

TIA Designations: A Teacher's Guide



Why did I get designated?

The Teacher Incentive Allotment (TIA) elevates the education profession by providing districts with systems and funding to:

- recruit promising new teachers,
- retain their best teachers, and
- incentivize teachers to work in high-needs schools and difficult to staff positions.

TIA is built to provide lasting funds for outstanding Texas teachers to remain in the classroom and improve student outcomes.

Our designation system identified you as a highly effective educator. TIA provides Brownsville ISD with the means to reward you with extra compensation.

How did I get designated?



- 1. A teacher needs to score a 3 (proficient) or higher in every T-TESS Dimension.
- 2. Average of Domains 2/3
(Subject to Texas Tech Validation Process)

Recognized	3.7* or Top 33%
Exemplary	3.9* or Top 15%
Master	4.5* or Top 5%

*Cut points are subject to change



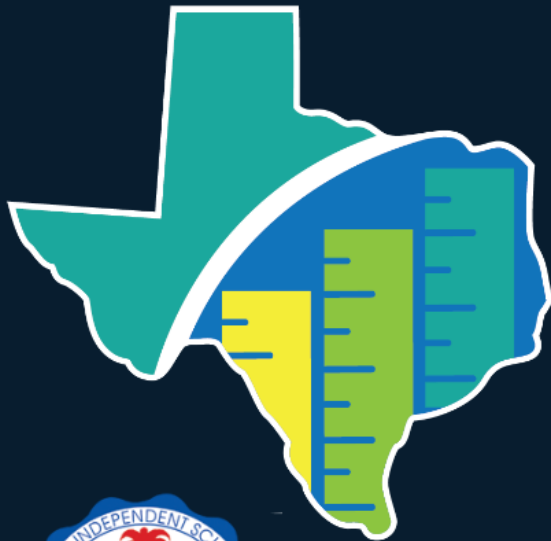
The Sum of Met and Exceeded Expectation.
(Subject to Texas Tech Validation Process)

Recognized	55%* or Top 33%
Exemplary	60%* or Top 15%
Master	70%* or Top 5%

*Cut points are subject to change

2022-2023 School Year Data

...view the video...



2023-2024

**DETERMINING A
TEACHER'S TIA FINAL
DESIGNATION LEVEL**

BISD TEACHER INCENTIVE ALLOTMENT





THE THREE TIERS OF TIA DESIGNATIONS



\$3K-\$9K

Recognized Designations
represent the top 33% of
Texas teachers



\$6K-\$18K

Exemplary Designations
represent the top 20% of
Texas teachers



\$12K-\$32K

Master Designations
represent the top 5% of
Texas teachers

**DESIGNATIONS ARE EFFECTIVE FOR FIVE YEARS.
2023-2024 WILL COUNT AS YEAR ONE.**




TIA DESIGNATION ON A TEACHER'S TEXAS EDUCATOR CERTIFICATE

- By the end of May and once the designation becomes official because the teacher met the two statutory requirements, the official TIA Designation will appear on a teacher's Texas Educator Certificate along with the designation expiration date.

Statutory Requirements:

- The designated teacher is reported as a 087 teacher Role ID in Class Roster Winter Submission.
- The designated teacher was employed by the district for a creditable year of service.



Designated
**MASTER
TEACHER**
Through 07/31/2024

Texas Educator Certificate

This certifies that

Alma Marie Salazar

*has fulfilled requirements of state law and regulations of the
State Board for Educator Certification
and is hereby authorized to perform duties as designated below:*

STANDARD			
Description	Effective Date	Expiration Date	Status
Classroom Teacher			
English Language Arts and Reading Grades (4-8)	08/01/2023	07/31/2029	Valid
Principal			
Principal Grades (EC-12)	08/01/2023	07/31/2029	Valid

PROVISIONAL			
Description	Effective Date	Expiration Date	Status
Elementary History Grades (1-8)	07/06/1997	Life	Valid
Elementary Early Childhood Education Grades (PK-6)	07/06/1997	Life	Valid
Elementary Self-Contained Grades (PK-6)	07/06/1997	Life	Valid
Bilingual/ESL-Spanish Grades (PK-8)	08/09/1997	Life	Valid

