

CANUTILLO A Premier District

**Canutillo TIA:
Knowledge is Power 2.0
July 31, 2024**

7965 Artcraft | El Paso, TX 79932
915.877.7400 | www.canutillo-isd.org
Follow us on:   



TIA Definition

On June 11, 2019, House Bill (HB) 3 established the Teacher Incentive Allotment (TIA) program. The TIA has a stated goal of providing a highly competitive salary for highly effective teachers who prioritize teaching in high needs areas and rural district campuses. Our district's stated goal:

Participation in TIA allows Canutillo ISD to continue its history of attracting and retaining high quality teachers. Canutillo knows that an effective teacher is the single most important factor in student achievement. Thus, teachers who meet the TEA eligibility requirements, can demonstrate their effectiveness through the teacher observation protocol, student growth, and leadership qualities are eligible to earn Teacher Incentive Allotment designations promoting a culture of excellence.



Why TIA in Canutillo ISD?

- To attract and retain highly effective teachers
- To promote a culture of excellence in education, provide for educational innovation, and build teacher collaboration and professional development
- To improve student outcomes and promotes equity in education
- To develop and keep Canutillo talent here
- To provide our teachers an avenue to increase earnings



What is a Designation?

Teacher designations generate additional teacher-focused allotment funding for districts to reward and retain their most effective teachers. Teachers earn designations through two different routes. First, National Board Certified teachers are eligible to earn a Recognized designation. Second, districts may designate their effective teachers when they are approved for a local teacher designation system. The approval process is multi-step and includes the submission of a system application to the Texas Education Agency (TEA) and then a data validation process through Texas Tech University.



Canutillo Designation So Far....

Master Teachers (Top 5% in the state):

15

Exemplary Teachers (Top 20% in the state):

47

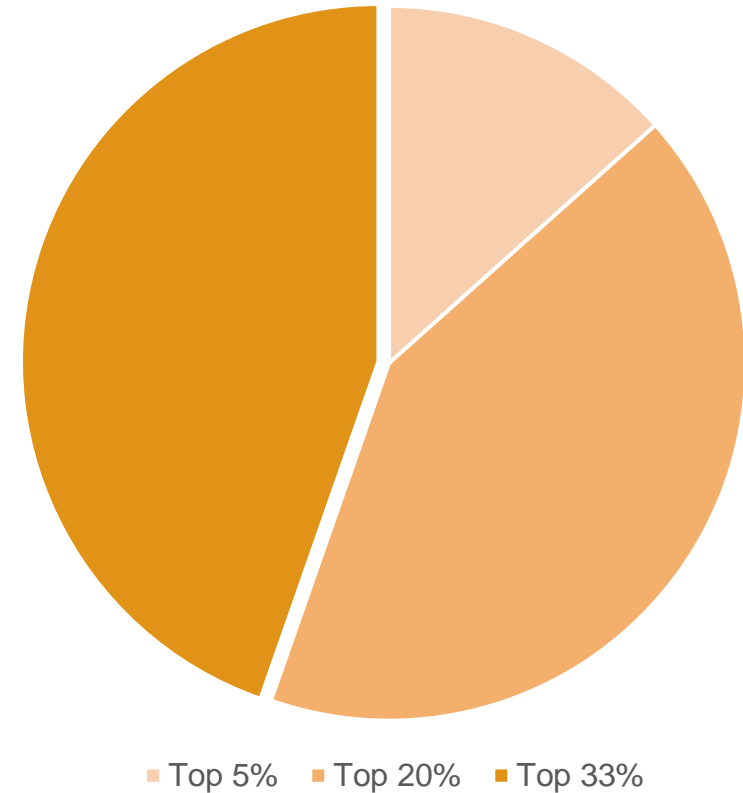
Recognized Teachers (Top 33% in the state):

