teacher of record at end of year



Student
Performance



Optional:
Additional
Factors

Additional Factors

Teacher Leadership - T-TESS Domain 4

Cohort D Teaching Assignments

Teaching Assignment	Growth Measure
PreK Teachers	CIRCLE Progress Monitoring System
Kindergarten - 2nd Grade Teachers	Renaissance STAR
3rd Grade Teachers	Renaissance STAR STAAR Pre/Post
4th-8th Grade Teachers	Renaissance STAR STAAR Progress Measure
EOC Algebra I and English II	STAAR Progress Measure
5th and 8th Grade Science and 8th Grade Social Studies, EOC Biology, US History, English I	STAAR Pre/Post
Advanced Placement - Academic	AP Pre/Post

Cohort D 2021-2022

- **T-TESS Evaluation Cycle**
- **Implement Growth Measures**
- **Assess progress**
- **Evaluate end of year State/AP scores**
- **By October 2022:**
 - **Gather T-TESS (all teachers) and Student Growth data (Phase 1 teachers) to submit to Texas Tech for our Data Capture Year 2021-2022**
 - **Provide Teacher Scorecards**
- **Distribute funds by August 2023 (Approved in Spring 2023!)**

Cohort E - Expansion

Teaching Assignment	Growth Measure
Grades 6-12 Band, Guitar	Recorded Portfolio
Science: 6th-7th, Chemistry, Physics Math: Geometry, Algebra II History: 6th-7th, World Geography, World History English III	Pre/Post - Progress Learning
Physical Education, PK-12	FitnessGram

Includes all Cohort D Teaching Assignments

Cohort E Implementation

- T-TESS Evaluation Cycle
- Implement Growth Measures
- Assess progress
- Evaluate end of year State/AP/ local scores
- By **October 2023**:
 - Gather T-TESS and Student Growth data to submit to Texas Tech for our Data Capture Year 2022-2023
 - Provide Teacher Scorecards
- Distribute funds by August 2024 if approved* in Spring 2024

**Data Validation occurs yearly*

Cohort F Implementation


- Added English IV and CTE-BIM II
- T-TESS Evaluation Cycle
- Implement Growth Measures
- Assess progress
- Evaluate end of year State/AP/ Local scores
- By **October 2024**:
 - Gather T-TESS and Student Growth data to submit to Texas Tech for our Data Capture Year 2023-2024
 - Provide Teacher Scorecards
- Distribute funds by August 2025 if approved* in Spring 2025

