cfb TIA TEACHER INCENTIVE ALLOTMENT

CARROLLTON-FARMERS BRANCH ISD

Teacher Incentive Allotment Campus Ambassador Meeting

February 25, 2025

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The Goals | Teacher Incentive Allotment (TIA)



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TIA 2024 Data Validation Approved

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2025 APPROVED VALIDATION SUBMISSION

with CONTINGENCIES

PROCESS IS NOT COMPLETE

Teacher Eligibility: New Designations

DESIGNATION FOR TEACHERS IS STILL PENDING

- Designation will be awarded if
  - * Still employed by the district as a teacher (087 in PEIMS) on February 28, 2025
  - * Employed and compensated for a creditable year of service in 2024
    - **90+ days at 100% of the day
    - **180+ days at 50% or more of the day, or the equivalent of one semester
- Designation will not be awarded
  - X - Separated from the district before February 28th, 2025
  - X - Moved to a non-teaching role for 2024-2025
  - X - For part time teachers, less than 50% of duties tie to their 087 Teacher Role
- **REMINDER** - To receive the TIA payment, employees MUST still be employed with CFB in August 2025. Retirees will receive their payment. If a designated teacher resigns at the end of the school year, his/her payment will be distributed to the other teachers on his/her campus.

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Number of New or Higher Designations - 2025

	2023-2024 Official Designations	2024-2025 Proposed New or Higher Designations
Total number of New or Higher Designations		182 Additional Designations that are higher or brand new
Total number of teacher Designations	312 Designations $2.9 million	TBD - in May 2025

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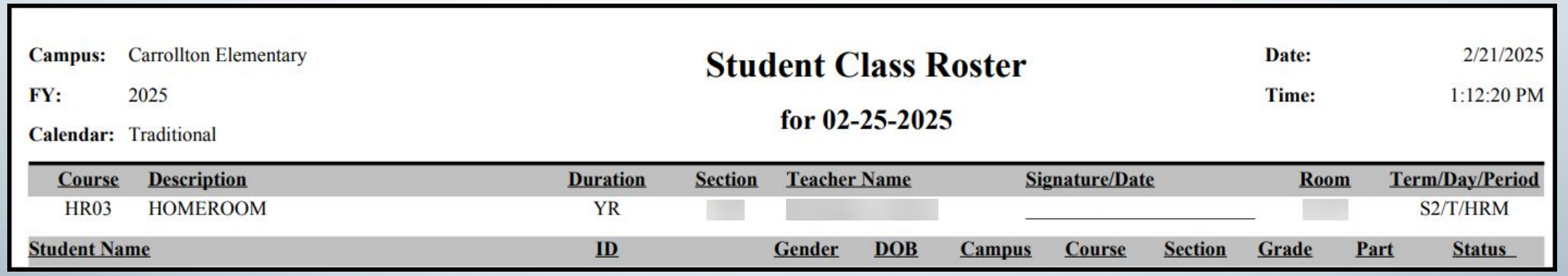
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What's Next?

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April: Student Roster Verification

What is a Student Roster Verification?



Campus: Carrollton Elementary
FY: 2025
Calendar: Traditional

Student Class Roster
for 02-25-2025

Date: 2/21/2025
Time: 1:12:20 PM

Course	Description	Duration	Section	Teacher Name	Signature/Date	Room	Term/Day/Period
HR03	HOMEROOM	YR					S2/T/HRM