Official Record of Certification

Thursday, March 14, 2024

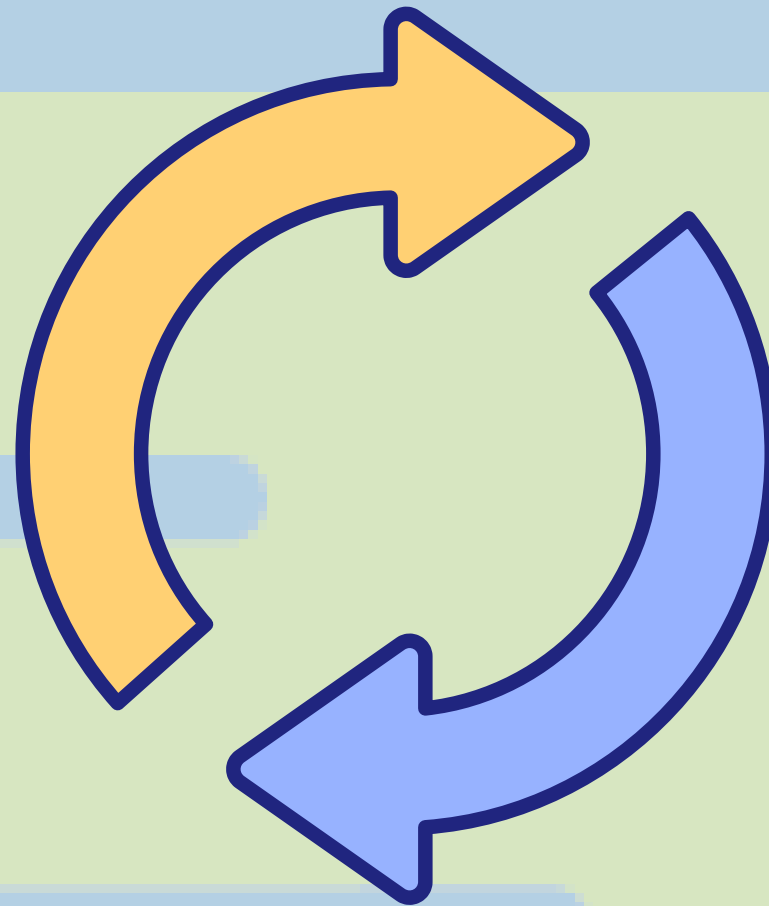
What is the timeline?



The TIA Two-Year Cycle

Year 1
(2022-2023)

Data Capture
Year



Year 2
(2023-2024)

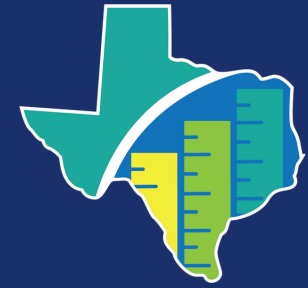
Data Submission
and
Designation Year



A teacher must be employed with the same district as a teacher for two consecutive years.



Designation vs Generating the Allotment



Year 1 - Designation Year

Previous year T-TESS and SLO Scores are sent to Texas Tech/TEA for validation.

Be employed as a teacher with the district who submitted your name for designation.

Designations have to be approved by TEA.

Meet two statutory requirements:

- The designated teacher is reported as a 087 teacher Role ID in Class Roster Winter Submission.
- The designated teacher was employed by the district for a creditable year of service.

Years 2-5 - Generating the \$

You do not have to go through the validation process, but you do have to meet the two statutory requirements to generate allotment (\$) each year.

- The designated teacher is reported as a 087 teacher Role ID in Class Roster Winter Submission.
- The designated teacher was employed by the district for a creditable year of service.

The designation is effective for five years, but you have to earn/generate the allotment (\$) each year.

Winter Class Roster Snapshot - Last Friday in February

Whichever school you are assigned to at the WCR Snapshot will be the campus where you generate the allotment. You must be employed as a teacher on that date to be reported to PEIMS with a 087 teacher Role ID.



FIVE YEARS OF DESIGNATION - BISD 1ST ROUND OF APPROVALS



2022-2023	Data Capture Year	Winter Class Roster Snapshot	Estimated Month of Payout [^]
2023-2024	Year 1	Friday, Feb. 23, 2024	Lump Sum June 2024 ^{^*}
2024-2025	Year 2	Friday, Feb. 28, 2025	June or July 2025 ^{^*}
2025-2026	Year 3	Friday, Feb. 27, 2026	June or July 2026 ^{^*}
2026-2027	Year 4	Friday, Feb. 26, 2027	June or July 2027 ^{^*}
2027-2028	Year 5	Friday, Feb. 25, 2028	June or July 2028 ^{^*}

***The educator must provide classroom [front-facing] instruction (PEIMS Code 087) at the time of the winter class roster snapshot AND earn a creditable year of service.**

^Subject to Change. The district will give designated teachers advance notice of type of payment and date. The district is allowed to pay out the allotment by August of each year.