50

NBC = 15*

**National Board Teachers are automatically identified as Recognized*

Canutillo TIA Teacher Designations



CANUTILLO A Premier District



Canutillo TIA Categories 24-25

Category	Category 1	Category 2	Category 3	Category 4	Category 5	Category 6	Category 7	Category 8
Teaching Assignment	Pre-K	Kinder	1 st Grade & 2 nd Grade	All STAAR Tested Growth Subjects: 4 th – 8 th Algebra I English I & II Special Education	3 rd Math 5 th Science (Dept.) 8 th - Sci & SS Biology US History	3 rd Reading English III English IV	AP: Huma Geo Statistics Calculus Physics CSP	Grades 6 & 7 Science & Social Studies; Grade 3,4 & 5 Depart. Social Studies; Grade 3, 4 Dept. Science
Assessment	Circle: BOY vs. EOY	TXKEA	TPRI-TEJAS LEE	STAAR RLA & Math; based on assignment.	District BOY & Spring STAAR	Renaissance 360 Fall vs. Spring STAR 360 Assessment	BOY AP Assessment vs. Spring AP Exam score	District Developed BOY & EOY
Measure	Gap Closure Model	Gap Closure Model	Gap Closure Model	TEA Transition Tables Growth Measure	District Developed Transition Table Growth Measure	Renaissance Growth Model	Increase to passing (3) or above compared to BOY score.	District Developed Transition Table Growth Measure



TEAs Minimum Thresholds for TIA Designations

TTESS Average in Domains II & III:

- Average *must* be 3.7 or Higher.
- Teacher cannot have an “2s” in their domain II & III scores
- T-Tess Cut Points exist within each designation level

Growth Calculation:

- Recognized Growth must be **at least 55%*** of students
- Exemplary Growth must be **at least 60%*** of students
- Master Growth must be **at least 70%*** of students

* Final District Standards are Subject to Change

CANUTILLO A Premier District



TIA Score Calculation in Canutillo

Canutillo teachers in an eligible teaching assignment receive a summative score comprised of the following components and **must meet the minimum threshold in all categories** to be recommended for a designation.

2023-2024 and forward

- T-Tess Domains II & III
 - Recognized Minimum Avg: 3.7*
 - Exemplary Minimum Avg: 3.9*
 - Master Minimum Avg: 4.5*
- Student Growth:
 - Recognized Minimum: 55% *
 - Exemplary Minimum: 60% *
 - Master Minimum: 70% *

**Final District Standards ARE 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.



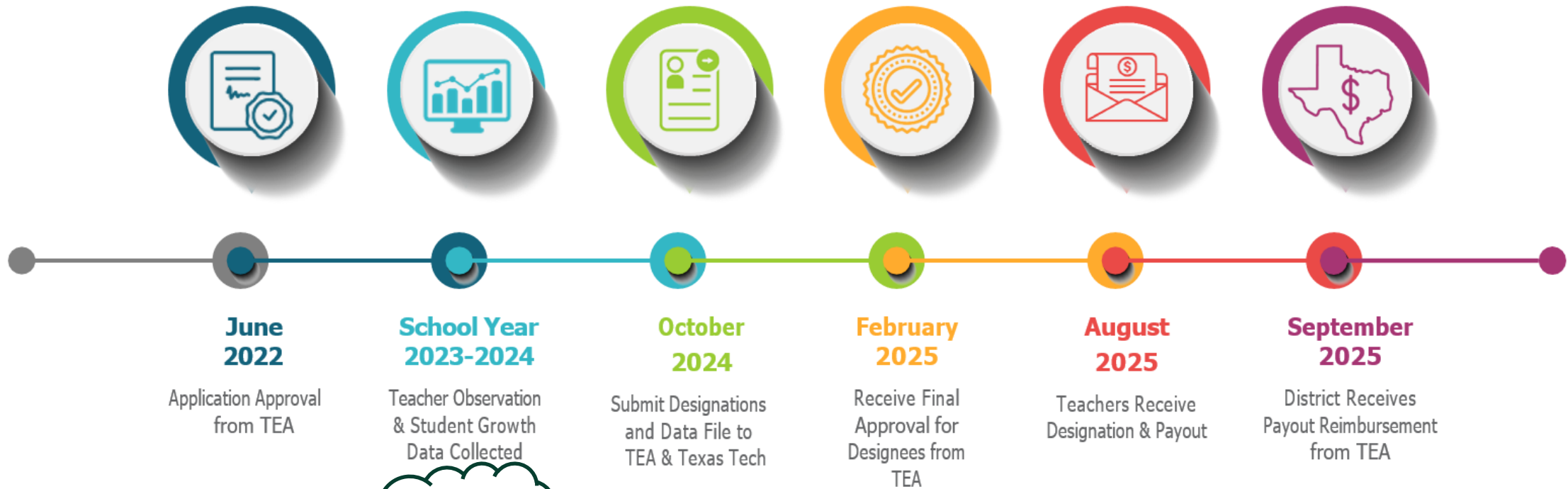
What else can affect a designation?

