



Teacher Incentive Allotment Campus Ambassador Meeting #5

April 18, 2024



Learning Targets

- TIA Pending Designations
- TIA Allocation Payout timeline
- 2024 Spring Student Class Rosters Verification
- TTU Annual TIA Evaluation Survey



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Update TIA Pending Designations

Allotment Process and Notification

1

2

3

4

February 1, 2024

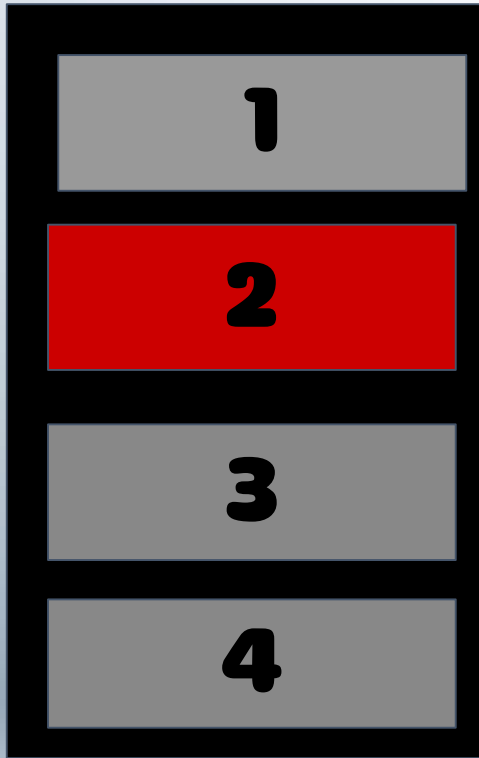
TEA notified CFB TIA Team
Fall Data Submission: Approved

*Designation and allotment
contingent on eligibility



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Allotment Process and Notification



Confirmation of designation
CFB TIA Team must cross check and
reference submitted pending designations

Teacher Eligibility: New Designations

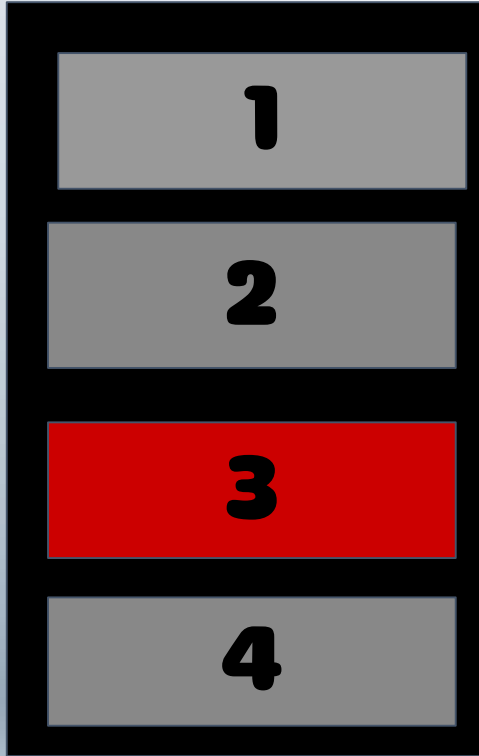


- Designation will be awarded
 - ✓ Still employed by the district as a teacher (087 in PEIMS) on **February 23, 2024**
 - ✓ Employed and compensated for a creditable year of service in 2023-24
 - ✓ 90+ days at 100% of the day
 - ✓ 180+ days at 50% or more of the day, or the equivalent of one semester
- Designation will not be awarded
 - X Separated from the district before February 23, 2024
 - X Moved to a non-teaching role for 2023-24
 - X For part-time teachers, less than 50% of duties tied to their 087 Teacher role



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Allotment Process and Notification



TEA updates the [TIA Funding Map](#) in April

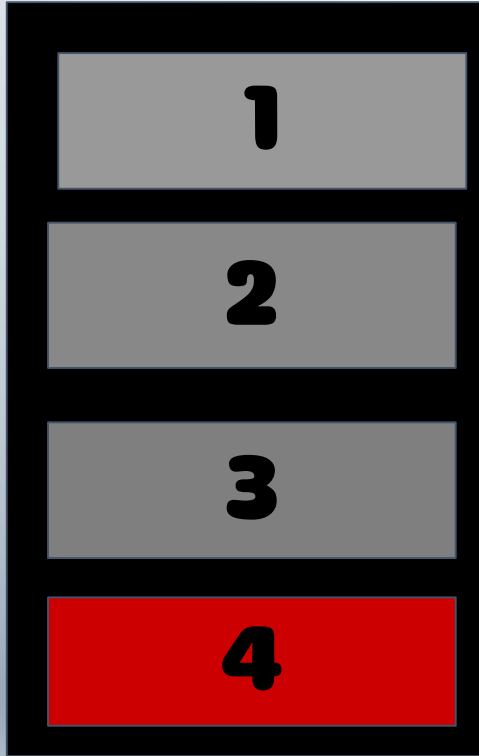
CFB TIA Team must verify and confirm pending designations with the allotment values

