

## Kerrville ISD

### Teacher Incentive Allotment Field Guide



HB 3, 86<sup>th</sup> Legislature, established the Teacher Incentive Allotment (TIA) to recognize effective teachers on three different levels, *Recognized*, *Exemplary*, and *Master*. The TIA allotment funds help Kerrville ISD (KISD) build and sustain a local system that rewards, retains, and recruits highly effective teachers. The TIA designation approval process is multi-step and includes the submission of a district designation system application to the Texas Education Agency (TEA) and then a data validation process through Texas Tech University.

The TIA teacher designations generate additional teacher-focused allotment funding to help reward top performers. Kerrville ISD has dedicated 92% of TIA funds to go directly to the designated teacher. KISD's teacher compensation plan is built based on teacher effectiveness and student equity and creates a path for highly effective teachers to stay in the classroom and continue to impact student success, while being rewarded for high-quality classroom instruction.

Under the Kerrville ISD TIA plan, there are two paths to earning a designation. One is through obtaining the National Board Certification, producing high-level student outcomes through intentional planning and effective instructional practices. Per TEA, all National Board-Certified teachers are automatically eligible to earn a *Recognized* designation regardless of their teaching assignment. The second path is through Kerrville's local designation system for *Recognized*, *Exemplary* and *Master*. This includes teacher observations with the T-TESS Rubric, student growth outcomes and a teacher leadership component. This field guide provides an overview of the implementation of TIA in Kerrville ISD.

#### Teacher Incentive Allotment Overview

The Texas Education Agency's (TEA) Teacher Incentive Allotment (TIA) program is an opportunity to provide a pathway that financially recognizes top teachers who strive for growth and improve student outcomes. The Teacher Incentive Allotment allows approved districts to issue designations to highly effective teachers.

The three levels of designation are *Recognized*, *Exemplary*, and *Master*. Designations are displayed on an individual's teaching certificate for five years. National Board-Certified teachers may earn a Recognized designation automatically.

Teachers who earn a TIA distinction based on National Board Certification, teacher observations (T-TESS), high student outcomes and a teacher leadership component will receive an additional state stipend separate from the current Kerrville ISD pay schedule. The additional money received by TIA-designated teachers is credited in the Teacher Retirement System and will be used in benefit calculations.

### Eligibility for TIA Designation

To be eligible for a TIA designation as defined by TEA, a teacher must:

- Hold a valid SBEC teaching certification
- Be coded as a teacher (code 087) within Skyward
- Receive district salary compensation that mirrors PEIMS teacher coding for a minimum of 90 days at 100% of the day or 180 days at 50-99% of the day
- Receive proficient or above ratings in Domain 2 & 3 for all T-TESS dimensions

### Local Eligibility Requirements (core content):

- At least 60% of students must demonstrate growth
- 90% of snapshot students must test, BOY and EOY
- Must have at least 1 class of at least 10 students
- SPED Inclusion and Bilingual: Must also be certified in the content area of eligibility
- Complete Teacher Leadership Portfolio

### Local Eligibility Requirements (Inclusion: Special Education & Bilingual)

- At least 60% of students must demonstrate growth
- Must match an eligible TIA teaching assignment (Reading, Math, Biology, etc)
- At least 90% of snapshot students must test, BOY and EOY
- K-12 SPED/Bilingual Inclusion: Must have at least 6 students
- 3-12 Functional Academics: Must have at least 5 students
- ECSE: Must have at least 4 students
- Provide at least 45-minutes of co-teaching instruction daily
- Complete Teacher Leadership Portfolio

### Designations and Funding

Designations can generate annual allotment funding for the employing school district. The monetary ranges at the bottom of the designation figure below are specific to Kerrville ISD's allotment funding. The allotment funding increases depending on a campus' rural status and/or socio-economic need with higher allotment funding generated at rural or high-needs campuses. For more information about how the state calculates campus and district funding, see TEA's <https://tiatexas.org/about/funding/>. The allotment funding is subject to change every April, so

the yearly payout will fluctuate. For more information about the specific amount of TIA funds generated by TIA designated teachers at every campus across the state, see TEA’s <https://tiatexas.org/funding-map/>.

