



Teacher Incentive Allotment Campus Ambassador Meeting

November 12, 2024



The Goals | Teacher Incentive Allotment (TIA)

RETENTION

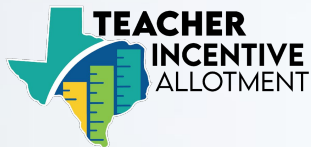
To ensure top teachers have a **realistic** path to a competitive annual salary

RECRUITMENT

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



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Average TIA Payout for CFB Teachers in 2023-2024

CFB awards 90% of the TIA Payout to the Designated Teacher

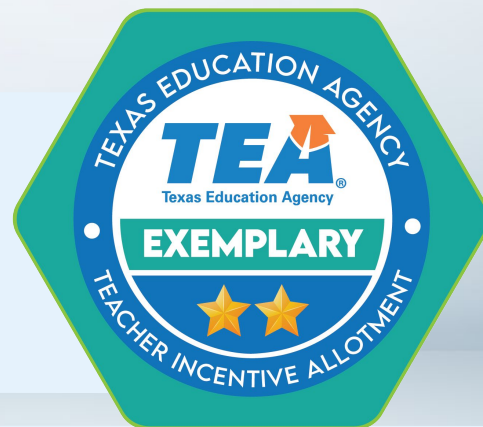
\$5,026

Recognized, top 33% in the state & NBCT



\$10,051

Exemplary, top 20% in the state



\$18,752

Master, top 5% in the state





\$2.9 million

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.



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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, 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.



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Based on our most recent 2023-2024 Data Submission:

We submitted a **total of 395 teachers** for TIA designation.

182 teachers - or nearly half of those designees earned a **new or higher TIA designation**

****PENDING TEA DATA VALIDATION****



TIA Timeline for 2024-2025

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 school year, CFB'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.



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Ambassador Questions

These were topics that were submitted by the Ambassadors prior to this meeting:

Q: Can the TIA payment be a separate supplemental payment rather than be included in a monthly paycheck?

A: The IRS Regulations stipulate that taxes are calculated based on the total amount an individual earns within a month regardless if it is in one paycheck or multiple checks.



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Ambassador Questions

Q: Is the student growth projection for the EOY based on the BOY assessment or does it re-calculate at the Mid-Year assessment?

A: The EOY expected growth is based on the BOY assessment. It does not recalculate at the MOY assessment. Semester courses have BOY at the beginning of the semester and EOY at the end of the semester.



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Ambassador Questions

Q: Is there any consideration being given to adding a stipend for the TIA Ambassador on each campus as the ambassador is being called on to answer detailed and increasingly nuanced questions as our system expands?

A: At this time, no new stipends are being considered. Feel free to send any questions/concerns to tia@cfbisd.edu for the TIA Team to answer.