- **Observation Waivers:** Please note that evaluation of teacher eligibility for a TIA designation is considered annually. This means that every year a teacher in an eligible teaching position who completed a full T-TESS evaluation and has available student growth measure data; a TIA score will be calculated. For this reason, teachers who agree to a waiver will not generate such data and cannot be considered for TIA designation nor be resubmitted for a higher designation (if already designated) during the year that they are on a waiver.
- **Position Changes:** To be considered for TIA and/or to continue receiving incentives; teachers must remain in Canutillo in a 087-teaching position for at least 90 days 100% of the day or 180 days at 50-99% of the day.



Canutillo TIA Good to Know Facts...

Designation Timeline



Fall 24-25, data collection starts again!

CANUTILLO A Premier District



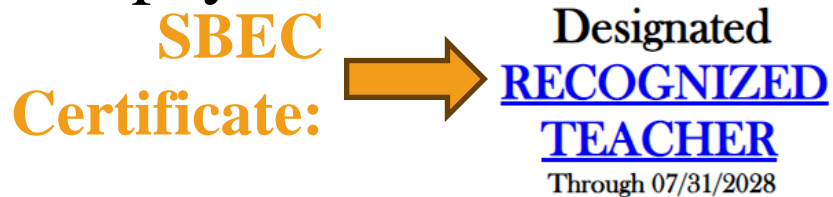
Canutillo TIA Good to Know Facts...

- **Students Measured for Growth:** Students must be enrolled in your TEAMS class roster by fall break (must complete BOY) and continue with you through Spring EOY testing.
- You must remain as their teacher of record for the duration of the school year in the TIA eligible course.
- At the secondary level, if a student moves from one period to another but stays with you; he/she will remain in your data set.
- Students who meet the following criteria **are removed** from the data set:
 - Students who enroll late, after fall break
 - Students who withdraw prior to Spring testing
 - Students who switch from one teacher to another after fall break
 - In Categories 4 and 5: Students who come from another state with no previous STAAR scores



Canutillo TIA Good to Know Facts...

- TIA designations are in place for 5-years once awarded
- Your TIA designation is added to your Texas Educator Certificate
- If you leave a 087-teaching position, you will no longer receive TIA monies.
- If a teacher who is designated leaves the district during the Spring designation window (either as a new designee or already designated teacher); the district will retain the TIA funds and the teacher will not receive a payout



Canutillo Good to Know Facts...

***WE* don't want you to leave!**
Canutillo has TIA to *keep* teachers!

Consider This:

- Other districts have different systems; they may not include your teaching category
- Canutillo provides support to *help* teachers earn designations
- Ability to renew designation after the 5-year designation ends
- Ability to level up to a higher designation



Canutillo TIA Good to Know Facts...

- Canutillo allocates 90% of TIA funds to teacher payments and 10% goes towards district TIA operating costs.
 - Allotments vary each year by campus based on funding; TEA calculates based on district type and Eco Dis percentages. Funding map and averages are posted on the [TIA Texas website](#)
 - Allotments are recalculated annually; your designation can increase – but the funding amount can change based on the funding map.

Fringe Benefits paid on teacher behalf :

- TRS (Texas Retirement System) Care
- OASDI (Old-Age, Survivors & Disability Insurance)
- Medicare
- WC (Workers Compensation)
- Unemployment

