

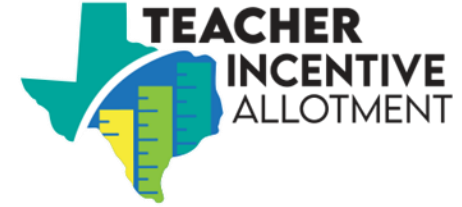
Teacher Incentive Allotment (TIA)

Informational Board Presentation
October 9, 2023



Fredericksburg ISD
Inspiring Excellence

What is the Teacher Incentive Allotment?



The Teacher Incentive Allotment (TIA) was created by the Texas Legislature as part of House Bill 3 to help attract and retain highly effective teachers at traditionally hard-to-staff schools. Particular emphasis is being placed on high need and rural schools.

The TIA would provide additional funding to eligible teachers who earn local designations through this allotment system.

In April 2024, (Cohort G); Fredericksburg ISD plans to submit an application to the Texas Education Agency (TEA) to participate in this process.

The intent is to provide a realistic pathway for highly effective teachers to earn more while remaining in the classroom, and to help attract and retain highly effective teachers.



Designation System Requirements

The designation system must include both a teacher observation and a student performance component.

- **Teacher observations** will be based on T-TESS
- **Student growth measures** will be determined by the district. These can include pre-and-post tests, value-added measures, student learning objectives (SLOs), STAAR growth measures, and portfolios.
- Districts can use other factors in determining the teachers eligible to receive a designation, such as, professional development, attendance, teacher leadership responsibilities, teacher mentorship responsibilities, family surveys, demonstration of district core values, teacher peer surveys, and contributions to the broader school community.



Pathways for Teacher Designation

Pathway 1:

National Board Teacher Certification <https://www.nbpts.org/>

Automatically qualifies a teacher at the **RECOGNIZED** designation.

Automatic designation and not tied to campus participating in the district designation system.

Pathway 2: Local Designation System

FISD's teacher designation system must include teacher observation (T-TESS) and the performance of a teacher's students (student growth).

TEA and Texas Tech University will review the quality, validity, and reliability of the observation tools and student performance measures as part of the designation system approval process.

Classroom teacher at participating campuses in identified subject/grade level.



The Big “Three“ Critical Decisions

1. Who can earn a designation?

- Eligible campuses and teaching assignments
- If not all teachers, will we expand in future years?

2. How will we designate?

- Observations, student growth measures, optional components
- Performance standards and weighting categories

3. How and when will we compensate?

- Distribution of funds
- Timing and mode of compensation



Funding per Teacher Designation

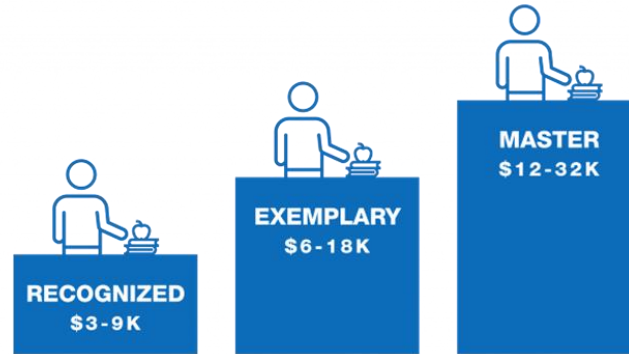
Funding per designation is listed below.

The exact dollar amount FISD would receive for a designated teacher depends on the level of designation, whether the school at which the teacher works is rural or non-rural, and the level of socio-economic need at the school.

Recognized: Top 33%

Exemplary: Top 20%

Master: Top 5%



Once earned, a teacher designation stays with a teacher for 5 consecutive years



How Will We Compensate?

Statute requires that 90% of TIA funds generated be spent on teacher compensation at the campus of the designated teacher. (FISD has already determined 95%)

The District's local designation system spending plan will determine how and when that 95% is distributed to designated teachers.

The remaining 5% will be used for training, support, and expansion of the system, administrative expenses, and professional development.



Timeline



	Cohort A	Cohort B	Cohort C	Cohort D	Cohort E	Cohort F	Cohort G
Data-Capture Year	2018–2019	2019–2020	2020–2021	2021–2022	2022–2023	2023–2024	2024–2025
System Application Posted	N/A	N/A	N/A	1-Nov-20	1-Nov-21	1-Nov-22	1-Nov-23
Application Due Date	N/A	N/A	N/A	15-Apr-21	15-Apr-22	17-Apr-23	15-Apr-24
Application Acceptance Notification	N/A	N/A	N/A	15-Aug-21	15-Aug-22	15-Aug-23	15-Aug-24
Data Submission to Texas Tech University	N/A	N/A	N/A	20-Oct-22	19-Oct-23	17-Oct-24	16-Oct-25
Final Approval Notification	N/A	N/A	N/A	Feb 2023	Feb 2024	Feb 2025	Feb 2026
Final Designation and Allotment Notification	N/A	N/A	N/A	Apr-23	Apr-24	Apr-25	Apr-26
Approved Districts Receive Payout and Reimbursement Through FSP	September 2020	September 2021	September 2022	Sept 2023	Sept 2024	Sept 2025	Sept 2026
Required Annual Program Submission for Approved Districts	By 31-Aug Began 2020	By 31-Aug Began 2021	By 31-Aug Begins 2022	By 31-Aug Begins 2023	By 31-Aug Begins 2024	By 31-Aug Begins 2025	By 31-Aug Begins 2026