Student Name	ID	Gender	DOB	Campus	Course	Section	Grade	Part	Status

Inquiries email: tia@cfbisd.edu

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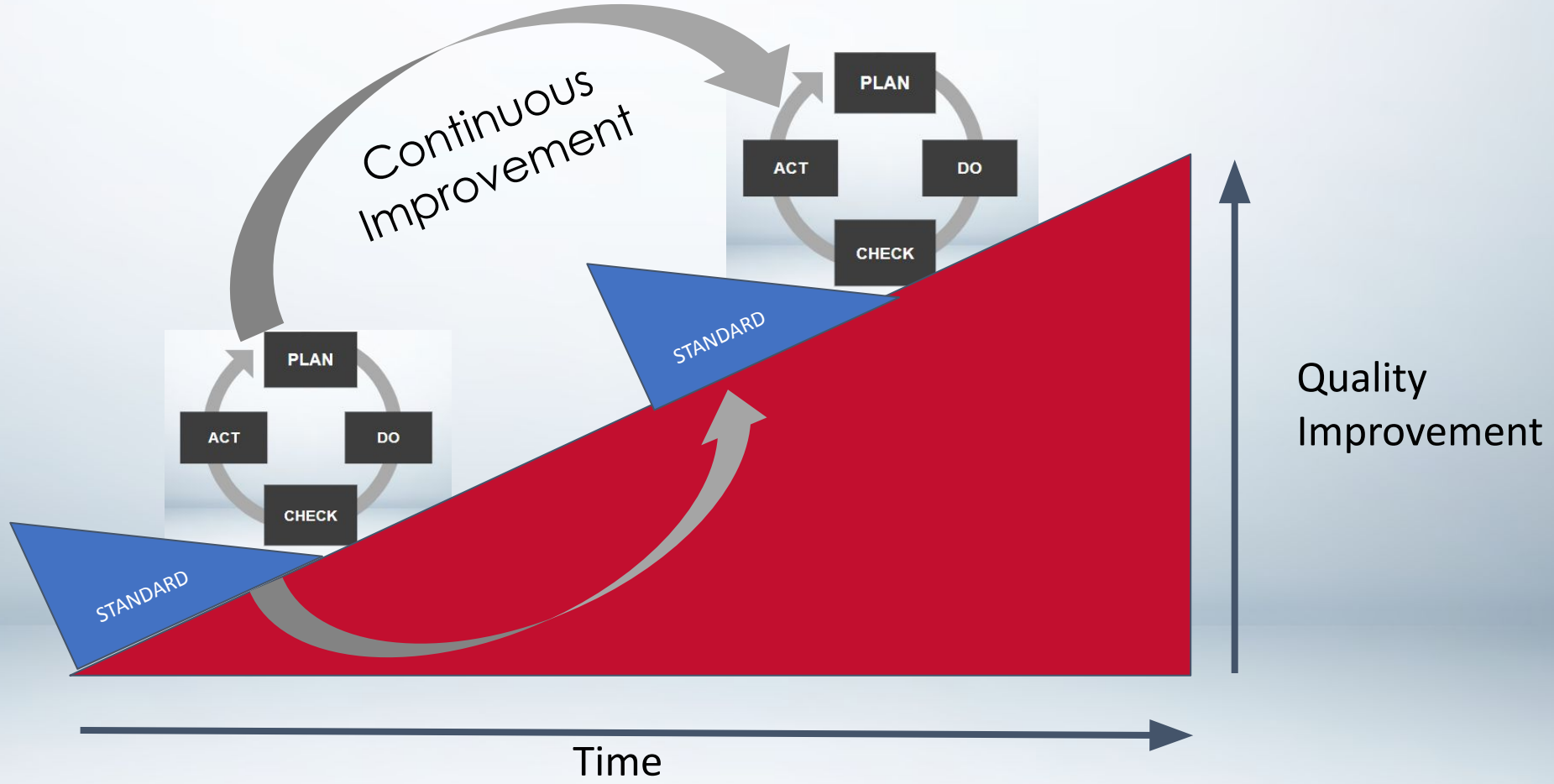
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Program Feedback

