



Santa Maria ISD

Teacher Incentive Allotment

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Texas Education Agency's Purpose for Teacher Incentive Allotment (TIA)

- ❑ The state of Texas wants to compensate the state's top teachers and wants to have a realistic path to get these teachers to a \$100,000 annual salary.
- ❑ This will help attract and keep effective teachers in the classroom and working in the most challenged campuses.
- ❑ The plan is to designate our state's top teachers (About 33%) into three categories: Recognized, Exemplary, and Master. These teachers will be compensated according to their designation.
- ❑ To get designated, teachers must show excellence in teaching practices and in helping their students show academic growth.

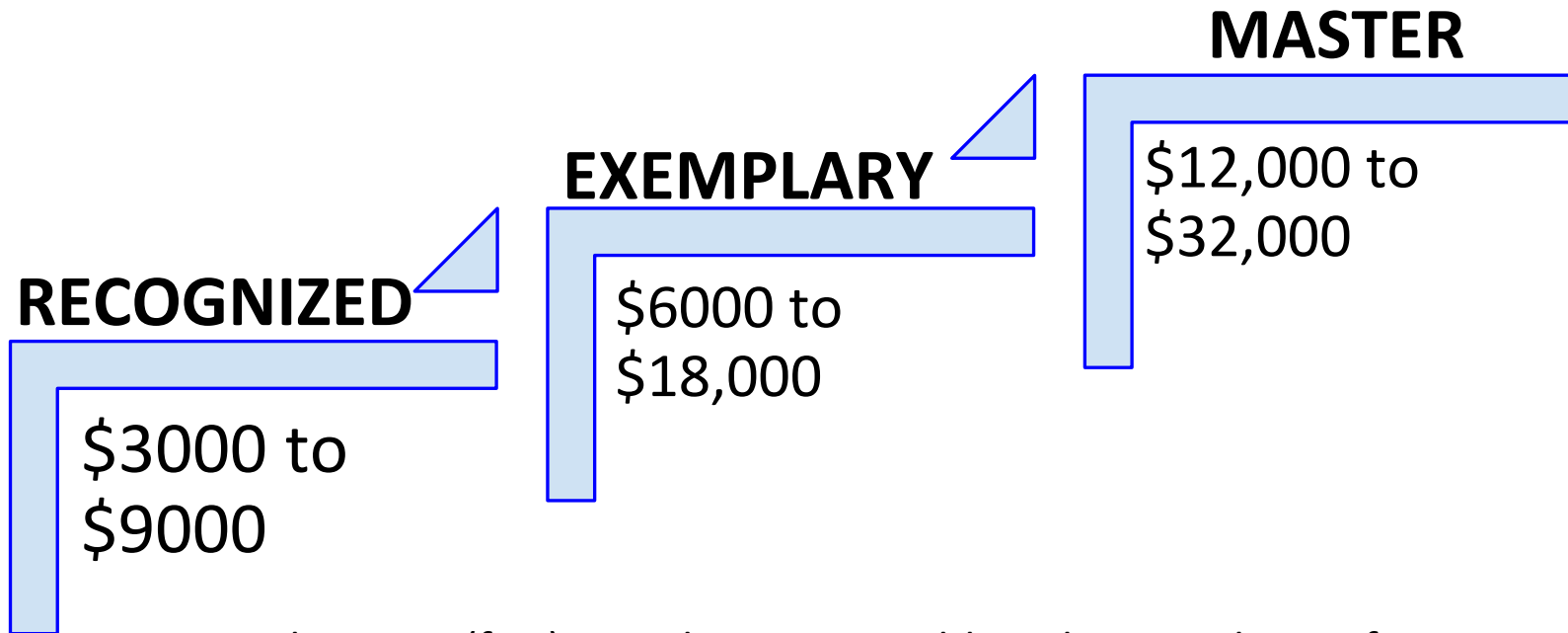


Key Points of the TIA

- There will be three TIA designations on the SBEC Teacher's Certificate: Master, Exemplary, and Recognized.
- This is a 5 (five) year designation, although it can change from year to year.
- Teacher designations can change from year to year based on the T-TESS evaluation and Student Growth Measure. Teacher Certificates will be updated as needed.
- School districts are eligible to receive \$3,000 - \$32,000 annually per designated teacher.
- Increased funding is available for designated teachers in high-needs and/or rural campuses.