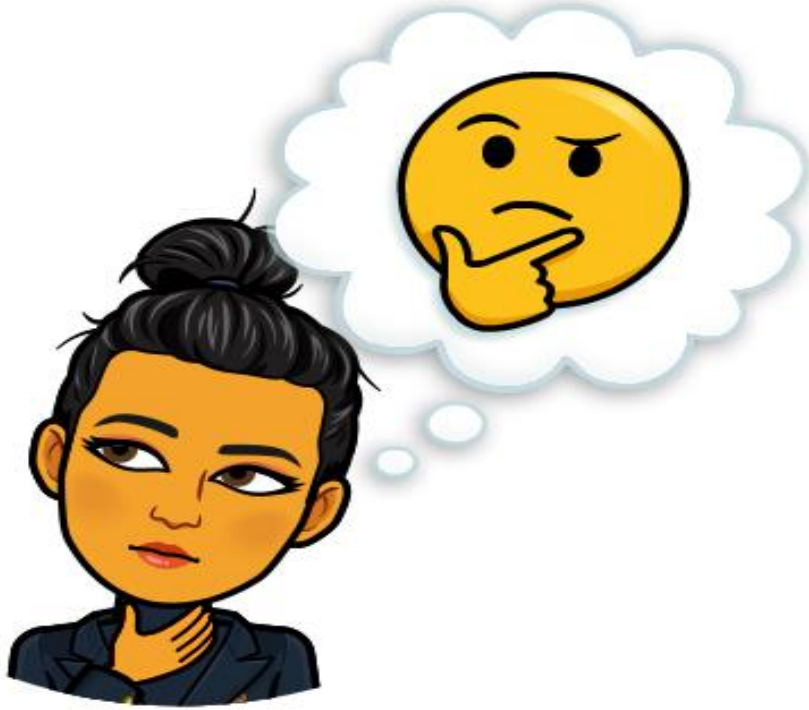


Canutillo TIA Good to Know Facts...

National Board Certification

- Teachers who hold NBC are automatically identified as TIA Recognized
- NBC teachers have data submitted to achieve a higher designation level if in an eligible teaching category
- To level up – an NBC teacher must meet the existing cut points in EACH category to earn a higher designation
- Canutillo offers mentoring and support to help teachers works towards National Board Certification





Contact information:
Dr. Debra Kerney
Associate Superintendent
dkerney@canutillo-isd.org

Any Questions?



Contact information:
Jessica Harrison
District Testing, Research & Accountability
jharrison@canutillo-isd.org

CANUTILLO A Premier District



More Information...

TIA Texas

Canutillo Teacher Incentive
Allotment



GRIT Q & A:

1. What if you teach 6th and 8th grade? If you teach the same subject in 6th and 8th grade, all of your eligible scores will be calculated to reach a final growth score.
2. District Designation for PE? The pathway to designation for PE teachers is currently through National Board Certification.
3. Are you reevaluated for a lower designation at the end of the 5-year designation period? At the end of your current 5-year designation, you must redesignate – it could result in a lower designation to restart the 5-year period. Canutillo submits teacher data annually.
4. If you get a designation payout, is it a 1-time lump sum payout? Yes, each year you are designated it is a lump sum payment.
5. Is there anything we (as teachers) have to do to qualify or be considered or is it done automatically? Canutillo goes through the data submission process annually. This process is automatically completed for any teacher in an eligible category who meet the defined criteria.
6. Are Dyslexia Intervention, Reading Intervention, and At-Risk teachers eligible? To be eligible, teachers must be in a 087 role with a consistent TEAMS roster of students who are instructed in Reading or Math.
7. How does it work departmentalized at the Elementary level? Teachers who are departmentalized meet the eligibility criteria based on what they teach most during the day. If you teach 4th grade Science, the students who are on your 4th grade Science rosters in TEAMS are those considered as your student set.
8. Does the money apply towards your top 5 highest earning years for TRS (retirement)? Yes, the payout is considered part of your annual earnings for TRS purposes.



GRIT 2024 Q & A:

1. How do Sped Inclusion/Resource teachers get measured? Sped Resource and Inclusion teachers are measured in their categories of eligibility based on students assigned to them in TEAMS. Students must complete any required BOY and EOY test administrations to be included in the growth calculation. If a teacher instructs multiple levels/subjects, the data from each is measure for growth and gathered together to create a teacher growth profile.
2. What if you score the same level each year? Does it reset? Yes and No, it does not reset if you remain at the same designation level for 5 years. If year one you are recognized, then year two and beyond you are Exemplary – 5 years from year two is when your designation will expire. If you are at the maximum designation level of Master, the 5-year period begins the first year you designate as Master.
3. If Exemplary status has been met, can newer scores bring you down to recognized? You will remain Exemplary for the 5-year period. Upon redesignation at the end of the 5-year period, you could redesignate as Recognized. When within your 5-year designation, you will never go down – you can only Level Up.
4. What specific metric is considered growth? Each category has a process used to calculate growth – see slide 7 for the growth measure used in each category. It is the total number of students taught vs. the number who showed growth. Teacher growth percentage comes from the total number of students who met growth out of the total number of students who met criteria to be included.