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Staff Feedback Loops

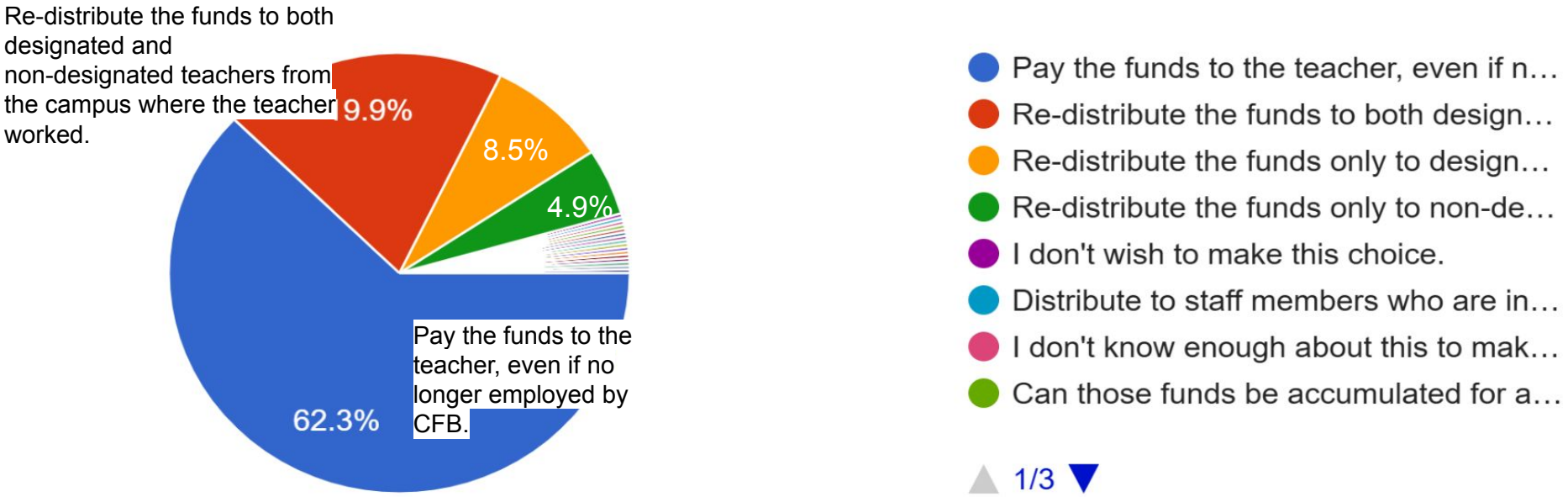


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Question - Distribution of Funds

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

366 responses



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Decision - Distributing Funds

One of the goals of the TIA program is to make teaching more appealing and to attract and keep effective educators in classrooms.

*A teacher must be employed with CFB in August to receive the payout amount.

*Retirees at the end of the year WILL receive the payment.

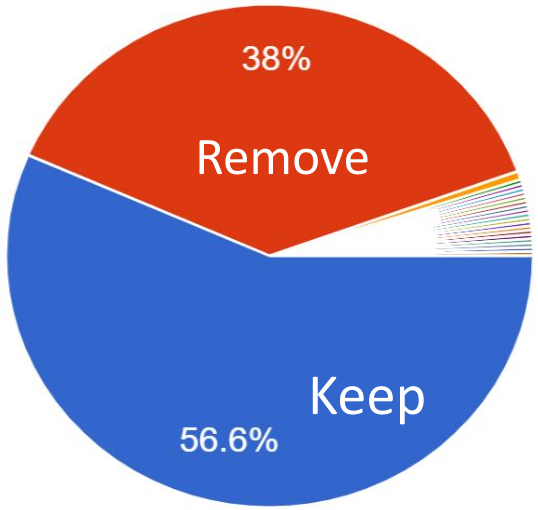
*Teachers who move to another district will keep their designation, but will not receive a payout in August. Their allocated funds will be redistributed to other teachers on the campus they worked.

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Question: Student Attendance

Should CFB keep the 85% student attendance rule when calculating TIA data?

366 responses



- Keep the attendance requirement.
- Remove the attendance requirement.
- Unsure
- leave it to the teacher to decide. I hav…
- Why are we penalizing teachers for so…
- yes but if a student still meets goal the…
- I don't wish to make this choice.
- We should see if there's an efficacy ra…

1/3

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Decision - Student Attendance