April 24 - May 4



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Allotment Process and Notification



TEA processes allotment values

CFB TIA Team notifies all Eligible Teachers
Estimated payout date
and amount



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Allotment Process and Notification

- CFB TIA Team will verify and confirm allotments starting April 24-May 3
- CFB TIA Team will send emails to all TIA Eligible teachers Mid May

**TIA Eligible &
Generated an Allotment**

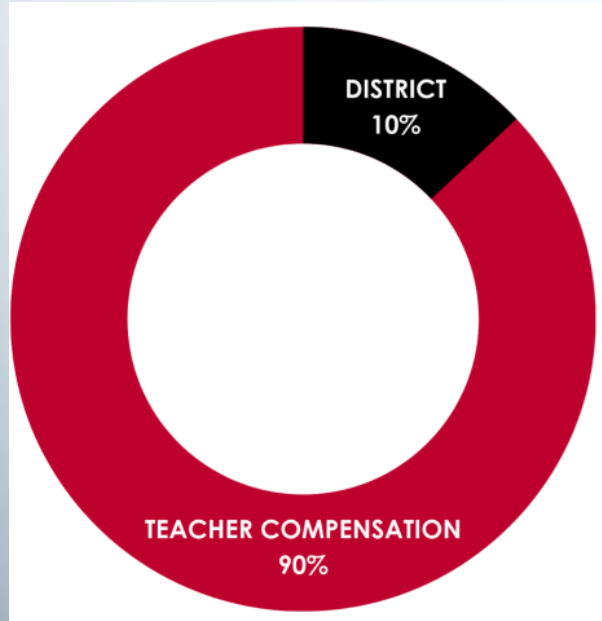
**TIA Eligible & Did Not
Generated an Allotment**



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TIA Payout Timeline

Compensation: CFBISD Distribution Plan



- TIA-Designated teachers in CFBISD receive 90% of the allotment. CFBISD retains 10% to support oversight (TEC 48.112)
- TIA-Designated teachers will receive TIA compensation based on their TIA designation and TIA state funding for their campus of assignment at the Winter snapshot date (Feb. 23, 2024)
- Compensation will be distributed prior to August 31st
- [TEA TIA Funding Map](#) campus allotment values are updated annually in April

[CFBISD TIA Guide](#)



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CFBISD Distribution of Allotment Funds

The TIA payout is subject to federal and state taxes and fees. The allotment will show on the employees' pay stub as "**TIA PAYMENT**" Personal employees taxes are then deducted in the amounts listed below.

EXAMPLE of a TIA Allotment for an Exemplary Designated Teacher

+ \$8,986.00	Total award amount from the state
- \$898.60	Minus 10% retained by the district for TIA assessments and employer fees
- \$1,047.31	Minus Federal and state taxes and fees = 12.95% (8% TRS, 1.9% TRS Non-OASDI, 0.60% Worker's Comp, 1.45% Medicare, 0.75% TRS-Care)
= \$7,040.09	Total gross awarded to the employee as "TIA PAYMENT"

On the pay stub, the employee will see:

+ \$7,040.09	TIA PAYMENT
- \$580.80	TRS (8.25%)
- \$102.08	Medicare (1.45%)
- \$45.76	TRS Insurance (0.65%)
\$6,311.45	Taxable Wages
- \$0	Federal Tax (% – the amount varies based on the employee's W4 and taxable wage amount)
= \$0	Total after deduction of employee taxes and fees