**Data Validation occurs yearly - includes Cohorts D-F*

Fully Approved Cohort D Districts

Text shown in red indicates key dates and actionable deadlines	2020-2021 School Year		2021-2022 School Year		District Approval Year 1 (2022-2023 School Year)				District Approval Year 2 (2023-2024 School Year)				District Approval Year 3 (2024-2025 School Year)				District Approval Year 4 (2025-2026 School Year)				District Approval Year 5 (2026-2027 School Year)				Continuum came from trend but cannot issue any new designations unless district is reapproved
	April-2021	June-2021	September-2021 – August-2022		September-2022	November-2022	April-2023	August-2023	September-2023	November-2023	April-2024	August-2024	September-2024	November-2024	April-2025	August-2025	September-2025	November-2025	April-2026	August-2026	September-2026	November-2026	April-2027	August-2027	
New Designations Year D1	Apply for TIA	Notified of System Approval	Data Capture Year		Retroactive Designation Start Date (contingent on approval)	Submit Designations to TTU/TEA	Notified of Approved Designations. District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 1st Year of designation.	Settle-up of Teacher Designation Year 1 & First Payment of designation year 2. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 2nd year of designation	Settle-up of Teacher Designation Year 2 & First Payment of designation year 3. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 3rd year of designation	Settle-up of Teacher Designation Year 3 & First Payment of designation year 4. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 4th year of designation	Settle-up of Teacher Designation Year 4 & First Payment of designation year 5. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 5th year of designation	Settle-up of Teacher Designation Year 5. All based on previous year February winter class roster.
New Designations Year D2			Data Capture Year						Retroactive Designation Start Date (contingent on approval)	Submit Designations to TTU/TEA	Notified of Approved Designations. District notified of calculated allotment based on teacher location from February winter class roster	Deadline to Spend allotment funds for 1st year of designation.	Settle-up of Teacher Designation Year 1 & First Payment of designation year 2. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 2nd year of designation	Settle-up of Teacher Designation Year 2 & First Payment of designation year 3. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 3rd year of designation	Settle-up of Teacher Designation Year 3 & First Payment of designation year 4. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 4th year of designation	Settle-up of Teacher Designation Year 4 & First Payment of designation year 5. All based on previous year February winter class roster.
New Designations Year D3			Data Capture Year						Retroactive Designation Start Date (contingent on approval)	Submit Designations to TTU/TEA	Notified of Approved Designations. District notified of calculated allotment based on teacher location from February winter class roster	Deadline to Spend allotment funds for 1st Year of designation.	Settle-up of Teacher Designation Year 1 & First Payment of designation year 2. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 2nd year of designation	Settle-up of Teacher Designation Year 2 & First Payment of designation year 3. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 3rd year of designation	Settle-up of Teacher Designation Year 3 & First Payment of designation year 4. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 4th year of designation	Settle-up of Teacher Designation Year 4 & First Payment of designation year 5. All based on previous year February winter class roster.
New Designations Year D4			Data Capture Year																						
New Designations Year D5			Data Capture Year																						
			Data Capture Year																						



 Text shown in red indicates key dates and actionable deadlines	2020-2021 School Year		2021-2022 School Year	District Approval Year 1 (2022-2023 School Year)			
	Designation Year	April-2021	June-2021	September-2021 - August-2022	September-2022	November-2022	April-2023
New Designations Year D1	Apply for TIA.	Notified of System Approval.	Data Capture Year	Retroactive Designation Start Date (contingent on approval)	Submit Designations to TTU/TEA	Notified of Approved Designations. District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 1st Year of designation.
New Designations Year D2				Data Capture Year			

District Approval Year 2 (2023-2024 School Year)				District Approval Year 3 (2024-2025 School Year)				District Approval Year 4 (2025-2026 School Year)				District Approval Year 5 (2026-2027 School Year)
September-2023	November-2023	April-2024	August-2024	September-2024	November-2024	April-2025	August-2025	September-2025	November-2025	April-2026	August-2026	September-2026
Settle-up of Teacher Designation Year 1 & First payment of designation year 2. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 2nd year of designation	Settle-up of Teacher Designation Year 2 & First payment of designation year 3. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 3rd year of designation	Settle-up of Teacher Designation Year 3 & First payment of designation year 4. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 4th year of designation	Settle-up of Teacher Designation Year 4 & First payment of designation year 5. All based on previous year February winter class roster.
Retroactive Designation Start Date (contingent on approval)	Submit Designations to TTU/TEA	Notified of Approved Designations. District notified of calculated allotment based on teacher location from February winter class roster	Deadline to Spend allotment funds for 1st Year of designation.	Settle-up of Teacher Designation Year 1 & First payment of designation year 2. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 2nd year of designation	Settle-up of Teacher Designation Year 2 & First payment of designation year 3. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 3rd year of designation	Settle-up of Teacher Designation Year 3 & First payment of designation year 4. All based on previous year February winter class roster.
Data Capture Year				Retroactive Designation Start Date (contingent on approval)	Submit Designations to TTU/TEA	Notified of Approved Designations. District notified of calculated allotment based on teacher location from February winter class roster	Deadline to Spend allotment funds for 1st Year of designation.	Settle-up of Teacher Designation Year 1 & First payment of designation year 2. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 2nd year of designation	Settle-up of Teacher Designation Year 2 & First payment of designation year 3. All based on previous year February winter class roster.
				Data Capture Year				Retroactive Designation Start Date (contingent on approval)	Submit Designations to TTU/TEA	Notified of Approved Designations. District notified of calculated allotment based on teacher location from February winter class roster	Deadline to Spend allotment funds for 1st Year of designation.	Settle-up of Teacher Designation Year 1 & First payment of designation year 2. All based on previous year February winter class roster.

