



Fredericksburg ISD

*Inspiring Excellence*

# Teacher Incentive Allotment (TIA) Update

## March 18, 2024

# Teacher Incentive Allotment Pathways

- **National Board Certification**

- Any teacher who has a National Board Certification is eligible for the Recognized level of TIA.
- FISD currently has 8 teachers in the first cohort working on their certification.

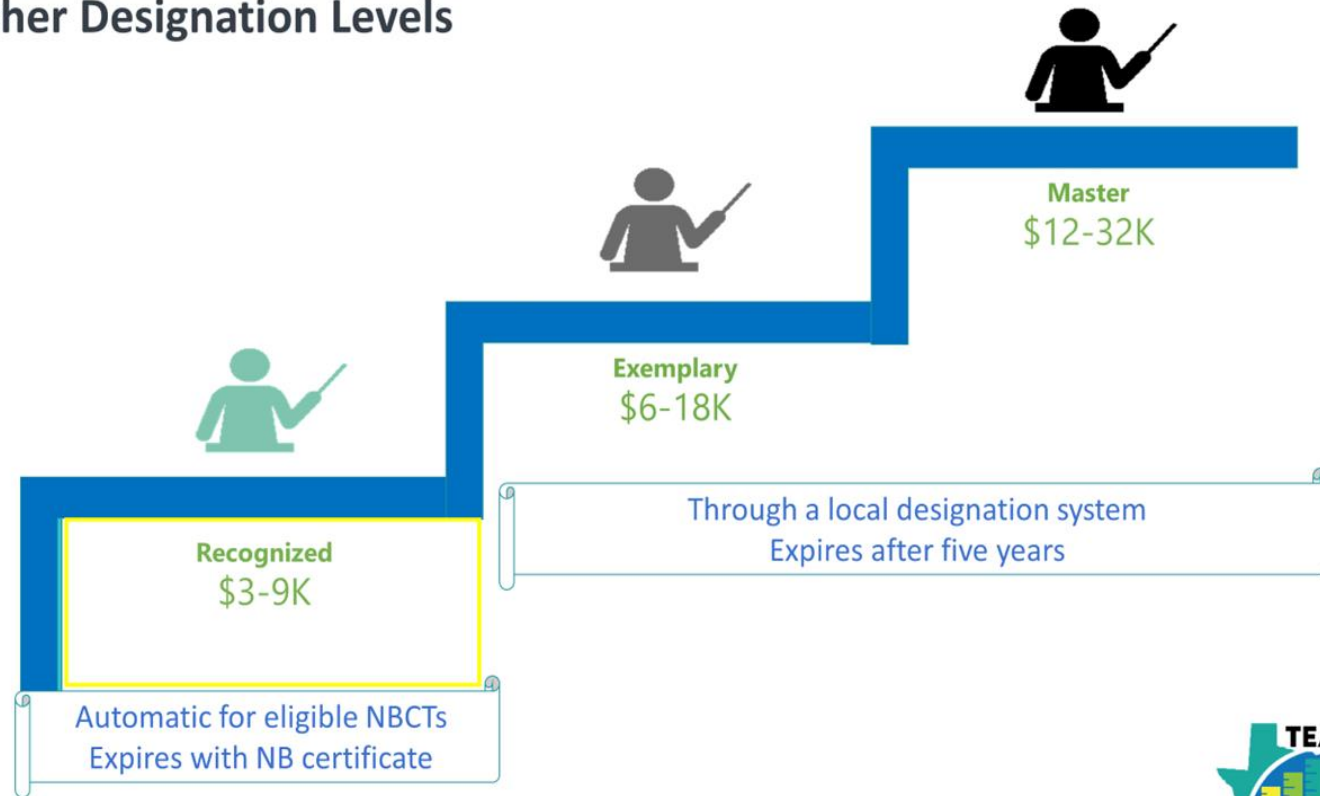
- **Local Teacher Incentive Allotment Plan**

- The district creates a TIA Plan, with stakeholder involvement, and submits the plan to the Texas Education Agency for approval.



# Teacher Incentive Allotment Funding

## Teacher Designation Levels



\*Once you qualify for TIA funds, you must remain coded as a teacher to continue receiving the funds.  
\*Designation is good for 5 years or duration of National Board Certification

# Teacher Incentive Allotment Funding

Funding amounts are based on two primary sources:

- Rural or non-rural designations by TEA
- Percent economically disadvantaged

Amounts based on **2022-2023** Data:

Status	Campus	Recognized	Exemplary	Master
non-rural	FPS	\$4,790	\$9,580	\$17,966
non-rural	FES	\$4,448	\$8,897	\$16,828
non-rural	FMS	\$4,334	\$8,669	\$16,448
non-rural	FHS	\$4,116	\$8,233	\$15,721
rural	SES	\$6,042	\$12,083	\$22,139

\*Once you qualify for TIA funds, you must remain coded as a teacher to continue receiving the funds.

