

# TEACHER INCENTIVE ALLOTMENT (TIA)

2020-2021

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SANTA MARIA INDEPENDENT SCHOOL DISTRICT

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# House Bill 3 Introduction

- House Bill 3 was introduced at the 86<sup>th</sup> Texas Legislature in 2019 and was signed by Texas Governor Greg Abbott. This bill provides more money for Texas classrooms, increases teacher compensation, reduces recapture and cuts local property taxes for Texas taxpayers.
- HB 3 is one of the most transformative Texas education bills in recent history.
- This includes money to give teacher raises.
- This includes funding of a full day Pre-K educator for eligible four (4) year old children.

# What is the strategic priority?

- The strategic priority is to:
  - Recruit, support, and retain teachers and principals
  - Build a foundation of reading and math
  - Connect high school to career and college
  - Improve low-performing schools
  - This is where districts and teachers will receive greater funding for designated teachers who work in rural schools and/or high needs campus depending on socio-economic need if each student (comp-ed students or Tier 1 to Tier 5)
  - 90% of funding must be used for teacher compensation on the campus where the teacher is employed and 10% is for local use as approved
  - Contribution for TRS is a local decision, it may come from the 90%

# What does this enable?

- This enables the district:
  - Increase transparency, fairness, and rigor in district and campus academic and financial performance.
  - Ensure compliance, effectively implement legislation and inform policymakers
  - Strengthen organizational foundations (resource efficiency, culture, capabilities, partnerships)

# Theory of Action

- “In addition to helping attract and keep their effective educators in the classroom, public schools implementing these systems would be able to identify their more effective educators and then provide incentives for them to teach at their most challenged campuses, increasing the equitable distribution of effective educators.”
  - Texas Commission on Public School Finance

# Why is Santa Maria ISD participating?

- The school district administration of Santa Maria is dedicated and determined to retain our current educators and recruit educators who will honor the same measures to our district students.
- The goals is to improve educator performance and to improve student achievement.
- All four campuses at Santa Maria ISD are eligible to participate.

# Student Equity Challenges

- Economically disadvantaged students are more likely to be taught by inexperienced teachers
  - 74% Intern/Probationary
  - 67% Standard (3 or fewer years)
  - 62% Standard (4 or more years)

# What do Teachers need to be successful?

- Teachers need adequate and sustainable funding source
- Teachers need inter-rater reliability and use multiple measures including student growth. Teachers must have a fair, balanced process
- Teachers need professional collaboration, this applies to all teachers
- Teachers may not need a financial incentive, but it can keep them in the classroom longer

# Key Points of the TIA

- There are three new designations on the SBEC Certificate (Master, Exemplary, and Recognized)
- This is a 5 (five) year designation
- Teacher designation can change from year to year based on the T-TESS evaluation and Student Growth measure. Certificate will be updated as needed.
- School districts are eligible to receive \$3-32,000 annually per designated teacher
- Greater funding for designated teachers on high-needs and/or rural campuses

# Funding per Designation

- Recognized - \$3 – 9K
- Exemplary - \$6 – 18K
- Master - \$12 – 32K
  
- Funding factors
  - Designation of each teacher  
(Master, Exemplary, Recognized)
  - School's socio-economic need
  - School's rural status

# Actual Funding of TIA Designation

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- 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
- Exemplary - \$18,000
- Master - \$32,000

# State Standards on Student Growth

- Recognized Teacher
  - 55% of students meet or exceed expected growth
- Exemplary Teacher
  - 60% of students meet or exceed expected growth
- Master Teacher
  - 70% of students meet or exceed expected growth

# Teacher Observation District Designation System Components

- Observation based on T-TESS rubric
  - Strength of teacher evaluation rubric
  - Schedule of observations
  - Calibration for evaluators
  - Congruence of observation scores to student growth
  - District review of observation data

# Student Growth

## District Designation System Components

- Student growth measures included in annual teacher summative ratings
- Quality of student growth measures and their implementation
- District rules and processes ensure high levels of validity and reliability of student growth measures

# Local Designation Plan

## District Designation System Components

- The school district of Santa Maria may consider additional factors in making designations (mentoring other teachers, teacher leadership, family and student surveys)

# Committees

As required by TEA, there are two (2) committees that have been developed for the Teacher Incentive Allotment.

## Administration

Principal Jay Viera

Principal Dora L. Rivera-Munoz

Principal Jose G. Vela, Jr.

Rene R. Salinas\*

Elizabeth A. Stenhouse\*

\* will chair both committees

## Teachers

Claudia M. Davila

Dianerica Almanza

Brenda Vela

Sarah E. Cantu

George Sierra

Alexa K. Mireles

M. Gaby Monreal – Administrator

# Pathways to Earn Designations

- National Board Certification
  - If an educator already has a National Board Certification on their SBEC Certification, they are an automatic designation
- Local Optional Teacher Designation System
  - District-created system
  - District system is approved
  - District determines and issues teacher designations

# How does the designations work?

- The school district administration of Santa Maria is currently developing a plan to issue designations.
- The campus principal will issue the designation of each teacher by using T-TESS and SLO.
- The school district of Santa Maria will be reviewing each designation for validity and reliability among the different campuses.
- Once a designation is approved by the school district, it will then be validated by Texas Tech University and the Texas Education Agency (TEA).

# What is the incentive based on?

## Data Review Process (Quantitative)

- Alignment of district system designations to state performance standards
- Alignment between teacher observation ratings and student performance ratings
- Alignment between student performance ratings and value-add ratings for applicable teachers
- Data validity by appraiser/rater, campus, across campuses in a district, and by teaching assignment
- Comparison of the percentage of teachers a district puts forth for designation to overall district

# Designation Timeline

- April 1, 2021
  - The system application will be a district's qualitative description of the local designation system including the teacher observation component, the student growth component, the local designation planning process, responses to the teacher survey, and communication, spending, and district long-term support plans.
- November 15, 2022
  - Texas Tech and TEA will review data between teacher observation ratings and student performance ratings. Additionally, they will also review data between student performance ratings and value-add ratings for applicable teachers. They will review data validity by appraiser/rater, by campus, across campuses in a district, and by teaching assignment. They will also compare district data to state data by comparing the percentage of teachers a district puts forth for designation to overall district performance.

# Designation Plan of Santa Maria ISD

- The initial plan that is currently being developed is composed of various professionals within the district. This will include teachers, campus administrators, and central office administrators.
- Together as a unit, they will make recommendations during the 2020-2021 school year and once recommendations are made, they will be sent to the Superintendent of Schools for review.
- The Superintendent of Schools will then submit the recommendations for board approval.

# When are incentives rolling out?

- Each school district in Texas chose their incentive roll out.
- Santa Maria ISD chose Cohort D.
- TEA released the TIA funding information for each campus during June 2020.

# What is Cohort D & Timeline

- School Year 2020-2021 – the district will develop and submit the teacher incentive plan to TEA by April 1, 2021.
- School Year 2021-2022 – Each teacher will earn a designation by the campus principal based on T-TESS evaluation(s) and SLO. This designation will be on your certification and is good for up to five (5) years.
- School Year 2022-2023 – The teacher designation data will be sent to TEA and Texas Tech University in the Fall of 2022. Spring 2023 TEA will issue the determination of system approval.
- End of School Year 2022-2023 – the district will compensate teachers based on their district approval plan of TIA.
- Santa Maria ISD will receive reimbursement in the Fall of 2023 from TEA for the funds that was paid to the teacher at the end of 2022-2023 school year.
- School Year 2023-2024 – the district will receive the district-level funds to continue compensating educators