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Ambassador Questions

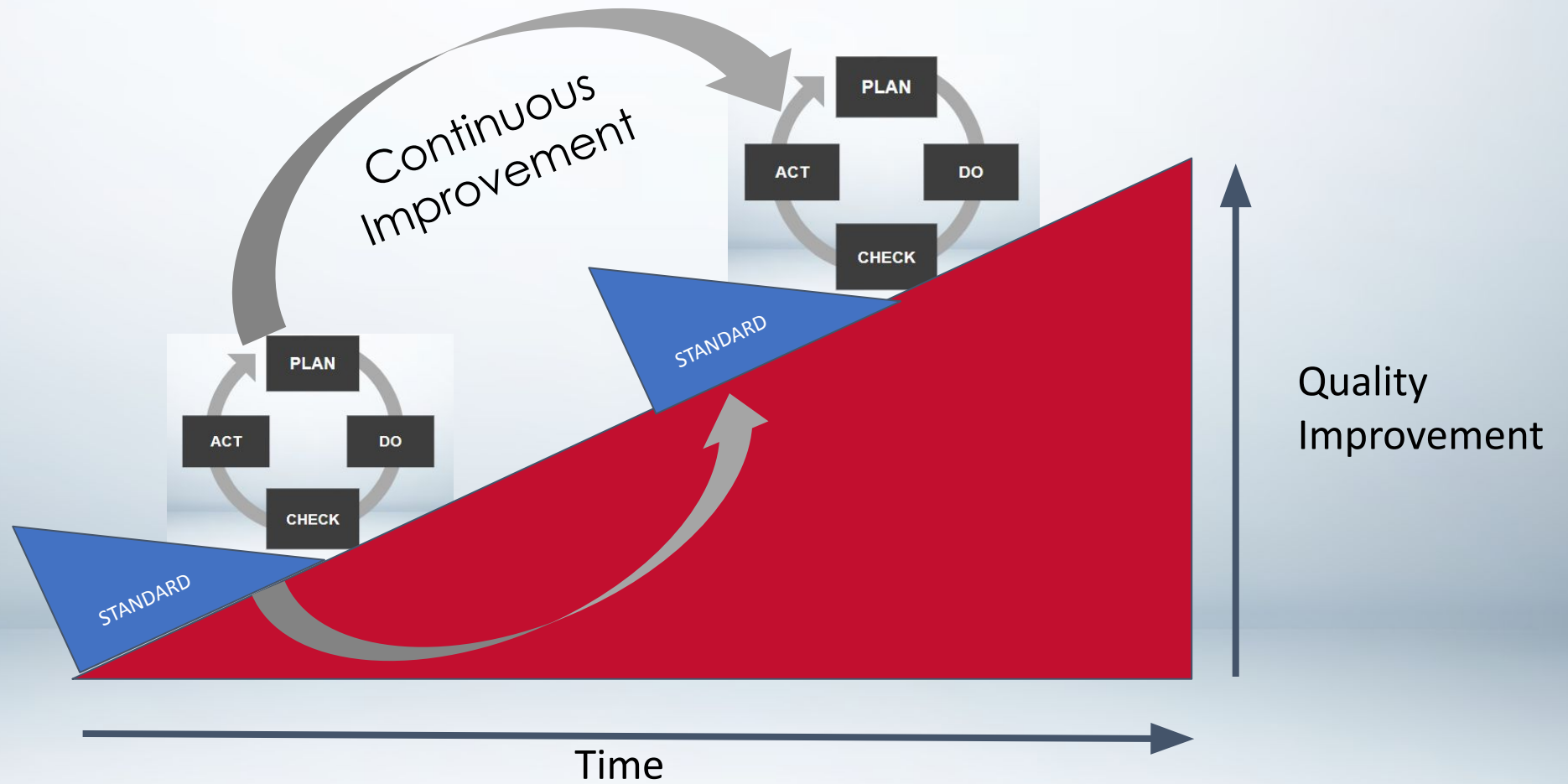
Q: When does the clock “restart” for a TIA Designation?

A: Once a teacher earns a TIA Designation, he/she keeps the designation for 5 years. The TIA clock only restarts if the teacher earns a higher designation during those 5 years.



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Staff Feedback Loops

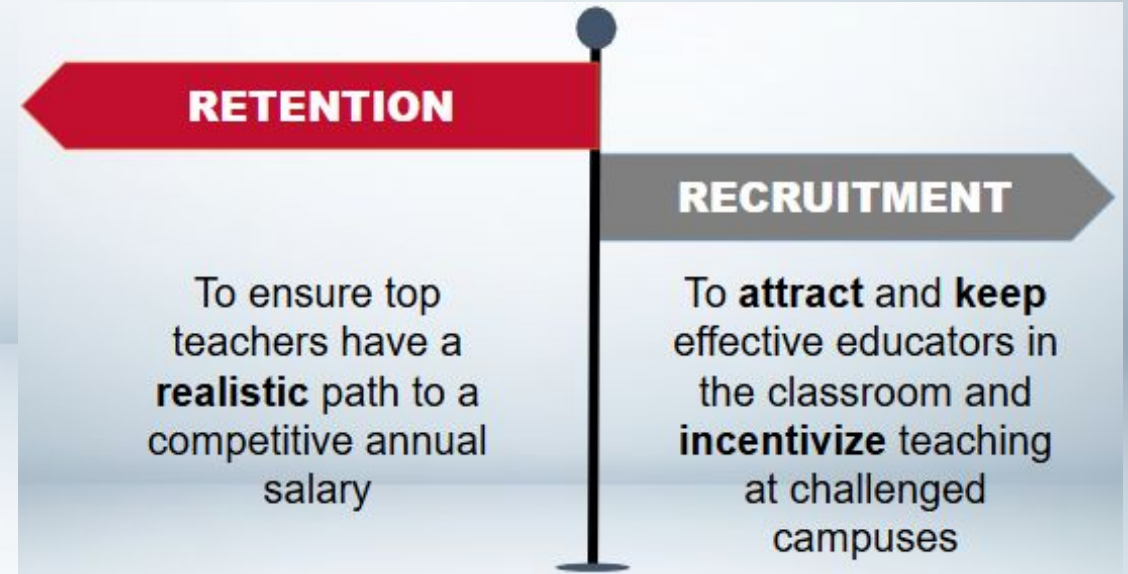


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Question: TIA funds for those no longer employed