How much money will I generate?



2023-2024 Allotment Amounts

Allotments are re-calculated annually by TEA and released in mid-April of each school year.

VETERANS MEMORIAL EARLY COLLEGE H S

2022-2023
Amounts

BROWNSVILLE ISD, ESC Region 1

Campus Enrollment 2,172

Grades Offered 09-12



Campus Allotment -
Recognized \$4,783



Campus Allotment -
Exemplary \$9,567



Campus Allotment -
Master \$17,945

EXAMPLE

“Allotments will
change each year
because the
population of the
campus changes on a
yearly basis.”

“TIA prioritizes
high-needs campuses
as measured by the
percentage of students
who are reported as
economically
disadvantaged.”

PORTER EARLY COLLEGE H S

2022-2023
Amounts

BROWNSVILLE ISD, ESC Region 1

Campus Enrollment 1,814

Grades Offered 09-12



Campus Allotment -
Recognized \$8,054



Campus Allotment -
Exemplary \$16,108

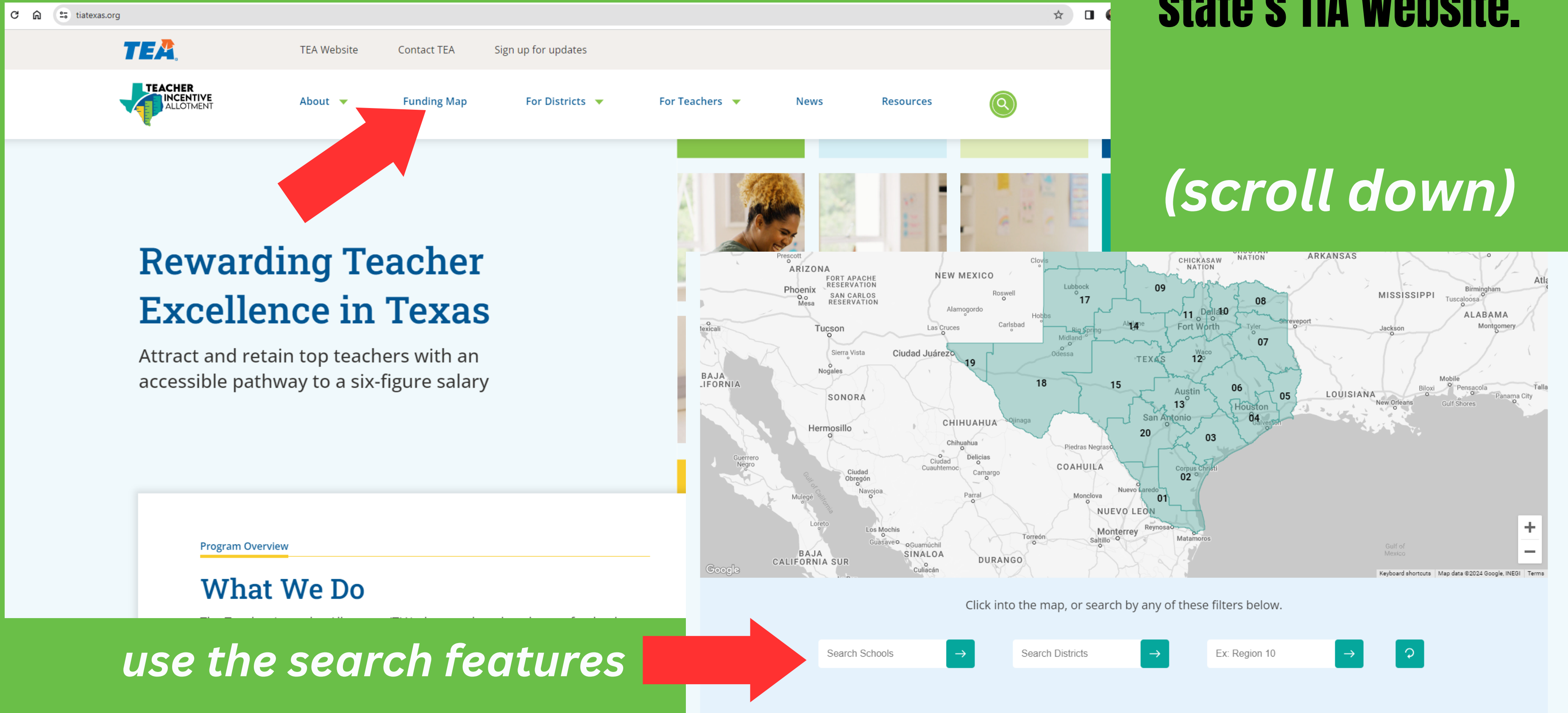


Campus Allotment -
Master \$28,847

www.tiatexas.org
click on Funding Map

Allotment amounts are released mid-April on the state's TIA Website.

(scroll down)