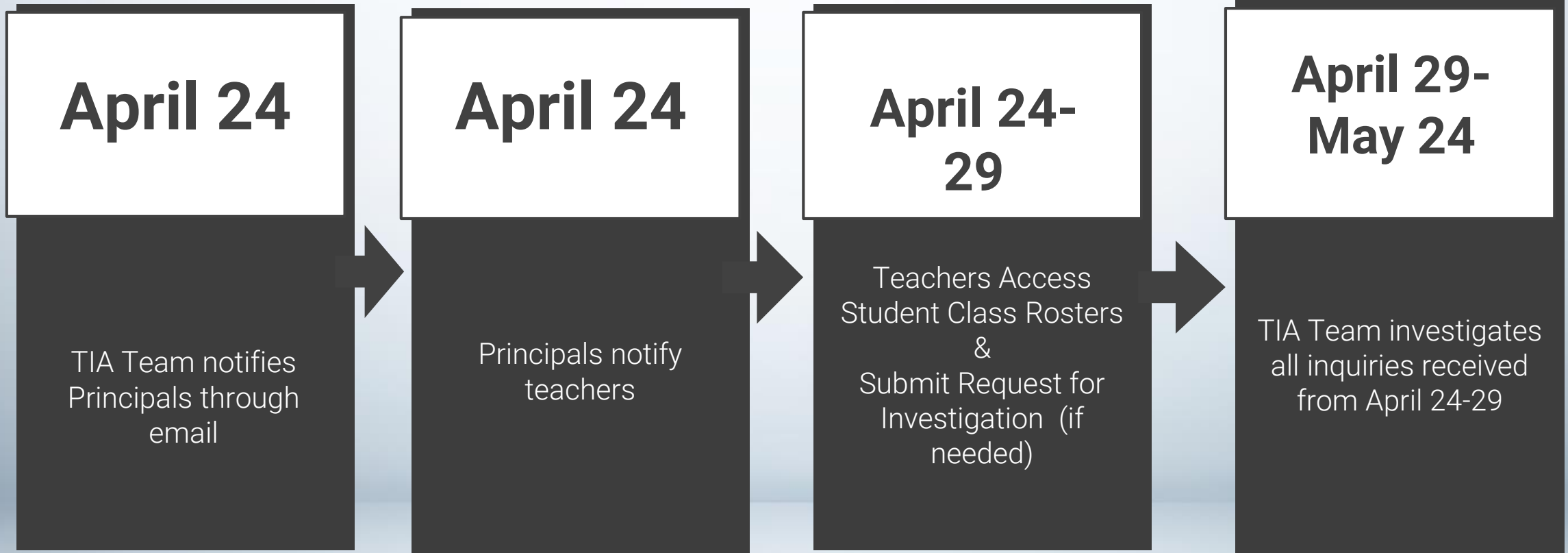
[CFB TIA Payout](#)



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2024 Spring Student Class Roster Verification

Communication: 2024 Spring Student Class Roster



cfb

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2024 Spring Student Class Roster Verification

- Teachers will need to verify the students who are counting toward their Teacher Incentive Allotment (TIA) class data
 - Teachers have access to their individual report: **TIA Student Class Roster 2023-2024**
 - Administrators have access to their campus reports: **TIA Student Class Roster Admin 2023-2024**
- [Access the TIA Student Class Roster 2023-2024 report in TEAMS](#)
- Only teachers teaching a [TIA Eligible Courses](#) will generate a report with students who were enrolled in the course for:
 - **Eligible Full Year courses: October 27, 2023 and April 15, 2024**
 - **Eligible Semester One Only courses: September 5, 2023 and December 19, 2023**
 - **Eligible Semester Two Only courses: January 19, 2024 and April 15, 2024**



Inquiries email: tia@cfbisd.edu

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Student Class Roster

1. List of students
2. Student ID#
3. Attendance status (**Exclude** indicates the student was not present for at least 85% of the time)*
4. Bilingual status (**BIL** indicates the student is Bilingual and the Spanish Reading MAP will be used to calculate student growth in KG-04 only**)

*Attendance status is based on state-reported attendance for the significant period as recorded in TEAMS for the following date ranges

Full Year Courses: August 10, 2023 to April 15, 2024

Semester One Only courses: August 10, 2023 to December 19, 2023

Semester Two Only Courses: January 4, 2024 to April 15, 2024

**Except Stark Elementary Kinder - 2nd grade

Campus: Good Elementary

FY: 2024

Calendar: 1

Date:

TIA Student Class Roster 2023-2024



Course	Description	Duration	Section	Teacher Name	Room	Term/Day/Period
LAR02	Lang Arts & Reading 2	YR	SC02			S1/T/LAR
1 Student Name		2 ID		Gender	3 Attendance: Less than 85% = Exclude	Grade
				F	Exclude	04
				M		05
				M		04
				F		04
						BIL