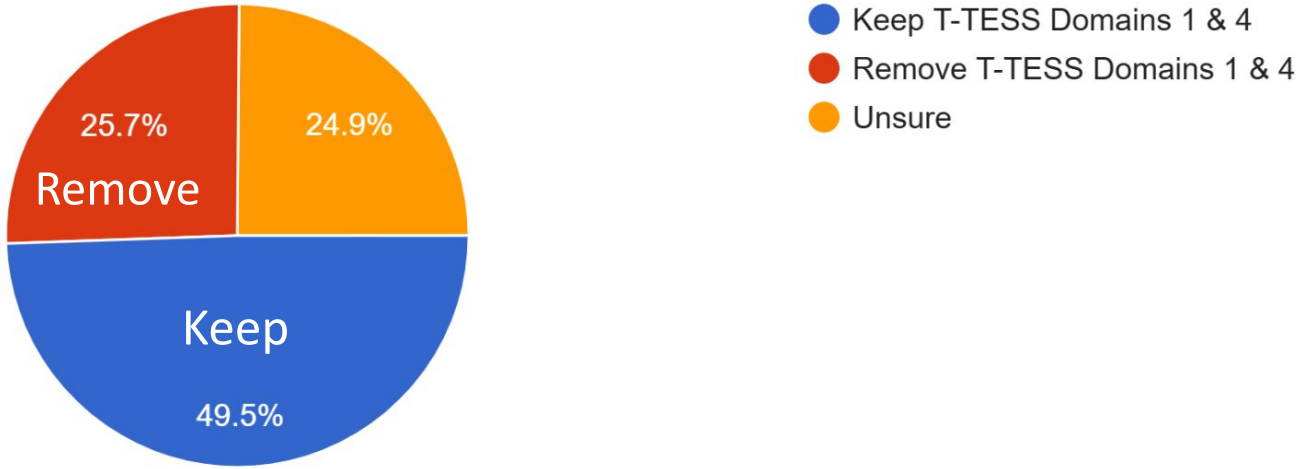
We are keeping the 85% student attendance requirements to reflect the staff survey.

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Question: T-TESS Domains 1 & 4

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

366 responses



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Decision - Domains 1 & 4

We are keeping the optional requirement that teachers must score proficient or higher on Domains 1 & 4 of T-TESS to reflect the staff survey.

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Question: Adding Additional Courses

We asked for feedback on additional courses that should be included in our TIA program.

Our District is committed to the goal of putting as many teachers as possible on the path to earning a TIA designation, but we need to make sure we have assessments that meet the same level of rigor as in other content areas.

Our whole TIA Designation system is dependent upon the data being validated by Texas Tech University. If we fail to meet data validation, none of the teachers in CFB would earn a designation.

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Decision: Additional Content Areas for 2025-2026

CTE - Auto Collision I, Collision Repair, Construction Tech I, Introduction to Engineering

Special Education - FSLC and ALC 4 year olds thru 12th grade

Social Studies - Government, Economics, Sociology, Psychology

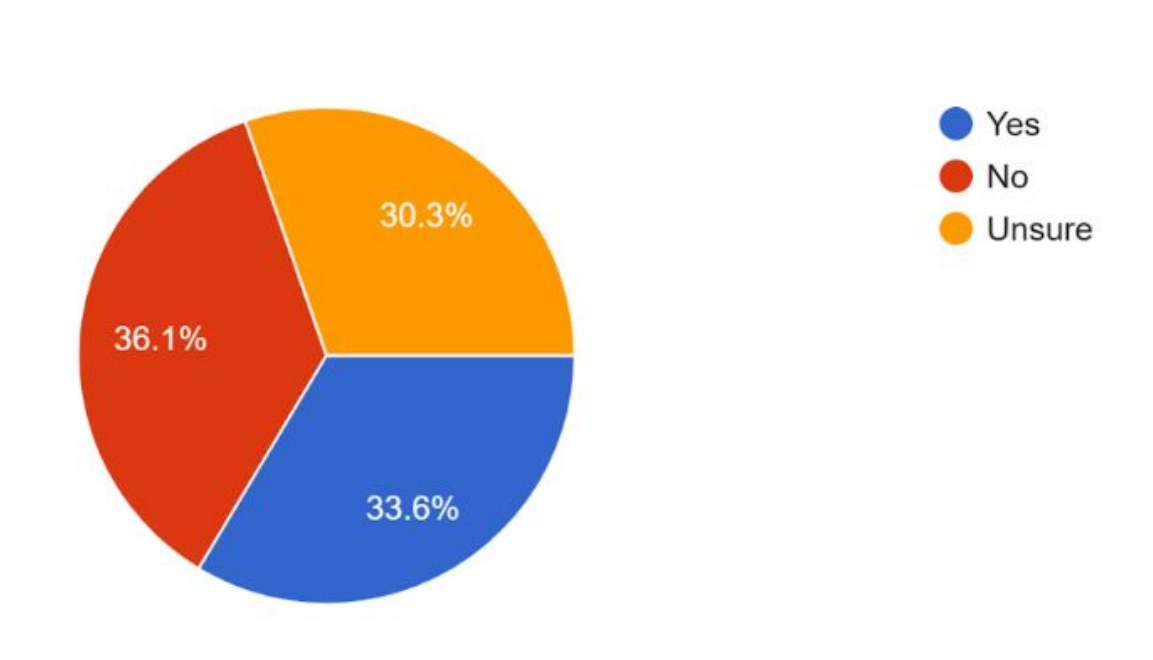
**National Board Certification is an option for any teacher who does not teach a TIA course.