	ECC	NES	SES	TES	DES	HPMS	THS
<i>Recognized</i>	\$7,898	\$6,969	\$6,691	\$6,272	\$7,463	\$6,545	\$6,195
<i>Exemplary</i>	\$15,796	\$13,391	\$13,382	\$12,544	\$14,927	\$13,090	\$12,389
<i>Master</i>	\$28,326	\$24,303	\$24,303	\$22,907	\$26,878	\$23,816	\$22,649

**\*\* updated April 2024**

**Student Growth Measure** – 65% of total TIA score

District Goal #2 states: *"Develop future-ready students and build a strong academic foundation in literacy and math by ensuring all students are reading on grade level by grade 3 and remain on grade level and by ensuring all students successfully complete algebra coursework."* The district has created a TIA plan to recruit Master teachers for reading and math subjects to strengthen the alignment to District Goal #2. The instrument used to measure student growth depends on the grade level and subject area.

**Growth measures are determined by a 3<sup>rd</sup> party vendor, NWEA Map Growth, for the following categories:**

- K-8 Math, Algebra I, Algebra II & Geometry
- 5<sup>th</sup> Science, 8<sup>th</sup> Science, Biology
- 3-12 RLA

**Growth measures are determined by a 3<sup>rd</sup> party vendor and/or District, mClass, Circle for the following categories:**

- K-2 RLA: mClass
- Pre-K 4, inclusion and life skills: Circle

**Growth measures using the Pre-/Post-Model will be calculated by the district for the following categories:**

- 8<sup>th</sup> Social Studies
- US History
- 3-12 Life Skills
- Spanish and German
- AP Courses

If a teacher's schedule includes more than one eligible course, growth will be calculated for only the course with the greatest number of sections in the teacher's schedule. For example, if a

teacher has 5 sections of Pre-AP Biology and only 1 section of AP, the teacher's growth score will derive from the 5 sections of Pre-AP Biology only.

## KISD TIA Assessment Protocols

In order to provide clarity and consistency in this process, the protocols below are provided for all teachers.

### Testing Window

Assessments will be given on the following dates for all campuses and in accordance with the time guidelines provided below:

<b>Teaching Assignment</b>	<b>Assessment</b>	<b>Available Intervention</b>	<b>Time Guidance (B,M.E)</b>	<b>BOY Testing Window</b>	<b>MOY Testing Window</b>	<b>EOY Testing Window</b>
<i>8-12 Spanish and German</i>	AAPPL		120-150 minutes	9/3-9/20 2024		4/28-5/16 2025
<i>3-12 RLA, K-8 Math, Algebra I, Algebra II &amp; Geometry</i>	NWEA-Map	Exact Path	45-90 minutes	9/3-9/20 2024	1/13-1/31 2025	4/28-5/16 2025
<i>5<sup>th</sup> Science, 8<sup>th</sup> Science, Biology</i>	NWEA- Map	Study Island	45-90 minutes	9/3-9/20 2024	1/13-1/31 2025	4/28-5/16 2025
<i>US History &amp; 8<sup>th</sup> Social Studies</i>	STAAR Test	Study Island	90 minutes	9/3-9/20 2024		4/24 2025
<i>Pre-K4, Life skills and Inclusion</i>	Circle			9/3-9/13 2024	1/13-1/24 2025	4/22-5/2 2025
<i>K-2 RLA</i>	mClass	mClass Intervention	Varies by student <i>(Additional staff in classroom - Pursuing TIA)</i>	9/3-9/20 2024	1/13-1/31 2025	4/28-5/16 2025
<i>AP Teachers</i>	AP Exams	myAP Classroom	60-90 minutes	9/3-9/20 2024		3/17-4/3 2025
<i>3-12 Life Skills</i>	STAAR Alt: Math and RLA		Varies by student	9/3-10/3 2024		3/17-4/18 2025

### Serious Testing Violations

Conduct that violates the security and confidentiality of a test and is considered a serious testing violation includes:

- directly or indirectly assisting students with responses to test questions
- previewing test questions/answers with students during instruction, assessments, homework, study guides, or other classroom materials
- tampering with student responses
- falsifying student responses
- responding to test questions
- encouraging or assisting an individual to engage in the conduct described in the items listed above or in any other serious violation of security and confidentiality

Any incidents involving alleged or suspected testing irregularities falling under the category of a serious violation must be reported to campus administration. Failure to adhere to the requirements may result in removal from the consideration for the KISD teacher incentive allotment.