Inquiries email: tia@cfbisd.edu



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2024 Spring Student Class Roster Submitting Request for Investigation

Request for Investigation Google Form

- Google form will open April 24, 2024
- Google form will close April 29, 2024 4:00 pm
- Access Google Form link: included the class roster, in the notification email & CFB TIA Allotment website

If corrections need to be made to the class roster, the TIA Team will generate a new final Student Class Roster through a google sheet



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2024 Spring Student Class Roster Verification

Timeline

TEAMS Access Student Class Rosters: April 24, 2024

Student Class Rosters Verification: April 24-29

Submit Request for Investigation
through Google Form : April 24-
29 at 4:00PM

TIA Team processes requests for investigation: April 29 - May 24

2024 Spring Student Class Roster Verification

Eligible Courses

- Full Year courses:
Oct. 27, 2023 and April 15, 2024
- Semester One only courses:
Sept. 5, 2023 and Dec. 19, 2023
- Semester Two only courses:
Jan. 19, 2024 and April 15, 2024

[TIA Eligible Courses](#)

Attendance

- Full Year courses:
Aug. 10, 2023 to April 15, 2024
- Semester One only courses:
Aug. 10, 2023 to Dec. 19, 2023
- Semester Two only courses:
Jan. 4, 2024 to April 15, 2024

Attendance status is based on state-reported attendance for the significant period as recorded in TEAMS.



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TTU Annual TIA Evaluation Survey

TTU Annual TIA Evaluation Survey

- Survey will be sent out May 1, 2024 open through May 26, 2024
- Weekly reminders to all who have not completed the survey
- Do not share the link, it is personalized to individuals
- Email address from: noreply@qemailserver.com
- Questions about the survey email: tia.surveys@ttu.edu



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TEA with TIA

Kim & Maggie available to present to campus staff on
Student Class Roster Verification &
Submit a Request for Investigation



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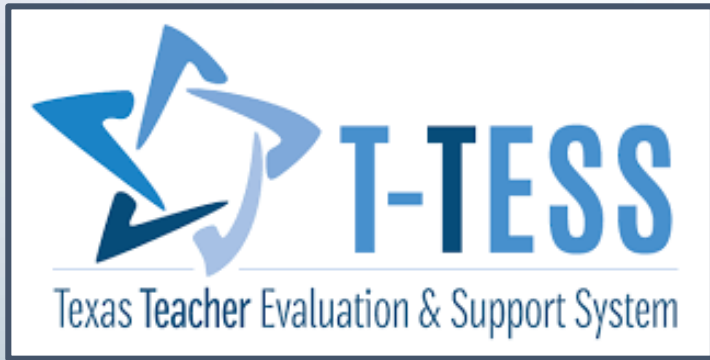
APRIL									
MONDAY		TUESDAY		WEDNESDAY		THURSDAY		FRIDAY	
22		23		24		25		26	
AM (BEFORE 9 AM)	NAME CAMPUS TIME LOCATION	NAME CAMPUS TIME LOCATION		TIME CAMPUS NAME LOCATION		TIME CAMPUS NAME LOCATION		TIME CAMPUS NAME LOCATION	
LUNCH	NAME CAMPUS TIME LOCATION	TIME CAMPUS NAME LOCATION		TIME CAMPUS NAME LOCATION		TIME CAMPUS NAME LOCATION		NAME CAMPUS TIME LOCATION	
PM (AFTER 3 PM)	NAME CAMPUS TIME LOCATION	TIME CAMPUS NAME LOCATION		TIME CAMPUS NAME LOCATION		TIME CAMPUS NAME LOCATION		TIME CAMPUS NAME LOCATION	
29		30							
AM (BEFORE 9 AM)	NAME CAMPUS TIME LOCATION	NAME CAMPUS TIME LOCATION							
LUNCH	NAME CAMPUS TIME LOCATION	NAME CAMPUS TIME LOCATION							
PM (AFTER 3 PM)	TIME CAMPUS NAME LOCATION	TIME CAMPUS NAME LOCATION							



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Next Steps

Next Steps



ALL indicators must be scored



Campus Principals ~ Sign Up
[Tea with TIA: 2024 Spring Student
Class Roster Verification
presentation](#)