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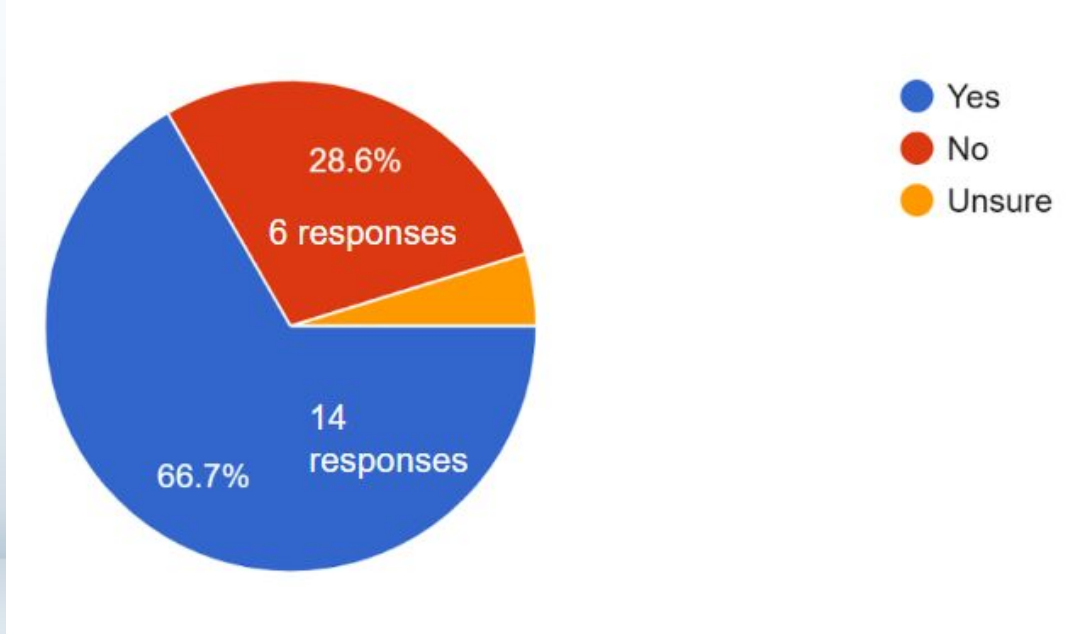
Question: Student Growth Instruments

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

Staff Survey



Administrator Survey



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STAAR Assessments - Questions to Think About

The leadership team has reviewed the Survey Data regarding the use of STAAR Assessments for the 2025-2026. Before a decision is made, we need your help to generate questions we need to think through around the use of STAAR.

A google form will be sent to TIA Ambassadors & Administrators to help generate questions to be considered before a decision is made.

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Improving Communication for TIA

*List the number of TIA designated teachers at each level and by campus on TIA website.

*Include information about TIA at new hire orientation sessions.

*Add Designation Sessions at Growing Greatness for helping teachers improve their practice led by TIA designated teachers.

*Send out digital signatures and/or posters that can be posted outside teacher door.

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STAAR Questions

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Survey closes March 4, 12:00 pm.

Ambassadors & Administrators

STAAR Assessment Questionnaire

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CFB's TIA District Leadership Committee

Committee Member	Role
Daniel Herndon Katy Bondies Cassandra Cordova	Data & Technology
Sherie Skruch Kim Galvez	TIA Lead TIA Data Specialist
Kim Holcomb Tuyet Huynh Dr. Chris Julian Joe LaPuma Francisco Miranda	Leadership and Learning
Dr. Tamy Smalskas Carla Settle Brian Moersch Carin Rodriguez	Human Resources Finance Deputy Superintendent Communications

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THANK YOU!

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