

Santa Maria ISD
School Board Workshop
Teacher Incentive Allotment
Presentation #1
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House Bill 3 Introduction

- House Bill 3 was introduced at the 86th 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.

TEA's Purpose for TIA

- The state of Texas wants to compensate the state's top teachers and want 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.

Teacher Incentive Allotment Overview

- The Teacher Incentive Allotment (TIA) is a key part of House Bill 3, dedicated to recruiting, supporting, and retaining highly effective teachers in all schools, with particular emphasis on high-needs and rural schools.
- Our District is currently in the application process and is in the process of developing a local teacher designation system that measures teacher effectiveness based, at a minimum, on both teacher observation and student growth data.
- These systems will be submitted to the Texas Education Agency (TEA) for approval and undergo a data validation process, which will be conducted by Texas Tech University.

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 goal is to improve educator performance and to improve student achievement.
- All four campuses at Santa Maria ISD are eligible to participate.

What do Teachers need to be successful?

- Teachers need an adequate and sustainable funding source.
- Teachers need professional development, this applies to all teachers.
- Teachers may not need a financial incentive, but this incentive will allow some teachers to stay in the classroom and/or district longer.

Key Points of the TIA

- There will be three TIA designations on the SBEC Certificate (Master, Exemplary, and Recognized).
- This is a 5 (five) year designation.
- 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 throughout the state are eligible to receive \$3,000-\$32,000 annually per designated teacher.
- Greater funding for designated teachers on high-needs and/or rural campuses.

Funding per Designation

- Recognized - \$3,000 – \$9,000
- Exemplary - \$6,000 – \$18,000
- Master - \$12,000 – \$32,000

- Funding factors
 - Designation of each teacher
(Master, Exemplary, Recognized)
 - School's socio-economic need
 - School's rural status

Actual Funding of TIA Designation

TG Elementary (101)

- Recognized - \$8,772.45
- Exemplary - \$17,544.89
- Master - \$31,241.49

High School (001)

- Recognized - \$8,860.66
- Exemplary - \$17,721.31
- Master - \$31,535.52

Middle School (042)

- Recognized - \$8,844.83
- Exemplary - \$17,689.66
- Master - \$31,482.76

Options (007)

- Recognized - \$9,000
- Exemplary - \$18,000
- Master - \$32,000

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

Teacher Incentive Allotment Spending Requirements

90%	10%
<ul style="list-style-type: none"> Teacher Incentive Allotment has to be used as compensation for the teachers employed at the campus where the designated teacher works. 	<ul style="list-style-type: none"> Funding for teacher professional development
<ul style="list-style-type: none"> Option 1 - The designated teacher will receive 90% of the Teacher Incentive Allotment 	<ul style="list-style-type: none"> Funding for additional teacher observation calibration
<ul style="list-style-type: none"> Option 2 - The Teacher Incentive Allotment (90%) will be distributed among the teachers at the campus 	<ul style="list-style-type: none"> Funding for student growth measure assessments and/or analysis
	<ul style="list-style-type: none"> Funding for administrative or non-teacher compensation

Committees

As required by TEA, there are three (3) committees that have been developed for the Teacher Incentive Allotment.

<u>District Committee</u>	<u>Administration Committee</u>	<u>Teacher Committee</u>
Supt. Martin Cuellar	Principal Jay Viera	Claudia M. Davila
Rene Salinas	Principal Doralee Munoz	Dianerica Almanza
Elizabeth A. Stenhouse	Principal Jose G. Vela, Jr.	Luis Rios
Edwardo Gonzales	Rene R. Salinas	Anthony Barreiro
Gaby Monreal	Elizabeth A. Stenhouse	George Sierra
Principal Jose G. Vela, Jr.		Alexa K. Mireles
Principal Doralee Munoz		Gaby Monreal
Principal Jay Viera		Rene R. Salinas
		Elizabeth A. Stenhouse

Designation Plan for Santa Maria ISD

- The initial plan that is currently being developed is composed of professionals within the district including teachers, campus administrators, and central office administrators.
- Throughout the 2020-2021 School Year, the committees will meet once a month to review and update the TIA and those recommendations will be sent to the Superintendent of Schools for review.
- The Superintendent of Schools will then submit to the School Board the Teacher Incentive Plan for the District in March 2021.

How does the designations work?

- The designation of each teacher will start during the 2021-2022 school year and will be based on the T-TESS and SLO evaluation(s).
- Central Administration will be reviewing each designation for validity and reliability among the different campuses at end of the 2021-2022 school year.
- Once a designation is approved by the school district, it will then be reviewed and validated by Texas Tech University and the Texas Education Agency (TEA).

Cohort D - Timeline

- School Year 2020-2021 – the district will develop and submit the Teacher Incentive Plan to TEA by April 15, 2021.
- School Year 2021-2022 – Each teacher will earn a designation based on T-TESS evaluation(s) and SLO. This designation will be added on the teacher certificate 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 (District will need to pay \$500 fee for each teacher designation, fee will be reimbursed in the Fall 2023). In February 2023, the district will receive Final Approval Notification. In April 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 using district funds.
- In the Fall of 2023, Santa Maria ISD will receive the reimbursement from TEA for using district funds to pay teachers who qualified for the Teacher Incentive Allotment at the end of 2022-2023 school year.
- School Year 2023-2024 – the district will receive the district-level funds from TEA to continue compensating educators.