

# TEACHER INCENTIVE ALLOTMENT (TIA)



Monday, August 22, 2022

# TIA Cohort E Acceptance!

- 21/22 Application Process
- Summer 22 Approval or Denial
- **22/23 Data Collection** (we are here)
- 23/24 Teacher Qualification
- Sept/Oct 24 Payment to Teachers





# WHY TIA?

Recruit - Reward - Retain





## DESIGN COMMITTEE MEMBERS



### Teachers

- Amanda Bazaldua
- Erica Calderon
- Melinda Candelario
- Ben Davis
- Paulina Gutierrez
- Elvia Gonzalez
- Katie Hllum
- Daneila Munoz
- Juanita Veloz

### District Leaders

- Mari Alvarez
- Millicent Marcha
- Marisol Mendoza
- Rosanna Carmona-Mercado
- Ileana Moreno
- Amy Obregon
- Eve Prado
- Kevin Rasco
- Julie Silva
- Dr. Rose Mary Walker

### Campus Leaders

- Eric Boysen
- Flo Cardenas
- Michael Garza
- Dan Mauldin



# DESIGN COMMITTEE DATES



## TIA leads selected August, 23rd, 2021

|                             |                             |                          |                        |                         |                         |                          |                         |                          |
|-----------------------------|-----------------------------|--------------------------|------------------------|-------------------------|-------------------------|--------------------------|-------------------------|--------------------------|
| Whole Design Committee      | <u>1/6,1/13</u><br>Room 209 | <u>1/24</u><br>Boardroom | <u>2/7</u><br>Room 209 | <u>2/23</u><br>Annex 10 | <u>3/7</u><br>Boardroom | <u>3/21</u><br>Boardroom | <u>4/4</u><br>Boardroom | <u>4/12</u><br>Boardroom |
| Eligibility Workgroup       | -                           | -                        | 2/1                    | 2/17                    | 3/1                     | -                        | -                       | -                        |
| Student Growth Workgroup    | -                           | 1/24                     | -                      | 2/16                    | 3/2                     | -                        | -                       | -                        |
| Observation Workgroup       | -                           | -                        | 2/3                    | -                       | 3/7                     | -                        | -                       | -                        |
| Compensation Plan Workgroup | -                           | -                        | 2/1                    | 2/22                    | -                       | -                        | -                       | -                        |

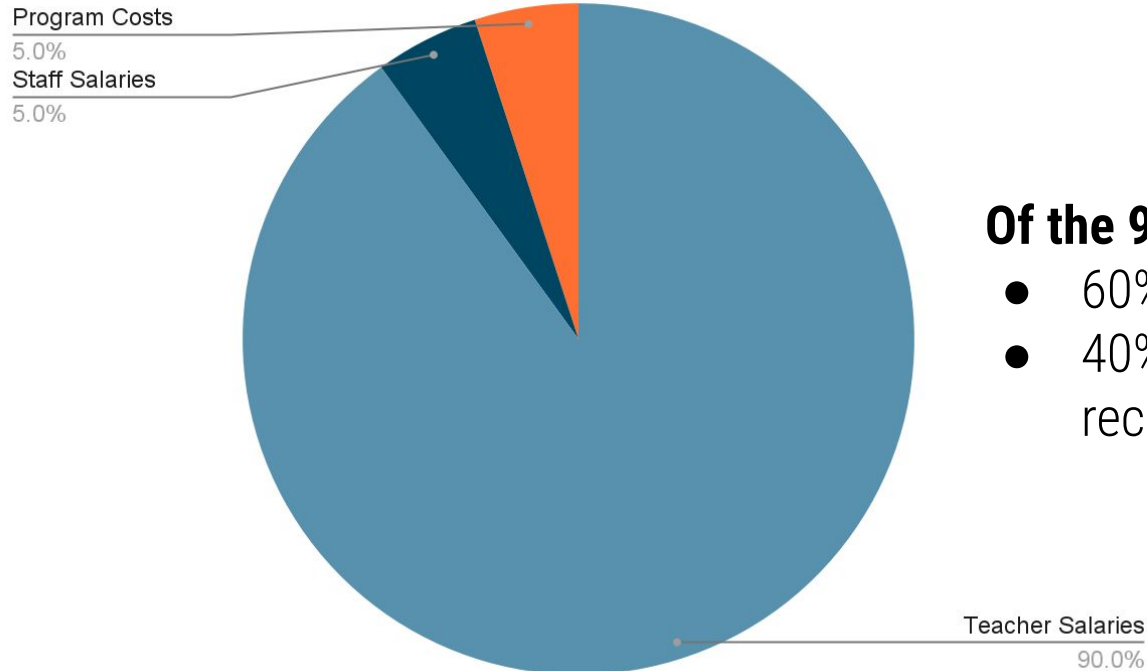
## Cohort E Application Submitted April 14th, 2022

|                |                |                |                |
|----------------|----------------|----------------|----------------|
| 6/13 Revisions | 6/20 Revisions | 6/28 Revisions | 6/29 Revisions |
|----------------|----------------|----------------|----------------|





# SPENDING PLAN



## Of the 90%:

- 60% to qualifying teachers
- 40% to all other teachers of record on that campus



## TEACHER DESIGNATION



- Qualifying Teachers
  - ▷ PK-12 Math Teachers
  - ▷ PK-12 ELA/SLA Teachers
  - ▷ SPED, Resource, Life Skills, and Behavior Math/ELA Teachers of Record
- Attached Teachers
  - ▷ All enrolled at that campus



## DESIGNATION WEIGHTING



- 50% Student Performance
- 30% Teacher Performance
- 10% Family Surveys
- 10% Service Leadership



Up to  
\$5,400



Up to  
\$10,800



Up to  
\$19,200





## NEXT STEPS

- Communicate to all stakeholders
- Collect data and design systems in 22/23

## QUESTIONS?