Funding Designations



- This is a 5 (five) year designation, although it can change from year to year based on the T-TESS evaluation and Student Growth Measure.
- Funding varies based on a school's socio-economic need and rural status.

Actual Funding of TIA Designation

TG Elementary (101)

Recognized - \$ 8,772.45

Exemplary - \$17,544.89

Master - \$31,241.49

Middle School (042)

Recognized - \$ 8,844.83

Exemplary - \$17,689.66

Master - \$31,482.76

High School (001)

Recognized - \$ 8,860.66

Exemplary - \$17,721.31

Master - \$31,535.52

Options (007)

Recognized - \$ 9,000.00

Exemplary - \$18,000.00

Master - \$32,000.00

<https://tiatexas.org/about-teacher-incentive-allotment/funding-allocations-map/>

Teacher Incentive Allotment to Teachers (90%)

TG Elementary (101)

Recognized - \$ 7,895.21

Exemplary - \$15,790.40

Master - \$28,117.34

Middle School (042)

Recognized - \$ 7,960.35

Exemplary - \$15,920.69

Master - \$28,334.48

High School (001)

Recognized - \$ 7,974.59

Exemplary - \$15,949.18

Master - \$28,381.97

Options (007)

Recognized - \$ 8,100.00

Exemplary - \$16,200.00

Master - \$28,800.00

NOTE: Teacher Incentive Allotment will be part of TRS

<https://tiatexas.org/about-teacher-incentive-allotment/funding-allocations-map/>

How do the designations work?



The designation of each teacher will start during the 2021-2022 school year and will be based on the T-TESS (75%) and SLO evaluation (25%).



Central Administration will be reviewing each designation for validity and reliability among the different campuses at the end of the 2021-2022 school year. TEA estimates that about 33% of state teachers will earn a designation which includes about 5% receiving a Masters Designation and about 15% receiving an Exemplary Designation.



Once the designations are approved by the school district at the end of the 2021-2022 school year, they will then be submitted to the Texas Education Agency (TEA) and Texas Tech University for review and final approval.

Financial Implications for 2022—2023 School Year

- ❑ Santa Maria ISD will need to pay a \$500 fee to TEA in the Fall of 2022 for each teacher designation—**the fee will be reimbursed in the Fall of 2023.**
 - ❑ **About 20 teachers X \$500 = \$10,000**
- ❑ Santa Maria ISD will need to pay the Teacher Incentive Allotment compensation to designated teachers at the end of school year 2022-2023—**the TIA teacher compensation will be reimbursed in the Fall of 2023.**
 - ❑ **About 20 teachers X \$16,000 = \$ 320,000**
- ❑ School Year 2023-2024 – **The district will receive the district-level funds from TEA to continue compensating educators who were designated in the initial phase of TIA.** Santa Maria ISD will continue to budget for new or additional teachers who qualify for a teacher designation.
- ❑ **2022-2023 Budget will need to include about \$350,000 for Teacher Incentive Allotment. An exact amount will be determined at the end of the 2021-2022 school year.**

Santa Maria ISD—Timeline

- **School Year 2020-2021** – Develop and submit the Teacher Incentive Plan to TEA by April 15, 2021.
- **June 2021** – System Application Result Notification.
- **School Year 2021-2022** – SMISD teachers are considered for a designation based on state and local criteria – T-TESS and SLO.
- **School Year 2022-2023**
 - Fall 2022: Teacher designation data will be sent to TEA and Texas Tech University for review and approval.
 - February 2023: SMISD will receive Final Approval Notification and teacher designations are added to the teacher’s certificate.
 - April 2023: TEA will issue the determination of system approval to SMISD.
- **End of School Year 2022-2023** – the district will compensate teachers based on their designation and district approved plan for TIA using district funds. Compensation will also be based on the Winter Class Roster (February) and the teacher must work in the district at least 90 days during the school year.
- **Fall of 2023**—SMISD will receive reimbursement for district funds used to pay teachers who qualified for the TIA at the end of 2022-2023 school year.
- **School Year 2023-2024** – the district will receive district-level funds from TEA to continue compensating educators