

Teacher Incentive Allotment Overview 2024-2025



The Goals - Teacher Incentive Allotment (TIA)



The Teacher Incentive Allotment (TIA) 2023-2024 Totals

481

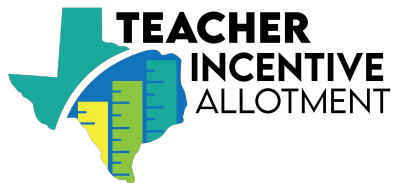
School Districts

25,000

Designated Teachers

\$290,000,000

2023-2024 TIA Allotment Funding





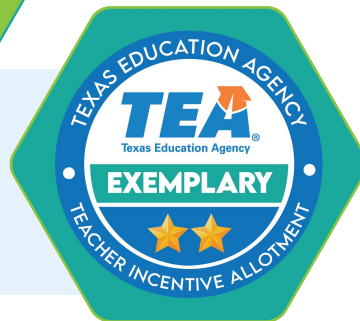
Average Funding for Maypearl ISD Teachers in 2023-2024

\$5,348
Recognized



90% must be spent on teacher compensation at the campus where the designated teacher works

\$10,697
Exemplary



\$19,828
Master



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

Basic Components of TIA Plan

01

% must come from classroom observation

02

% must be comprised of student growth

03

At least 90% of funds must go to teacher or be shared between teacher and campus staff



Maypearl ISD TIA System

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

Student Growth

NWEA MAP: 1st- 8th Reading & Math, 2nd - 8th Science, Algebra I, Algebra II, Geometry, Biology, English I, English II

DISTRICT/STAAR: 8th Social Studies

CIRCLE: Prekindergarten

MCLASS & NWEA MAP: Kindergarten

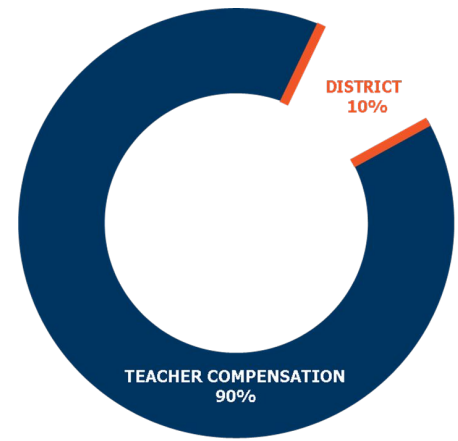
Final District Standards subject to change.

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.

Maypearl ISD Distribution Plan

TIA-designated teachers in Maypearl ISD receive 90% of TIA funds. The District shall retain 10% of the TIA dollars to use as follows:

- To support district oversight of the implementation of TIA and ongoing development of resources for TIA.
- To provide professional development to support teachers in obtaining TIA Designations



Eligibility for Compensation

Teachers with a TIA designation will generate funds if they meet the following criteria:

- Are employed by the district as a teacher (087 Role ID)
- Met or will meet the creditable year of service requirement by the end of the school year

Amount and Frequency of Compensation

- TIA compensation is an annual allotment provided by the State and subject to availability of state funding allocations. 90% of TIA compensation must be distributed toward teacher compensation on the campus where a TIA teacher is designated.
- TIA-designated teachers will receive TIA compensation annually based on their TIA designation and TIA state funding for their campus of assignment at the Winter snapshot date.
- Compensation will be distributed prior to August 31st

Maypearl TIA Phased in Approach

ACTIVE

National Board
Certified Teachers,
TIA Designated
teachers

Phase 1: 2024-2025

K - 8th Reading & Math
2nd - 8th Science
Biology
Algebra I
English I, English II
Social Studies 8

Phase 2: 2025-2026 TBD

Phase 3: 2026-2027 TBD

ongoing

Fall 2024

Fall 2025

Fall 2026

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

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.

TIA System and Approval Timeline



**System
Development**



Year 1

2023-2024

Apply for TIA

Application
Approval



Year 2

2024-2025

Capture Data

**Apply for
system
expansion
and/or changes**



Year 3

2025-2026

**Submit data to TTU and
fees to TEA**

**Designate and
Compensate**

**Apply for system
expansion and/or changes**

**Complete annual
requirements**

System Approval

Ongoing Stakeholder Engagement