\*Designation is good for 5 years or duration of National Board Certification



# TIA Application Categories

1. Weights
  - a. T-TESS
  - b. Growth Measure
2. Eligible Teachers
3. Eligible Campuses
4. Stakeholder Engagement
5. Spending Plan



# Weights

- **T-TESS: 40%**
  - 1 full observation, 2 scored walk-throughs, non-scored walk-throughs = Summative T-TESS score
- **Student Growth Measures: 60%**
  - Third Party Pre-Tests/Post-Tests (BOY - EOY)
    - Pre-K: Circle (CLI) Assessment
    - Kindergarten-1st Reading: mClass
    - Kindergarten Math: Imagine Math
    - 2nd - 8th Language Arts, English I, English II: NWEA MAP
    - 1st - 8th Math, Algebra 1: NWEA MAP
    - 3rd - 8th Science, Biology: NWEA MAP
- **The district is planning a phase-in model, which will add additional subject areas to the plan each year.**



# Eligible Teachers and Eligible Campuses

Teachers of the subjects listed on previous slide will be eligible to earn a distinction.

Teachers must be considered the “teacher of record” for that course.

Teachers must be coded in PEIMS as 087.

All campuses, with the exception of GCHS, will be eligible.



# Stakeholder Engagement

- Board Presentations - October 9, 2023 and March 18, 2024
- Campus Presentations - December 2023, March 2024
- TIA Committee Members
  - 33 members, which include personnel from all campuses, levels, roles
  - Meeting Dates
    - January 17, 2024
    - February 6, 2024
    - February 28, 2024
- Teacher Survey - March





# TIA Committee Members

NAME	CAMPUS	ROLE
Shannon Windham	FMS	History Teacher
Valerie Bonn	FMS	RLA Teacher
Valerie Nimitz-Stokes	FMS	RLA Teacher
Kurt Gross	FMS	Special Education
Randi Minjauw	FMS	Theater Teacher
Amy Darsey	FES	Dyslexia Teacher
Amy Hughey	FES	Math/Science Teacher
Sarah Howard	FES	Math/Science Teacher
Karyn Rode	FES	RLA/SS Teacher
Karen Nevins	FES	Administrator
Julie Sifford	FES	PE Teacher
April Terrazas	FPS	1st Grade Teacher
Debbie Moore	FPS	PK Teacher
Sandra Jacoby	FPS	Kindergarten Teacher
Charla Reeves	FPS	Administrator
Baylie Cluck	SES	Math/Science Teacher

NAME	CAMPUS	ROLE
Sarah Southard	GCHS	Administrator
Jamie Kneese	FHS	Science Teacher
Allison Baxter	FHS	Science Teacher
Gilbert Renaud	FHS	ELA Teacher
Desiree Bermudez	FHS	CTE Teacher
Andrew Matthes	FHS	CTE Teacher
Sydney Schedemantel	FHS	History Teacher
Dr. Joe Rodriguez	CO	Superintendent
Jill Minshew	CO	Asst. Supt. Business/Finance
Lori Maxcey	CO	Asst. Supt. C&I
Holly Cunningham	CO	Director Special Education
Leslie Durst	CO	Director Elem C&I/504/dysl
Sheryl Jacks	CO	Director Sec. C&I
Stacy Rush	CO	Director School Leadership
Maria Hudgins	CO/SES	Admin/Coord. Special Programs
John Hext	FHS	CTE
Shayna Aldrich	CO	Educ. Technology
Mary Lynn Johnson	Community Member	



## Spending Plan

- 95% of funds to designated teacher
- 5% of funds for operating expenses (programs, professional development)
- Payment to designated teacher in one lump sum
- Funds are TRS eligible

The TIA application must be submitted to TEA by April 15.

TEA will notify districts if their application is accepted by August. If the application is accepted, the first data collection year will be next school year (2024-2025).



# Timeline

April 2024	Application Due
August 2024	Application Acceptance Notification
2024-2025 School Year	Data Capture Year
October 2025	Data Submission Due to Texas Tech
February 2026	Final Designation and Allotment Notification
August 2026 (year 1)	District Payout
September 2026	Districts Receive Reimbursement



## Re-cap

- 2 Pathways for Teacher Designation:
  - Local TIA Plan
  - National Board Certification (December campus presentations)
- Teaching Categories for Year 1 (phase-in model for other categories)
- Pre-Post Tests for Student Growth
- T-TESS Measurements and Summative Scores
- Spending Plan



## Questions??

Please scan the QR code and take the quick survey before leaving.