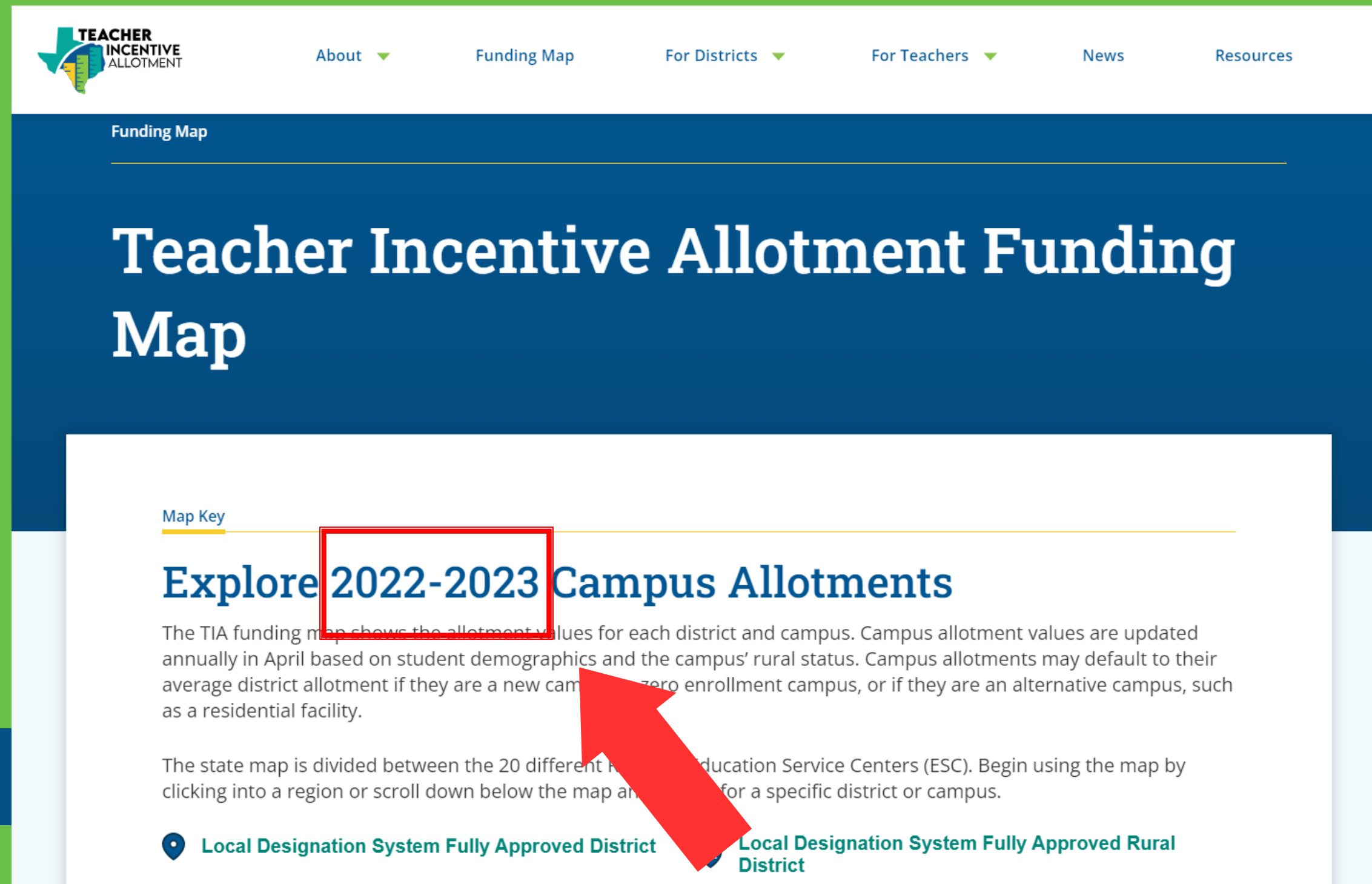


PLEASE NOTE: As of March 17, 2024

The allotment amounts on the TIA website are last year's allotment amounts.

The amounts are not current and will be updated in mid-April.

The new amounts will be listed as the “2023-2024 Campus Allotments.”



TEACHER INCENTIVE ALLOTMENT

About Funding Map For Districts For Teachers News Resources

Funding Map

Teacher Incentive Allotment Funding Map

Map Key

Explore 2022-2023 Campus Allotments

The TIA funding map shows the allotment values for each district and campus. Campus allotment values are updated annually in April based on student demographics and the campus' rural status. Campus allotments may default to their average district allotment if they are a new campus, a zero enrollment campus, or if they are an alternative campus, such as a residential facility.

The state map is divided between the 20 different Regional Education Service Centers (ESC). Begin using the map by clicking into a region or scroll down below the map and click for a specific district or campus.

Local Designation System Fully Approved District Local Designation System Fully Approved Rural District



