



Fredericksburg ISD

Inspiring Excellence

Teacher Incentive Allotment (TIA) Update September 23, 2024

Teacher Incentive Allotment Pathways

- **National Board Certification**

- Any teacher who has a National Board Certification is eligible for the Recognized level of TIA.

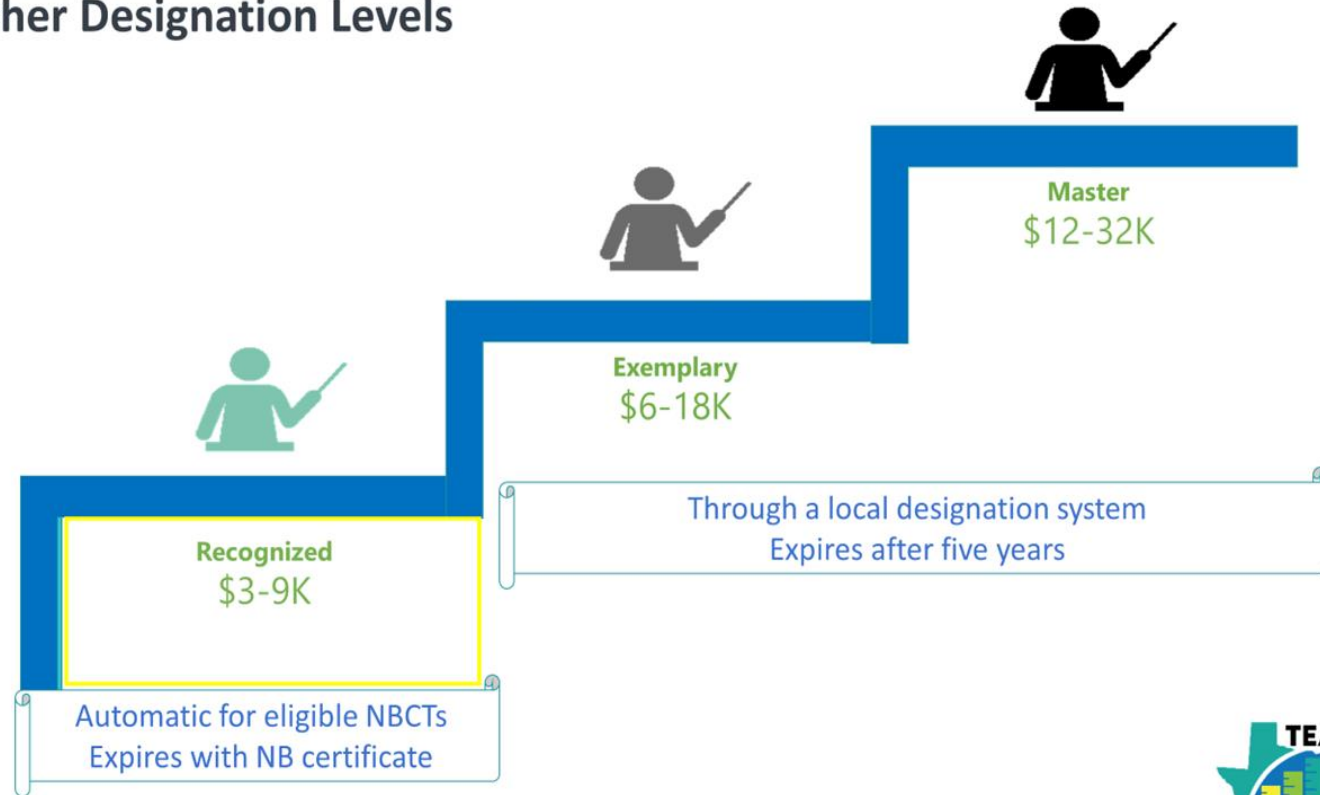
- **Local Teacher Incentive Allotment Plan**

- The district creates a TIA Plan, with stakeholder involvement, and submits the plan to the Texas Education Agency for approval.
 - The FISD Plan was submitted and approved by the TEA.
 - The 2024-25 (current year) is the our first data capture year.



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

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TIA Categories

T-TESS (no category below proficient) **40%** (Domains 2 & 3 – 8 Dimensions)

5	4	3	2	1
Distinguished	Accomplished	Proficient	Developing	Needs Improvement

Teacher Observation Minimum Average Ratings		
Designation Level	Minimum Average Score Across Domains 2 and 3	Minimum Rating Required for each Dimension in Domains 2 and 3
Recognized	3.7 (74% of possible points)	Proficient for all dimensions
Exemplary	3.9 (78% of possible points)	Proficient for all dimensions
Masters	4.5 (90% of possible points)	Proficient for all dimensions

Average Score Across Domains 2 & 3	Total TIA T-TESS Points Earned
5	40
4.87	39
4.75	38
4.625	37
4.5	36
4.375	35
4.25	34
4.125	33
4	32
3.875	31
3.7	30
<3.7	0



TIA Categories

Student Growth - 60% (percent of students who meet or exceed expected growth as set by the third party assessment minimums 55% of students)

Student Growth Minimums		
Recognized Teacher	Exemplary Teacher	Master Teacher
At least 55% of students meet or exceed expected growth	At least 60% of students meet or exceed expected growth	At least 70% of students meet or exceed expected growth

Percent of Students Meeting or Exceeding Expected Growth	Points Earned
100%	60
98-99	59
96-97	58
95	57
93-94	56
91-92	55
90	54
88-89	53
86-87	52
85	51
83-84	50
81-82	49
80	48
78-79	47
76-77	46
75	45
73-74	44
71-72	43
70	42
68-69	41
66-67	40
65	39
63-64	38
61-62	37
60	36
58-59	35
56-57	34
55	33
<55	0



Weights

- **T-TESS: 40%**
 - 1 full observation, minimum of 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, which administer the assessments, 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.



Where are we?

- Data Collection Year
- Administrators have completed a two-day workshop over the T-TESS rubric and calibration activities with the National Institute for Excellence in Teaching (NIET)
- Campus calibration walk-throughs are scheduled with (NIET) - end of October
- Review of T-TESS data and assessment data by district and campus leaders (middle of year)
- Data will be shared with teachers individually (middle of year)
- Identify any “skew” in data and provide support



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



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



Committees Needed For Additional Areas:

- Social Studies/History
- PE
- Fine Arts
- Resource Teachers who are not teacher of record
- Life Skills Teachers (instrument for growth)
- Dyslexia - Interventionist
- Electives/CTE
- Languages Other Than English
- Advanced Placement (AP)
- Other



Student Growth Measures for TIA

- Pre-test/Post-test
 - Vendor or locally created
 - Vendor or locally set expected growth targets
- Student Learning Objectives (SLO)
 - Aligned with TexasSLO.org
 - Built around a foundational skill and assessed with a body of evidence
- Portfolio
 - Ideal for Performance-Based courses
 - Must include a skill proficiency rubric with at least 4 proficiency levels and varied artifacts
- Value Added Measure (VAM)
 - Compares predicted to actual scores based on multiple years of past testing history
 - Based on statistical modeling and often conducted by independent researchers



FISD Website:

- **Staff Resources**

- Teacher Incentive Allotment (TIA)
 - Board Presentation 1
 - Board Presentation 2
 - Flyer: TIA
 - National Board Certification
 - Staff Presentation Update
 - TIA Handbook