Retroactive

TEACHER INCENTIVE ALLOTMENT

Fabens ISD Scorecard

TEACHER NAME:		TEACHER ID:	
PARTICIPATION ELIGIBILITY CHECKLIST			
	Employee Role is 087 PEIMS-Coded Classroom Teacher		
	Cohort D Eligible Teaching Assignment – Assigned complete school year 2021-2022		
	T-TESS Observation Cycle (End of Year)		
	Met Minimum Number of Students for Growth Calculation		
Does the teacher meet the eligibility requirements?			

PERFORMANCE COMPONENTS			
TEACHER OBSERVATION COMPONENT	Performance Standards: Recognized - 3.7, Exemplary – 3.9, Master – 4.5		
	SCORE	POINTS POSSIBLE	POINTS EARNED
T-TESS Average of Domains 2 & 3 (X10)		50	

STUDENT GROWTH COMPONENT	Performance Standards: Recognized – 55%, Exemplary – 60%, Master – 70%		
	SCORE	POINTS POSSIBLE	POINTS EARNED
Percentage met Student Growth (x.4)		40	

TEACHER LEADERSHIP COMPONENT			
	SCORE	POINTS POSSIBLE	POINTS EARNED
T-TESS Average of Domain 4 (x2)		10	

Minimum thresholds to achieve the final designation labels:

	TOTAL SCORE	OBSERVATION SCORE	STUDENT GROWTH SCORE
Recognized	66	3.3	50%
Exemplary	70.8	3.6	60%
Master	82	4	70%

Notes:

- For more information about score calculations, access the TIA webpage at fabensisd.net.
- *TIA scores and designation determinations have been submitted to Texas Tech for validation. If the district does not pass data validation, NO designations can be conferred. Final designations will be conferred by TEA in the Spring of 2023.

FINAL SCORE and DESIGNATION		
-----------------------------	--	--

TEACHER INCENTIVE ALLOTMENT

Fabens ISD Scorecard

TEACHER NAME:

TEACHER ID:

PARTICIPATION ELIGIBILITY CHECKLIST

	Employee Role is 087 PEIMS-Coded Classroom Teacher
	Cohort D Eligible Teaching Assignment – Assigned complete school year 2021-2022
	T-TESS Observation Cycle (End of Year)
	Met Minimum Number of Students for Growth Calculation
Does the teacher meet the eligibility requirements?	

PERFORMANCE COMPONENTS

TEACHER OBSERVATION COMPONENT	Performance Standards: Recognized - 3.7, Exemplary – 3.9, Master – 4.5		
	SCORE	POINTS POSSIBLE	POINTS EARNED
T-TESS Average of Domains 2 & 3 (X10)		50	

STUDENT GROWTH COMPONENT	Performance Standards: Recognized – 55%, Exemplary – 60%, Master – 70%		
	SCORE	POINTS POSSIBLE	POINTS EARNED
Percentage met Student Growth (x.4)		40	

TEACHER LEADERSHIP COMPONENT			
	SCORE	POINTS POSSIBLE	POINTS EARNED
T-TESS Average of Domain 4 (x2)		10	

Minimum thresholds to achieve the final designation labels:

	TOTAL SCORE	OBSERVATION SCORE	STUDENT GROWTH SCORE
Recognized	66	3.3	50%
Exemplary	70.8	3.6	60%
Master	82	4	70%

Notes:

- For more information about score calculations, access the TIA webpage at fabensisd.net.
- *TIA scores and designation determinations have been submitted to Texas Tech for validation. If the district does not pass data validation, NO designations can be conferred. Final designations will be conferred by TEA in the Spring of 2023.

FINAL SCORE and DESIGNATION

THANK YOU
TEACHERS