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Moving Forward



- Reviewing & Resolving Requests for Investigations
- Export T-TESS Data



- Export student growth data: Pre/Post Asses.
- Processing student data



- Process & analyze student growth data
- Growing Greatness presentations
- CFB Finance Dept. processes "TIA Payment"



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CFB's TIA District Leadership Committee

Committee Member	Role
Daniel Herndon	Data & Technology
Kim Galvez	TIA Specialist
Dr. Maggie De La Rosa	Strategic Initiatives
Dr. Chris Julian	School Improvement
Dr. Randy Davis	Human Resources
Larry Guerra	Finance
Dawn Parnell	Communications



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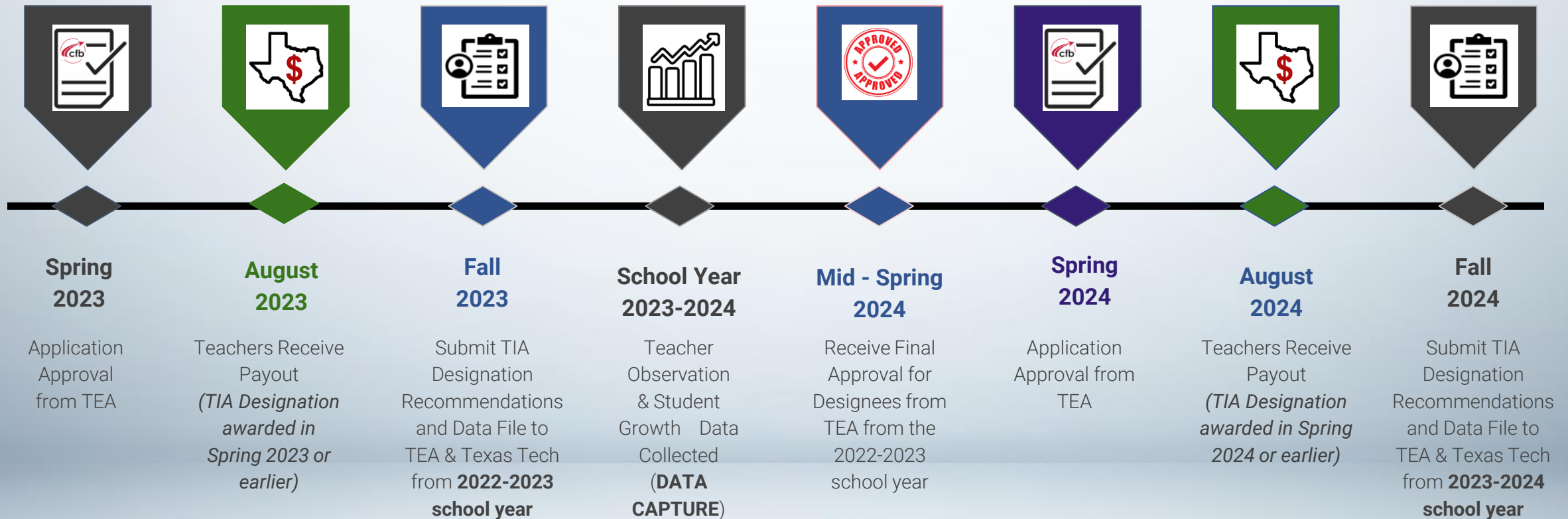


THANK YOU!