### Student Growth Cut Points

<i>Designation</i>	<i>Student Growth Cut Point</i>
<i>Recognized</i>	60%* must have at least 60% to be eligible for a designation
<i>Exemplary</i>	70%
<i>Master</i>	80%

### Teacher Observations: T-TESS Teaching Standards Rubric- 30% of TIA Score

Teacher effectiveness and impact on students is measured using the T-TESS Instructional Rubric, which is based on a set of standards that promote best teaching practices across all content areas. For teacher observation scoring purposes, TIA establishes a priority emphasis on the Instruction (Domain 2) and Learning Environment (Domain 3) domains of the T-TESS evaluation. These domains contain indicators used to identify the levels of teacher effectiveness during classroom observations and evaluations. To be eligible for a TIA designation, teachers must earn a rating of proficient or higher on each of the eight dimensions measured across Domains 2 and 3.

The requirements for teacher observations include:

- At least one unscored formative walkthrough
- One scored full (45-minute) observation by a committee (averaged)
- Must receive at least proficient in Domain 2 & 3 for every dimension

- Teachers who receive ‘developing’ in any dimension may request an additional observation from a separate committee within 15 days of the post-conference.

### T-TESS Rubric by Domain

The table below shows the average domain scores for each designation level. The average scores were derived from the statewide analysis of T-TESS observations from across the state with scores on a 1 to 5 scale.

The table reflects the average score of the teachers in the statewide analysis that qualified for each designation. The average score for Master reflects the average score for teachers in the 95<sup>th</sup> percentile and above, the average score for Exemplary reflects the average score for teachers in the 80<sup>th</sup> to 94<sup>th</sup> percentile and the average score for Recognized reflects the average score for teachers in the 67<sup>th</sup> to 79<sup>th</sup> percentile. Cut points for the teacher observation score were generated using the average of Domain 2 and 3 for each designation level from the table below.

T-TESS Domains	Recognized	Exemplary	Master
Average Domain 2 (Instruction)	3.55	3.97	4.56
Dimension 2.1 (Achieving Expectations)	3.52	3.95	4.51
Dimension 2.2 (Content Knowledge & Expertise)	3.61	4.04	4.63
Dimension 2.3 (Communication)	3.64	4.01	4.61
Dimension 2.4 (Differentiation)	3.44	3.9	4.49
Dimension 2.5 (Monitor & Adjust)	3.52	3.98	4.56
Average Domain 3 (Learning Environment)	3.97	4.19	4.9
Dimension 3.1 (Classroom Environment, Routines, & Procedures)	3.97	4.16	4.89
Dimension 3.2 (Managing Student Behavior)	3.97	4.19	4.87
Dimension 3.3 (Classroom Culture)	3.98	4.24	4.92

For more information on the T-TESS rubric, please visit [www.teachfortexas.org](http://www.teachfortexas.org).

### Teacher Observation Cut Points

<i>Designation</i>	<i>T-TESS Domain 2 &amp; 3 Cut Point</i>
<i>Recognized</i>	<b>3.76</b>
<i>Exemplary</i>	<b>4.08</b>
<i>Master</i>	<b>4.73</b>

### Teacher Leadership Component- 5% of TIA Score

The third component of the TIA designation score includes a teacher leadership score. The score is derived from teacher activities related to school achievement. For more information on this component, refer to [T-TESS Domain 4- TIA Teacher Leadership Component.docx](#). Portfolios may be submitted in any format and are due to Central Office on the last day of school.

### Teacher Leadership Portfolio Cut Points

<i>Designation</i>	<i>Leadership Portfolio Cut Point</i>
<i>Recognized</i>	<b>3</b>
<i>Exemplary</i>	<b>4</b>
<i>Master</i>	<b>5</b>

### TIA Scoring and Eligibility

TIA teacher score is calculated based on the weighted combination of teacher observation score, student growth score, and teacher leadership. Please note, the TIA score is based on number of points, so it is possible to achieve a higher designation even if the teacher doesn't meet the cut points. Following data capture year, TIA teacher designations are submitted to TTU/TEA for data review; pending TEA data validation, the TIA designation is attached to a teacher's teaching certificate for 5 years.