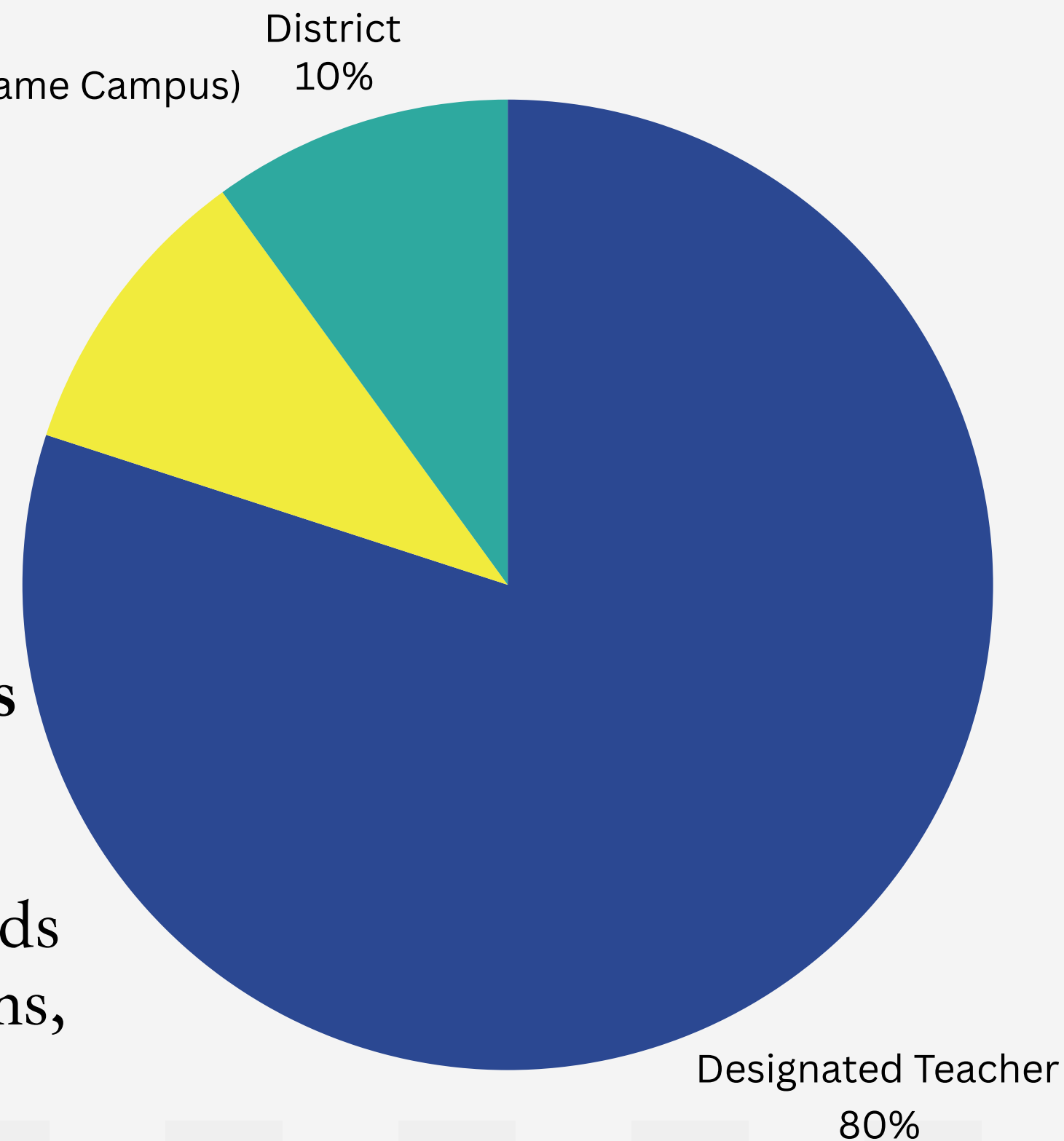
BISD COHORT D SPENDING PLAN

Cohort D Spending Plan (BISD Compensation Handbook Page 44)

80% - Designated Teacher

10% - Divided Equally Among Non-Designated Teachers
at the same school of the Designated Teacher

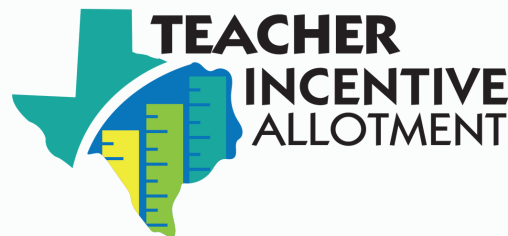
10% - TEA allocates 10% of each designated teacher's funds
to the **district** to be reinvested for personnel, data platforms,
and professional development.





AN EARLY COLLEGE DISTRICT
BROWNSVILLE
INDEPENDENT SCHOOL DISTRICT

**May 2024
Congratulatory Letter!**



In early May of 2024, all TIA Designated Teachers will receive a congratulatory letter from BISD.

In late May of 2024, an e-mail from the Texas Education Agency will be sent to all TIA Designated Teachers with general information.

The official congratulatory letter from BISD will contain:

**Exact Allotment Amounts
Payment Details (Tax/TRS Information)
Lump Sum Payment Date**

Frequently Asked Questions



Frequently Asked Questions



Is it possible for a teacher to move up a designation level?



Teachers at the Master Level cannot move up any higher.

Teachers at the Recognized and Exemplary Level are able to move up depending on the their T-TESS and SLO scores. If approved, their five-years would start over; however all designation are subject to validation by Texas Tech/TEA.

Frequently Asked Questions



Is it possible for a teacher to move down a designation level ?



No.

Once a teacher is designated and the designation is officially placed on their teaching certificate, a teacher cannot move down designation levels.

Frequently Asked Questions