Resources

TIA Designation & Payout Timeline: 2023-2024



**Cohort D: Data Capture Year 2021-2022
2023**

**Cohort F: Data Capture Year 2023-2024
2025**

Cohort E: Data Capture Year 2022-

Cohort F: Data Capture Year 2024-

2023 APPROVED VALIDATION SUBMISSION

CFBISD TIA Scorecard

Teacher Observation — T-TESS Domains 2 & 3									
Domain 2			Domain 3			Total Points for Domains 2 & 3	Possible Points	Points Earned	
2.1	Distinguished	5	3.1	Distinguished	5	Total Points	40	35	
2.2	Accomplished	4	3.2	Distinguished	5	35			
2.3	Distinguished	5	3.3	Distinguished	5				
2.4	Proficient	3							
2.5	Proficient	3				4.38			
Domain 2 Subtotal		20	Domain 3 Subtotal		15				
Criteria: All scores Proficient or Above AND received an average score >= 3.7: YES									
Student Growth									
Students Who Met Growth Target			Total # of Students Tested			Percentage	Possible Points	Points Earned	
25			27			93	40	37	
Criteria: A minimum of 5 eligible students received scores at BOY & EOY AND Growth Percentage is >= 55%: YES									
Teacher Leadership & Collaboration — T-TESS Domains 1 & 4									
Domain 1			Domain 4			Total Points for Domains 1 & 4	Possible Points	Points Earned	
1.1	Accomplished	4	4.1	Proficient	3	32	20	16	
1.2	Accomplished	4	4.2	Accomplished	4				
1.3	Distinguished	5	4.3	Accomplished	4				
1.4	Distinguished	5	4.4	Proficient	3				
Domain 1 Subtotal		18	Domain 4 Subtotal		14				
Criteria: All scores Proficient or Above: YES									
Pending Designation: Exemplary					Overall TIA Score: 88				

TEA TIA Allotment Funding Map
updated annually in April

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.

[Teacher Incentive Allotment Funding Map website](#)



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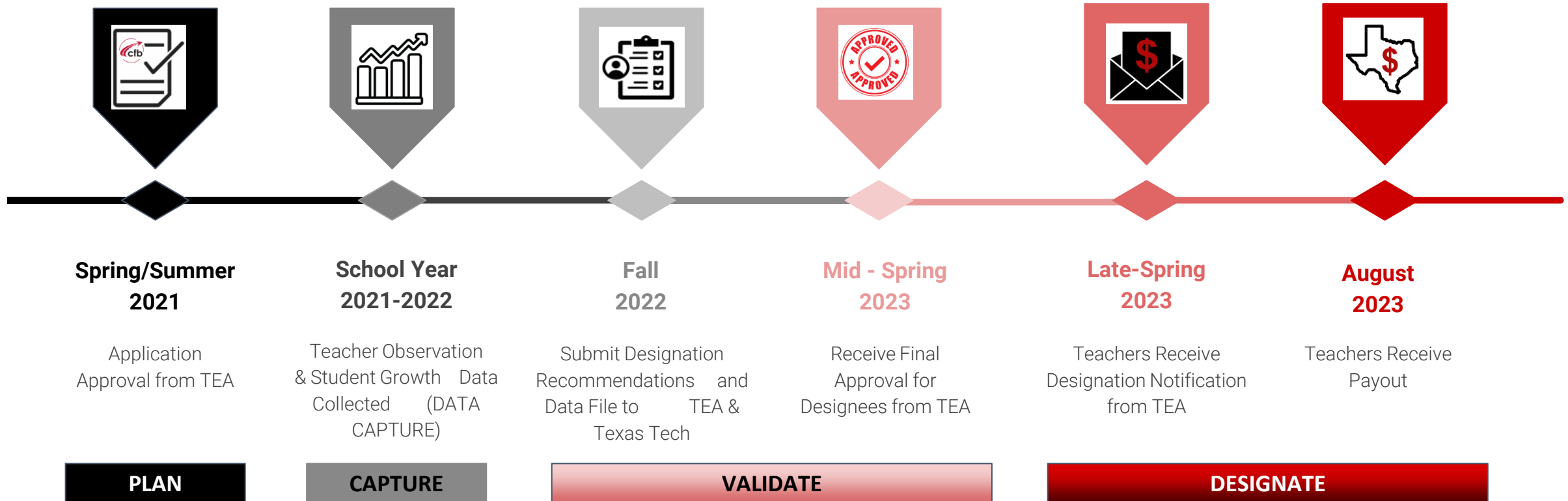
Annual TIA Evaluation Cycle

August	Aug.-Sept	Sept-Oct	Sept-April	Sept-April	October	Dec-Jan	March-May	April-May	April-May	May-June	June-Aug	Sept-Oct
Orientation: T-TESS & TIA	BOY Student Assessment	T-TESS Goal Setting Conference	T-TESS Walkthrough Observations	45 min T-TESS Observation w/ Conference	BOY Student Validation	MOY Student Assessments	Summative T-TESS Evaluation	EOY Student Assessment	EOY Student Validation	EOY Data Review	Evaluation Rating & TIA	Data Verification Eligibility
Training on TIA & T-TESS observation	MAP Assessment	Evaluator & Teacher review and agree on goals and professional learning plan	Two 10 min. observations, Focus on T-TESS Domain 2 & 3 and their 8 dimensions	One 45 min. observation Focus on T-TESS Domain 2 & 3 & their 8 dimensions	Teacher validate scorcards	NOT utilized for TIA	Review of all four T-TESS Domains	MAP Growth	Teachers validate student rosters	Teachers review and reflect on student growth goals & student outcomes	District analyzes T-TESS and student growth data	Teachers receive final TIA scores and designation eligibility
Principal Communicates school & district goals to inform teacher goal setting	District Created Assessments		Written/electronic feedback required	Written/electronic feedback and conference required		Ability for teachers to evaluate student growth and determine next steps	Written feedback and conference required	District Created Assessments		Campus & departments compile data for final TIA evaluation process	District finalizes TIA scores and determines TIA designation eligibility	