### Weighting of Designation System Requirements

- T-TESS Domain 2&3 weighted composite score is weighted at 30% of TIA score
- Student growth weighted composite score is weighted at 65% of TIA score
- Teacher leadership weighted composite score is weighted at 5% of TIA score

The following steps are completed by the district-level appraisal team.

1. The **T-TESS teacher observation score** is calculated for all teachers eligible for a designation. The composite score is derived from one 45-minute observation by the appraisal team. The following formula demonstrates how points are calculated based on the T-TESS observation score.

$$\frac{\text{Recognized cut point based on performance standards}}{\text{Highest possible points based on performance standards}} = \frac{x}{\text{Percentage of component that district is using for teacher observation}}$$

$$\frac{3.76}{5} = \frac{x}{30}$$

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2. The **student growth score** is calculated for all teachers with student growth results for students meeting enrollment criteria (PEIMS Snapshot). The following formula demonstrates how points are calculated for student growth performance at the Recognized designation:

$$\frac{\text{Recognized cut point based on performance standards}}{\text{Highest possible points based on performance standards}} = \frac{x}{\text{Percentage of component that district is using for student growth}}$$

$$\frac{60}{100} = \frac{x}{65}$$

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3. The leadership portfolio is based on the artifacts submitted as outlined in the [T-TESS Domain 4- TIA Teacher Leadership Component.docx](#). The following formula demonstrates how points are calculated for the leadership portfolio at the Recognized designation:

$$\frac{\text{Recognized cut point based on performance standards}}{\text{Highest possible points based on performance standards}} = \frac{x}{\text{Percentage of component that district is using for leadership component}}$$

$$\frac{8}{12} = \frac{x}{5}$$

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### TIA Scorecard

Kerrville ISD will issue TIA teacher scorecards once the district-level appraisal team has determined TIA teacher designation eligibility. Designations are official after TEA validates the district’s TIA data. The chart below refers to the total points needed to obtain each designation.



### KISD Teacher TIA Score Card

Follow the formulas under each teacher category to calculate total points per category and your total TIA score.

Domain 2.1	Domain 2.2	Domain 2.3	Domain 2.4	Domain 2.5	Average
Domain 3.1	Domain 3.2	Domain 3.3	Average		
Teacher Category					
Teacher Category	Score	Points			
<b>1. Teacher Observation</b> (T-TESS Average x 30)/5					
<b>2. Student Growth</b> (growth % x 65)/100					
<b>3. Portfolio</b> (Portfolio points x 5)/ 12					
<b>Total Score</b>					

Designation	Points Needed
Recognized	65-74
Exemplary	75-84
Master	85-100

### TIA Evaluation Frequency

Evaluation of teacher eligibility for a TIA designation is considered every year.

- Teachers with an existing TIA designation will be resubmitted annually within their 5-year TIA designation period.
- An existing TIA designation will be submitted for a higher designation within their five-year TIA designation if a subsequent year performance earns a higher TIA designation.
- Teachers with an existing TIA designation will not be resubmitted to lower a TIA designation within their 5-year valid TIA designation.

### Distribution of Compensation

- If a teacher with a designation moves from an eligible teaching category to a non-eligible teaching category, the teacher will receive their allotment for the remainder of their 5-year designation. If the teacher is interested in pursuing another designation, they must move to an eligible teaching category.
- Designated teachers will receive 92% of teacher allotment through KISD’s local plan.
  - Teachers will receive a one-time payment of their allotment funds in the summer after allotments are finalized the year following data capture.
  - Any designated teacher who leaves the district or retires at the end of the year will still generate and receive their allotment for that school year.

- If a designated teacher leaves after winter submission without fulfilling their teaching contract, they will NOT receive their allotment.
  - The allotment generated will be distributed across the campus to non-eligible and non-designated teachers equally.
- Kerrville ISD will collect the remaining 8% of the amount generated at each campus to help support the TIA program.
  - Contribution to TRS benefits
  - Support National Board Certification

For information regarding Kerrville ISD’s spending plan or how the allotment affects TRS accounts, please visit [Kerrville ISD's TIA Spending Plan](#).