**Can a teacher's designation
get voided/removed by
TEA?**



Yes, see below.

- A teacher has not fulfilled all designation requirements.
- The teacher is listed in the Texas Do Not Hire registry.
- The designated teacher's certificate issued by the SBEC is in a sanction status. Note: Certificate sanctions result in automatic designation revocation. If the sanction is lifted, the designation may be reinstated to the original expiry date.
- The designating district or charter school's designation system was voided.
- The National Board for Professional Teaching Standards revokes a National Board Certification that provided the basis for a teacher's designation.
- At the discretion of the Commissioner of Education.

Frequently Asked Questions



If a teacher retires, will they still receive the allotment payout?



Depends, please read below.

If the teacher generates the allotment by being employed as a teacher at the Winter Class Roster Snapshot and earns a creditable year of service, the allotment will be sent to the district. The teacher will be paid out using the last known direct deposit account number.

If the teacher is not employed at the WCR and/or does not earn a creditable year of service, the allotment will not be generated or paid out.

Frequently Asked Questions



If a teacher retires and comes back to substitute, can they still generate the allotment?



No.

The educator must be employed as a teacher.

Frequently Asked Questions



If a teacher decides to leave Brownsville ISD will their allotment still be sent to BISD?



No.

After YEAR 1, the designation and allotment follows the educator anywhere in Texas.