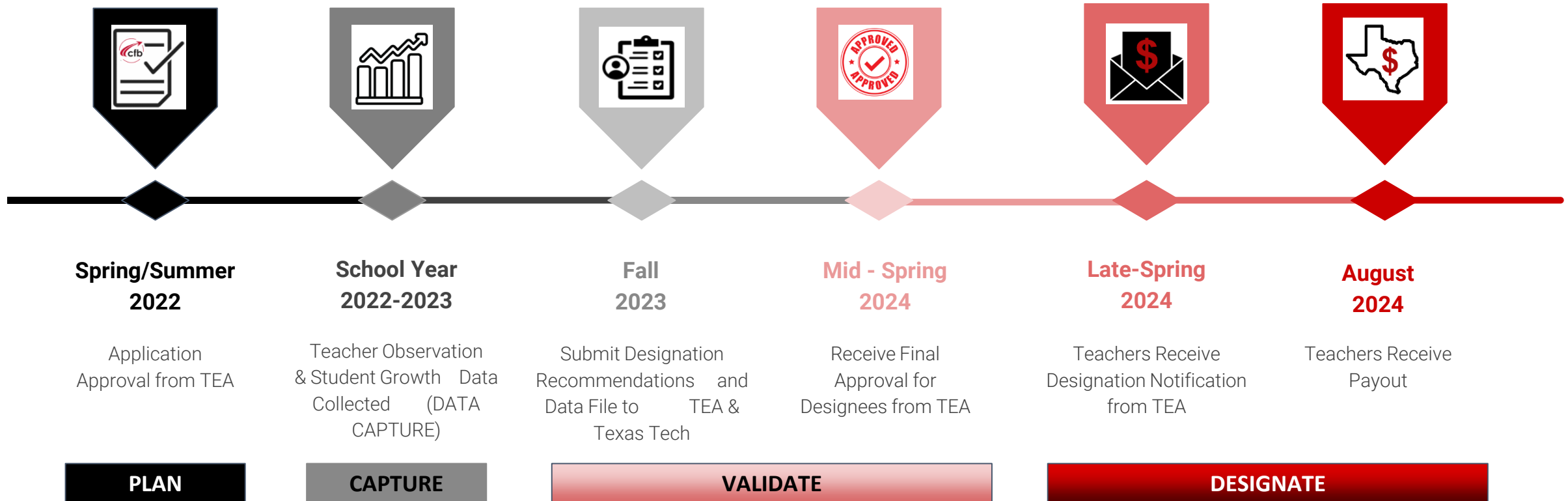


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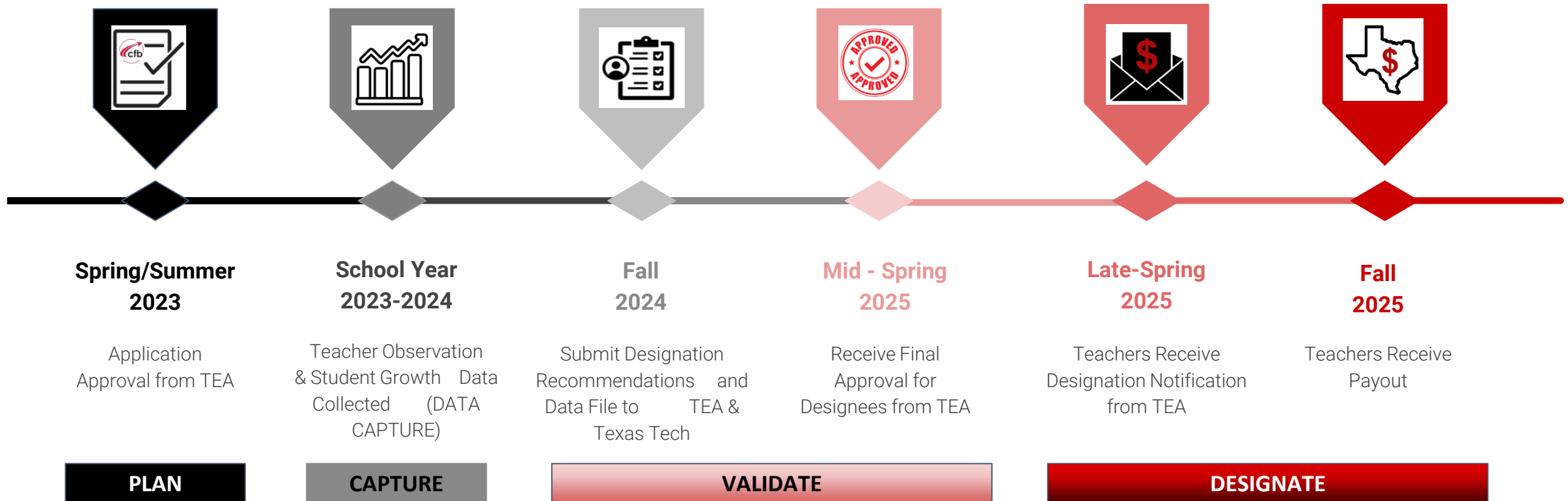
TIA Designation & Payout Timeline: Cohort D (Phase 1)



TIA Designation & Payout Timeline: Cohort E (Phase 2)



TIA Designation & Payout Timeline: Cohort F (Phase 3)



TIA Eligible Courses Beginning with Cohort D (Phase 1)

MAP Tested Content Areas with Student Growth Measures

2021-22	Kinder	Gr. 1	Gr. 2	Gr. 3	Gr. 4	Gr. 5	Gr. 6	Gr. 7	Gr. 8	Gr. 9	Gr. 10
Mathematics	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Reading	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Science					✓	✓	✓	✓	✓		
Writing					✓		✓				

MAP Projected Growth based on BOY and EOY scores:

- Spanish Reading will be used for all Bilingual students in Kindergarten through grade 4
- Language Usage will be used for grade 4 & 6 Writing (*if Writing is the ONLY subject taught*)

TIA Eligible Courses Beginning with Cohort E (Phase 2)

MAP & Pre/Post-Tested Content Areas with Student Growth Measures

Expansion	PreK	Gr. 4	Gr. 5	Gr. 6	Gr. 7	Gr. 8	Gr. 9	Gr. 10	Gr. 11	Gr. 12
Letter Sounds	✓									
Mathematics	✓			✓	✓	✓	✓	✓	✓	✓
Reading	✓			✓	✓	✓	✓	✓	✓	✓
Fine Arts		✓								
Science							✓	✓	✓	✓
Social Studies				✓	✓	✓	✓	✓	✓	✓

Courses that meet Accelerated Instruction criteria for HB 4545 or HB 1416 were included and aligned to student growth measures based on content area's TEKS instruction.