### Cohort Timeline

The first school year a district collects teacher data in accordance with their local designation plan is called the data capture year. The teacher data collected during the data capture year will be reviewed as part of the district approval process. Teachers will not be compensated for the data capture year, as teachers will generate allotment the following school year pending an approved system. The table below displays comparative timelines for potential Teacher Incentive Allotment participants based on the data capture year.

#### Cohort F & G Timeline

Data Capture Year	
System Application due to TEA (Cohort G)	April 15 <sup>th</sup> , 2024
System Application Result Final Notification (Cohort G)	August 15 <sup>th</sup> , 2024
Data Review due to Texas Tech University <ul style="list-style-type: none"> <li>• Data submission from prior year’s cohort</li> </ul>	October 17 <sup>th</sup> , 2024
Data Collection (Cohort G)	September 2024- May 2025
Final Approval Notification (Cohort F)	Late February 2025
Final Designation and Allotment Notification (Cohort F)	April 2025
Initial Payout with Reimbursements for Approved Systems (Cohort F)	Summer 2025
Data Review due to Texas Tech University (Cohort G)	October 2025
Data Collection (Cohort H)	September 2025- May 2026

Final Approval Notification (Cohort G)	Late February 2026
Final Designation and Allotment Notification (Cohort G)	April 2026
Initial Payout with Reimbursements for Approved Systems (Cohort G)	Summer 2026

Annual TIA Evaluation Cycle

Step	Timeframe	Description
<b>TIA Overview, Updates &amp; Certification</b>	July–August	<ul style="list-style-type: none"> <li>• Information provided to new-to-KISD teachers during New Teacher Academy</li> <li>• All appraisers complete T-TESS refresher and calibration training</li> <li>• Campus administrators communicate changes and updates</li> <li>• Scores released for previous Cohort</li> </ul>
<b>Student Fall Assessment</b>	August–September	<ul style="list-style-type: none"> <li>• mCLASS</li> <li>• NWEA Map Growth</li> <li>• Circle</li> <li>• AAPPL</li> <li>• District created BOY assessment               <ul style="list-style-type: none"> <li>○ Released STAAR ALT</li> <li>○ Released STAAR</li> <li>○ Released AP test</li> </ul> </li> </ul>
<b>Goal Setting Conference</b>	September	<ul style="list-style-type: none"> <li>• T-TESS appraiser &amp; teacher review goals</li> </ul>
<b>TIA T-TESS Formative Walkthrough</b>	September–December	<ul style="list-style-type: none"> <li>• At least one 10-15-minute informal observation (written feedback required)</li> <li>• Focus on T-TESS Domain 2</li> </ul>
<b>TIA T-TESS Formal Observations</b>	September-March	<ul style="list-style-type: none"> <li>• One 45-minute observation</li> <li>• Focus on T-TESS Domains 2 &amp; 3</li> <li>• Written feedback required</li> </ul>
<b>T-TESS Formal Observations Round 2</b>	Within 15 days of Post-Conference	Additional 45-minute observation for those who received a 2 in any dimension (optional)

Step	Timeframe	Description
<b>Student Spring Assessment</b>	February–May	<ul style="list-style-type: none"> <li>• mCLASS               <ul style="list-style-type: none"> <li>• NWEA Map Growth</li> <li>• Circle</li> <li>• AAPPL</li> <li>• EOY assessment                   <ul style="list-style-type: none"> <li>○ STAAR ALT</li> <li>○ STAAR</li> <li>○ AP Released test</li> </ul> </li> </ul> </li> </ul>
<b>Teacher Leadership Portfolio</b>	May	<ul style="list-style-type: none"> <li>• Teachers compile artifacts and complete reflections</li> <li>• Due June 1st</li> </ul>
<b>Evaluation Rating &amp; TIA</b>	May	<ul style="list-style-type: none"> <li>• District analyzes TIA T-TESS observation and student growth data</li> <li>• District finalizes TIA scores and determines TIA designation eligibility</li> <li>• District reviews artifacts</li> </ul>
<b>Scorecards &amp; Data Verification Audit</b>	May–August	<ul style="list-style-type: none"> <li>• Teachers are notified of TIA score</li> <li>• Date depends on release of STAAR assessments and AP tests</li> </ul>

**Resources**

[T-TESS Rubric](#)

[TIA- TEA Homepage](#)

[National Board Certification Teacher Site](#)

[TEA TIA Handbook](#)