

Silsbee Middle School STAAR Performance-Based Teacher Incentive Program and Certified TIA Designated Teacher Recruitment Incentive

Objective 1:

To increase student achievement in Math, Reading, Science, and Social Studies by incentivizing teachers based on student performance on the STAAR exam, particularly the percentage of students achieving **Approaches Grade Level**, **Meets Grade Level**, and **Masters Grade Level**.

Objective 2:

To recruit certified TIA designated teachers at Edward-Johnson Memorial Middle School in core tested subject areas.

Eligibility

- All core subject teachers in Math, Reading/ELA, Science, and Social Studies.
- Teachers must be employed for the full school year and have a minimum of 8 students taking the STAAR test in their content area.
- A certified core tested subject teacher either new to the district, campus, or position.
- A certified core tested subject TIA designated teacher either new to the district, campus, or the position. (*See Requirements*)
- Approved associate teachers in a core tested subject area that are in **Good Standing** with the district.
- All certified and approved associate core subject teachers must have a minimum of 3.0 average across all T-TESS Domains to qualify for STAAR performance-based incentive and team bonuses.
- TIA certified teachers must have a minimum of 3.5 average across all T-TESS Domains to qualify for TIA recruitment incentive.
- TIA certified teachers must have evaluation completed no later than the month of November.
- TIA certified teachers must be certified and designated in related subject area content assigned.
- 90% attendance per semester for all qualifying teachers.

Certified TIA Designated Teacher Recruitment Incentive-Core Tested Subjects
(One-Time Incentive Payment Distributed in Two Installments)

TIA Designation	Recruitment Incentive Amount	Payout Months	Requirements
Recognized	\$5,000	• Receive first half of recruitment incentive in December • Receive second half of recruitment incentive in May.	• Certified and designated in related subject area content assigned. • A minimum of 3.5 (average of all Domain scores) T-TESS observation score required for TIA incentive only. • Evaluation completed no later than the month of November. • 90% Attendance per semester.
Exemplary	\$10,000		
Master	\$15,000		

Performance Tiers (Based on STAAR Data)- Teachers with Baseline

Level	Performance Threshold	Incentive Amount	Requirements
Tier 1	Meets or exceeds prior year % by: +3% in Approaches +2% in Meets +1% in Masters	\$1,500	• A minimum of 3.0 (average of all Domain scores) T-TESS observation score required. • Must be certified in related subject area content assigned. • An approved associate teacher must be in <i>Good Standing</i> for eligibility. • 90% Attendance per semester.
Tier 2	Meets or exceeds prior year % by: +6% in Approaches +4% in Meets +2% in Masters	\$2,000	
Tier 3	Meets or exceeds prior year % by: +10% in Approaches +6% in Meets +4% in Masters	\$2,500	
Growth can be in any of the three performance tiers. Growth across all three tiers compounds the incentive (i.e., a teacher achieving all Tier 3 thresholds would earn the maximum). Must meet or exceed all tier level thresholds to compound incentives.			

New Teachers

Since new teachers lack prior-year student performance data, their incentive eligibility will be determined based on:

1. Baseline:

- Their performance will be compared to the previous year's campus or department average for their subject and grade level.
- Example: If the 7th-grade Math team had 60% Approaches, 35% Meets, and 15% Masters last year, the new teacher's students would need to show growth relative to that standard.

2. Comparable Teacher Average:

- If applicable, new teachers can be compared to other teachers in the same grade and subject during their first year.

3. **Benchmark Progress & Predictive Assessments:**

- If available, district or state-aligned benchmark assessments (like MAP Growth and local CBAs) will be used to gauge their students' beginning-of-year (BOY) middle-of-year (MOY) if applicable, and end-of-year (EOY) growth.

For **teachers already receiving TIA (Teacher Incentive Allotment)**, the STAAR-based incentive program is intended to complement rather than duplicate existing compensation. Eligibility and participation shall be based on the following:

Teachers Receiving TIA

1. Eligibility for Additional Incentives
 - TIA designated teachers remain fully eligible for the STAAR-based incentive program.
 2. Priority on Team, Department and Campus-Wide Bonuses
 - TIA designated teachers remain fully eligible for grade-level team bonuses (\$500), department team bonuses (\$500), and campus-wide growth bonuses (\$500).
 3. Encouraging TIA-Tier Advancement
 - If a teacher's performance on STAAR moves them to a higher TIA designation, this incentive program can serve as a stepping stone to a larger state-funded payout.
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Summary of TIA & STAAR Incentive Interaction

Teacher Status	Eligibility for STAAR Incentives
Non-TIA Teacher in a Core Tested Subject	Fully eligible for all tiers
TIA-Receiving Teacher in a Core Tested Subject	Fully eligible for all tiers

Team-Based Bonus (Grade-Level & Departmental Growth)

- **Grade-Level Team Bonus:** If the grade-level team average increases Meets by 5% and Masters by 3%, each teacher in that team receives an additional \$500.
- **Departmental Team Bonus:** If the departmental team average increases Meets by 5% and Masters by 3%, each teacher in that team receives an additional \$500.

- Campus-Wide Bonus: If the campus improves overall STAAR performance (aggregate Meets and Masters across all tested subjects) by 5% or more, all tested-area teachers receive an extra \$500.
 - Teachers serving more than one grade level can only receive one (1) grade-level, department, and campus-wide team bonus payout.
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Special Considerations

Teachers in non-tested core subject areas (e.g., 6th grade Science or Social Studies) may qualify for incentives through benchmark-based or local assessment growth as approved by the superintendent.

- Example: Since 6th-grade Science does not have a STAAR test, their incentive could be tied to **district benchmark assessments**, with growth calculated similarly to STAAR-tested subjects.

Campus Position Transfer

Upon approval, a qualified and certified teacher may transfer from a non-tested subject area to a tested subject area within a campus. Transfers cannot occur in consecutive years. All future transfers and associated payouts must have prior approval by the superintendent.

Transferring from One Campus to Another Campus

Upon approval, a qualified and certified teacher may transfer from another campus within the district to teach a core tested subject area. Transfers cannot occur in consecutive years. All future transfers and associated payouts must have prior approval by the superintendent.

Annual Review

The incentive structure will be evaluated each year and adjusted to reflect district goals, student demographic shifts, and STAAR or TIA changes made at the District or State level.

Certified TIA Designated Teacher Recruitment Incentive Payout

The recruitment incentive shall be a one-time incentive payment based on TIA designation. The one-time incentive payment shall be distributed in two installments during the months of December and May that coincide with payroll dates.

All other Incentive Payouts

STAAR performance-based incentives along with grade-level, departmental, and campus-wide team bonus payouts shall be scheduled for August, pending the release of STAAR data from the Texas Education Agency.

Associate Teachers in Good Standing

In compliance with all SISD and Teacher Preparation/Alternative Certification Program policies, procedures, timelines, and expectations. A minimum of 3.0 average of all Domain scores. T-TESS observation score required.

Increase in Student Achievement

Increase in student achievement is defined as the total number of percentage points above the baseline from prior year STAAR performance data or other data approved by the superintendent for new teachers with no baseline data as identified within the incentive plan. A rounding rule of .5 or higher shall apply.

Communication and Support

- Campus administration will provide regular progress updates to campus staff and district administration after benchmarks.
- PLCs will focus on strategies to move students from Approaches → Meets → Masters.
- Campus administration will conduct recognition ceremonies for growth and performance.