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TIA Eligible Courses Beginning with Cohort F (Phase 3)

Content Areas with Pre- & Post- Test Student Growth Measures

Art (Gr. 4, Middle School, Art I)	Band (Middle & High School)
Choir (Middle & High School)	Dance (Gr. 4, Middle School, Dance I & II)
Orchestra (Middle & High School)	Theater Arts (Middle School & Theater I)
Technical Theater I (High School only)	

Content Areas with MAP Student Growth Measures

Gr. 4 & 5 STEM Teachers (using Science MAP scores)

Sept-Oct: Scorecard

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2.3	Distinguished	5	3.3	Distinguished	5				
2.4	Proficient	3				Average Score			
2.5	Proficient	3				4.38			
Domain 2 Subtotal		20	Domain 3 Subtotal		15				
Criteria: All scores Proficient or Above AND received an average score $\geq$ 3.7: YES									
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Pending Designation: Exemplary					Overall TIA Score: 88				

[Teacher Incentive Allotment Funding Map website](#)

All of the minimum thresholds listed below must be met to earn the overall pending TIA designation level:

Designation Level	Total Score	Average T-TESS Domain 2 & 3	% Met Student Growth	Average T-TESS Domain 1 & 4
Recognized	66	3.7	55%	Proficient
Exemplary	71	3.9	60%	Proficient
Master	82	4.5	70%	Proficient

Inquiries email: tia@cfbisd.edu



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