While a designation once earned, remains on a teacher's certificate for 5 years, the state allows each district to set their own rules around distribution of TIA funds. Our Guidebook states, "The employee must be employed in CFB at the time of the payout in August to receive the funds" (exception for retirees).

What would you like CFBISD to do if a teacher is no longer employed with the district at the time of TIA payouts for a reason other than retirement?



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Question: Student Attendance

Currently, students with less than 85% attendance are excluded from TIA data calculations.

- Student Attendance Rule was added during COVID and has remained a requirement for 3 data submissions.
- MOST districts do not use student attendance.

% of Student Scores Excluded due to Attendance Rule in 2024

Elementary	4%
Middle School	7%
High School	9%



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Question: Student Attendance & MAP Scores

**Include Only - Met the 85% Attendance Rule.
Scores were included in calculating growth.**

MAP Tested Area	# of Scores	% Did Not Meet	% Met Growth
Language Arts	14,539	55%	45%
Mathematics	14,278	49%	51%
Science	5,652	41%	59%
Total # of Scores	34,469	50%	50%

**Exclude Only - Did Not Meet the 85% Attendance Rule.
Scores were not included in calculating growth.**

MAP Tested Area	# of Scores	% Did Not Meet	% Met Growth
Language Arts	651	60%	40%
Mathematics	532	53%	47%
Science	314	44%	56%
Total # of Scores	1,497	54%	46%

Include & Exclude - What if all scores were used to calculate growth?

MAP Tested Area	# of Scores	% Did Not Meet	% Met Growth
Language Arts	15,190	55%	45%
Mathematics	14,810	49%	51%
Science	5,966	41%	59%
Total # of Scores	35,966	50%	50%



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Question: Student Attendance

If we removed the Attendance Rule from the 2024 data submission:

- 2 additional teachers would have been included in data submission; 1 of whom would have earned a designation.
- 94% of teachers would have had no change to their designation.
- 11 teachers would have moved to a higher designation.
- 24 teachers would have moved down a designation.

Should we keep the student attendance requirement when calculating TIA data?

If yes, what should we use as the attendance threshold?



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Question: T-TESS Domains 1 & 4

Currently, our Guidebook states that T-TESS Domains 1 & 4 are used as an additional requirement to earn a designation. Teachers must have a score of proficient or higher for T-TESS Domains 1 & 4 to be eligible.

*In the most recent data submission, only 1 teacher met the student growth/T-TESS Domains 2 & 3 minimums but did not meet this requirement for Domains 1 & 4. That teacher did not earn a designation.

Should we keep the requirement of proficient or above for T-TESS Domains 1 & 4, or should it be removed to simplify our system?



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Question: Additional Content Areas

We are exploring how to expand into additional content areas and programs such as SpED, LOTE and CTE courses for TIA in 2025-26.

What additional content areas or courses would you like to see CFB add to our TIA System?



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Question: Student Growth Instruments

Please provide feedback on any concerns or suggestions you have for our current student growth instruments.

Should the district explore using STAAR progress measures for courses that have a STAAR/EOC assessment and keep MAP or local assessments only when STAAR is not available?

Question: Other Topics

Please provide feedback on any concerns or suggestions you have for any other aspect of our TIA process.

- *Scorecards
- *Class roster verification (fall or spring)
- *Lump sum payment
- *TIA communication
- *Website Materials
- *Celebration of Designated Teachers
- *How to use TIA to recruit teachers?



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Survey closes December 6, 12:00 pm.
(All Professional Staff)

<https://forms.gle/qe2BEoH9T9tEw2N26>



CFB's TIA District Leadership Committee

Committee Member	Role
Daniel Herndon Cassandra Cordova Katy Bondies	Data & Technology
Sherie Skruch Kim Galvez	TIA Lead TIA Data Specialist
Kim Holcomb Dr. Chris Julian	Leadership and Learning
Dr. Tamy Smalskas	Human Resources
Carla Settle	Finance
Carin Rodriguez	Communications



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