Frequently Asked Questions



If a teacher decides to move into a non-teaching role (i.e. counselor, AP, etc.), will they lose the designation after it has been issued on the teaching certificate?



No, but they will not generate an allotment and therefore not get paid the TIA amount.

If after YEAR 1 the teacher moves to a non-teaching role, but then returns before the five years are over, they will be able to generate an allotment*.

***Must meet statutory requirements.**

Frequently Asked Questions



If a teacher moves to a different school(s) during the year, how will the allotment amount get determined?



The school where the teacher is assigned to at the Winter Class Roster Snapshot date (the last Friday in February of that school year) will determine where the employee's allotment will be generated.

Frequently Asked Questions



Does FMLA count towards the creditable year of service?



Yes.

Any type of paid-leave where the teacher continues to be employed and paid as a teacher counts towards the creditable year of service.

However, the designation can be voided if an educator's certificate is sanctioned.

Frequently Asked Questions



Is the TIA Allotment TRS eligible?



Yes.

If you are near retirement, you will want to speak with a TRS representative to see exactly how much of a positive impact the allotment will have on your top five-year average. Please wait until May to see exactly how much the 80% will amount to.

HB 1416 AND THE TIA DESIGNATED TEACHER





HB 1416 AND THE TIA DESIGNATED TEACHER

Frequently Asked Questions

HB 1416 (88R)



TEXAS LEGISLATURE
88th Legislative Session

A. General Accelerated Instruction Questions

1. What are the Accelerated Instruction requirements in Texas?

Texas law requires all students who do not achieve approaches or higher on STAAR grades 3–8 or EOC assessments be provided accelerated instruction. These requirements - modified by HB 4545 (87R) and recently updated with the passage of HB 1416 (88R) - state that qualifying students must be

- *Assigned a TIA-designated teacher for the subsequent school year in the applicable subject area;*
 - *OR*
- *Provided supplemental instruction, in addition to instruction typically provided to students in the grade levels in which they are enrolled and including targeted instruction in the Texas Essential Knowledge and Skills (TEKS) for the applicable grade levels and subject areas, ideally aligned with the research on high impact tutoring in the following manner:*
 - *Supplemental instruction totals to not less than 15 or 30 hours, depending on student performance, provided in the summer or at least once per week during the school year;*
 - *In no more than two subjects per year, prioritizing math and reading language arts (RLA);*
 - *In a group of no more than four students, unless the parent or guardian of each student in the group authorizes a larger group;*
 - *Designed to assist the student in achieving satisfactory performance in the applicable grade level and subject area and includes effective instructional materials designed for supplemental instruction;*
 - *Provided by a person with training in the applicable instructional materials for the supplemental instruction and provided by one person, to the extent possible, for the entirety of the accelerated instruction.*



HB 1416 AND THE TIA DESIGNATED TEACHER

14. If a student did not perform satisfactorily and is assigned a TIA-designated teacher in the applicable subject area to meet HB 1416 (88R) accelerated instruction requirements and the teacher leaves mid-year, does the student need to receive additional accelerated instruction hours? What if the teacher leaves before the end of the semester?

New
8.31.23

No, if a student has received a semester of instruction from a TIA-designated teacher in the applicable subject area, that instruction would satisfy the requirements outlined in amended TEC, Sec. 28.0211.

If the teacher leaves prior to the end of the semester, then the student may need to receive additional support as determined by below grade level performance on formative assessments and/or other data indicators. LEAs will need to communicate to parents/guardians the amount of instruction needed (as needed, based on formative assessments and/or other data indicators) due to the absence of the TIA teacher prior to the end of the semester.

THIS WILL BE COVERED BY YOUR CAMPUS ADMINISTRATORS IN THE FUTURE.

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Staff

COVID-19

Human Resources



The Human Resource Department is committed to providing high quality operations with integrity, responsiveness, and sensitivity to the employees, the community, and our students, by assessing their changing needs and providing information and expertise while continuously improving Human Resources.

Upload electronic documents in your Tasks (Contract, Letter of Assurances, Acknowledgement Form etc.)

- Available Forms (Certifications - upload certificate or license), Change of Personal Data Form, Notice of Resignation/Separation Form, when resigning or retiring, Personnel File Request Form, Transcription of Employment)

THANK YOU

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HUMAN RESOURCES

