



Teacher Incentive Allotment Back To School Refresher

August 2024



The Goals | Teacher Incentive Allotment (TIA)

RETENTION

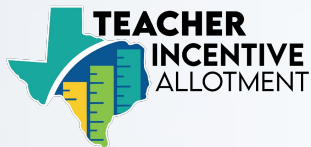
To ensure top teachers have a **realistic** path to a competitive annual salary

RECRUITMENT

To **attract** and **keep** effective educators in the classroom and **incentivize** teaching at challenged campuses



CARROLLTON-FARMERS BRANCH ISD



Average Funding for CFB ISD Teachers in 2023-2024

CFB ISD awards 90% to the TIA Designated Teacher

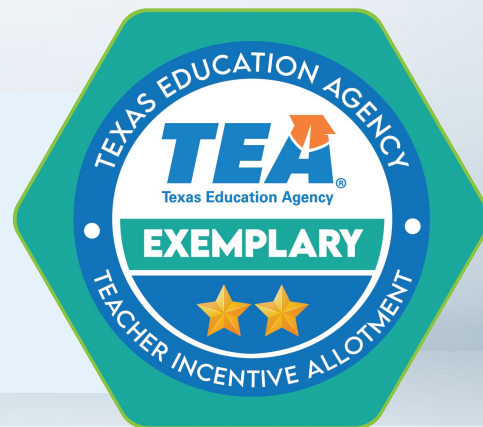
\$5,026

Recognized, top 33% in the state & NBCT



\$10,051

Exemplary, top 20% in the state



\$18,752

Master, top 5% in the state





\$2,930,991.00

312 Teachers

35 Campuses



HB3 Teacher Incentive Allotment



TEA in partnership with **Texas Tech University** will approve the local designation systems



1. System Review (TEA)

Districts submit application, which could include narrative components and artifacts, to TEA to demonstrate high-quality, valid, and reliable:

- ✓ Student growth measures
- ✓ Teacher observation systems



2. Data Review (TTU)

Districts submit evidence of teacher effectiveness to TTU to ensure the relative accuracy and reliability of:

- ✓ Student growth measures
- ✓ Teacher observations



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Observation & Additional Components for 2024-2025 For All School Levels

Teacher Observation Instruction (Domain 2)

- Dimension 2.1 Achieving Expectations
- Dimension 2.2 Content Knowledge and Expertise
- Dimension 2.3 Communication
- Dimension 2.4 Differentiation
- Dimension 2.5 Monitor and Adjust

Learning Environment (Domain 3)

- Dimension 3.1 Classroom Environment, Routines, and Procedures
- Dimension 3.2 Managing Student Behavior
- Dimension 3.3 Classroom Culture

Information on TIA calculations is included in the TIA Field Guide.
Final District Standards subject to change.

The District's Teacher appraisal and student growth outcomes are reviewed alongside the State's Performance Standards as well as available State and National Data to determine the district's final TIA decisions for Observation and Growth, as well as the inclusion of minimum performance requirements. Once analysis is complete, information is made publicly available.

Additional Components Planning (Domain 1)

- Dimension 1.1 Standards & Alignment
- Dimension 1.2 Data & Assessment
- Dimension 1.3 Knowledge of Students
- Dimension 1.4 Activities
- Dimension 2.5 Monitor and Adjust

Professional Practices & Responsibilities (Domain 4)

- Dimension 4.1 Professional Demeanor & Ethics
- Dimension 4.2 Goal Setting
- Dimension 4.3 Professional Development
- Dimension 4.4 School Community Involvement

Teachers must earn **at least** Proficient in each Dimension to be eligible for TIA.

Student Growth Measures for 2024-2025

Student Growth - ELEMENTARY

- NWEA MAP is used for Kindergarten – 5th Reading & Math, 4th - 5th Science, 4th Writing, 4th - 5th STEM
- District Created Pre-Test/Post-Test is used for Prekindergarten, 4th Theater, 4th Art, 4th Music

Student Growth - Middle School

- NWEA MAP is used for 6th - 8th Reading & Math, Algebra I, 6th - 8th Science, 6th Writing
- District Created Pre-Test/Post-Test is used for 6th World Cultures, 7th Texas History, Middle School Art, Dance, Theatre, Choir, Band and Orchestra
- District Created Pre-Test/STAAR and STAAR EOC is used for 8th Social Studies

Information on TIA calculations is included in the TIA Field Guide. Final District Standards subject to change.

The District's Teacher appraisal and student growth outcomes are reviewed alongside the State's Performance Standards as well as available State and National Data to determine the district's final TIA decisions for Observation and Growth, as well as the inclusion of minimum performance requirements. Once analysis is complete, information is made publicly available.

CHANGES FOR 2024-2025

- Data may be collected from all levels of Middle School Fine Arts courses



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Student Growth Measures for 2024-2025, cont.

Student Growth - High School

- NWEA MAP is used for Algebra I, Algebra II, Geometry, Math Models, English I, English II, English III, English IV, Biology, Creative Writing, AP English III, AP English IV
- District Created Pre-Test/Post-Test is used for IPC, Chemistry, Physics, Astronomy, Environmental Systems, World Geography, World History, AP US History, All levels of Art, Dance, Theatre, Technical Theatre, Choir, Band and Orchestra
- District Created Pre-Test and AP Exam is used for AP Human Geography, AP World History, AP Government, AP Economics, AP Psychology AP English III, AP English IV
- District Created Pre-Test/STAAR and STAAR EOC is used for US History

CHANGES FOR 2024-2025

- NEW COURSES: Astronomy & Environmental Systems
- Biology moved to NWEA MAP
- AP US History moved to District Pre/Post Test

Information on TIA calculations is included in the TIA Field Guide. Final District Standards subject to change.

The District's Teacher appraisal and student growth outcomes are reviewed alongside the State's Performance Standards as well as available State and National Data to determine the district's final TIA decisions for Observation and Growth, as well as the inclusion of minimum performance requirements. Once analysis is complete, information is made publicly available.



CARROLLTON-FARMERS BRANCH ISD

TIA Timeline for 2024-2025



School Year
2024-2025

Teacher Observation
& Student Growth
Data Collected



November
2025

Submit Designations
and Data File to
TEA & Texas Tech



February
2026

Receive Final
Approval for
Designees from
TEA



August
2026

Teachers Receive
Designation & Payout

ALL teachers in an eligible TIA eligible course are AUTOMATICALLY considered! No action is required from the teacher!

At the conclusion of the 2024-2025 CFB ISD's teacher appraisal and student growth outcomes are reviewed alongside the state's performance standards as well as available state and national data to determine the district's final TIA cut points. Once analysis is complete, information is made publicly available.

If performance criteria is met, TIA designation is submitted to the State for data review; pending TEA data validation, TIA designation is attached to teacher's teaching certificate for a period of 5 years.



CARROLLTON-FARMERS BRANCH ISD

New Hires

**Earned a TIA designation in another Texas District?
Additional Questions?**

**Contact TIA Team
tia@cfbisd.edu**



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