



Everything TIA

- The Teacher Incentive Allotment (TIA) was created by the Texas Legislature as part of House Bill 3 to provide a realistic pathway for **top** teachers to earn six-figure salaries and to help **attract** and **retain** highly effective teachers at rural schools with economically disadvantaged students.
- Tidehaven ISD is one of only four districts in Region 3 that applied for the Teacher Incentive Allotment (TIA) program managed by TEA and Texas Tech University.
- TISD's Teacher Incentive Allotment plan was approved by TEA on August 5, 2021.
- TISD teachers will begin TIA data collection in the 2021-2022 school year.
- The data collected in 2021-2022 will be submitted to TIA in November 2022 and February 2023.
- TIA will review all data and release final approval of designations in spring 2023.
- Payments to designated teachers will be disbursed in August 2023.

Please review the following information regarding TIA:

What is a "designation?"

- ☐ A "designation" is the TEA term used to identify a teacher who
 - Has meet a district's criteria for its Teacher Incentive Allotment plan
 - Has been officially recommended by the district to TEA/TIA
 - Has been officially approved by TEA as "designated"
 - Once earned, a designation is valid for five years
 - Is added to the teacher's SBEC certificate
 - Can be increased (from "Recognized" to "Exemplary" or to "Masters")
 - Can NOT be decreased once earned

Every teacher can earn a designation:

- ☐ Although the district's approved TIA plan specifically addresses those teachers who teach STAAR and EOC classes, any teacher in any subject or grade level can earn the designation of "Recognized" by completing the requirements of the NCLB.
- ☐ NBCT certification gives a teacher "Recognized" status for 5 years

Under Tidehaven's TIA plan, every TISD teacher can earn one of 3 different teacher designations:

- ☐ Recognized -- \$
- ☐ Exemplary -- \$\$
- ☐ Master -- \$\$\$
- ☐ Teachers will receive 90% of the allotment EVERY YEAR for 5 years
- ☐ Districts will use 10% for TRS, NBCT fees, etc.
- ☐ None of the 10% is used for administrative personnel.
- ☐ The funding amounts are **NOT** determined by TISD. The TIA program, administered by Texas Tech University and the TEA, bases the funding amounts on the physical rural location of the campus and on the number of students who are economically disadvantaged.
- ☐ The funding amounts may change from year to year as the number of economically disadvantaged students increases or decreases on each campus.
- ☐ The most current funding amounts are:

Campus:	Recognized	Exemplary	Master
Blessing	\$6,494	\$12,988	\$23,647
Markham	\$6,330	\$12,661	\$23,101
Intermediate	\$6,119	\$12,238	\$22,396
High School	\$6,188	\$12,376	\$22,627

Tidehaven ISD's approved plan consists of three (3) key elements which determine whether or not a teacher earns a designation:

1. Points earned through a teacher's T-TESS score:

Overall Teacher Performance Level	Points
Proficient	10
Accomplished	15
Distinguished	20


Maximum of 20 points

2. Points earned from student growth:

Student Growth (Based on TEA growth standards)	Points	Status
If 55% of students achieve expected or accelerated growth	30	Recognized
If 60% of students achieve expected or accelerated growth	35	Exemplary
If 70% of students achieve expected or accelerated growth	40	Master

Maximum of 40 points

3. Points earned from student progress:

What % of your students were at "Meets" level when compared to statewide % of students at "Meets"?											
If your students are 	At state average	1 pt. above	2 pts. above	3 pts. above	4 pts. Above	5 pts. above	6 pts. above	7 pts. above	8 pts. above	9 pts. above	10 pts. above
You earn:	30 points	31 points	32 points	33 points	34 points	35 points	36 points	37 points	38 points	39 points	40 points

Maximum of 40 points

Add up the 3 components:

T-TESS points

+ Student Growth points

+ Student Progress points

= Designation

Total Points Earned:	Distinction Earned:
70—79	Recognized
80—89	Exemplary
90 or higher	Master

How did the district develop the local teacher designation plan?

- ☐ Reading and researching what other school districts are doing.
- ☐ Studying the *TIA Cohort D System Application Scoring Rubric*
- ☐ Discussing elements of a fair, effective plan
- ☐ Sending out the district survey
- ☐ Reviewing ideas from teachers, staff, and admin
- ☐ Bringing in a Region 3 specialist to assist

FAQ'S About TIA:

Q: Can a district phase in groups of teachers over time?

A: Yes. Districts have local flexibility to develop their local designation systems. For example, a district may choose to include only math and reading teachers in year one, and then expand to include science and social studies teachers in year two, etc. System expansion will require the district to submit and be approved through the two-step application process.

Q: Can a district apply for TIA only at specific campuses in their district and not others?

A: Yes. Districts specify the campuses on which they want to designate teachers under TIA. However, any campus in the district that has designated teachers working on it will generate TIA funding to be spent on teacher compensation on that campus.

Q: Many districts allow eligible teachers to waive an annual appraisal. Will an annual appraisal be required for teachers to earn a designation?

A: Districts must have observation and student data from the data capture year for each teacher put forth for designation. Teachers not submitted for designation are not required to have an annual observation. Once a teacher has earned a designation, opting out of his/her annual appraisal will be a local decision. Appraisals must comply with §21.351 and §21.35

Q: Exactly what data will schools be required to submit for the data review process?

A: At minimum, districts will be required to submit data on teacher effectiveness, which will include teacher observation data and the teacher's student growth rubric rating. TEA will communicate specifics around what other data might need to be submitted as part of the data review and approval process.

Q: What will Texas Tech be checking during the data review process?

A: Texas Tech University will be reviewing the data that districts provide to verify the validity and reliability of the data. More guidance on the data validation process can be found on the TIA website.

Q: Will districts have to submit data every year?

A: Districts will submit data for all teachers in eligible teaching assignments each year that they put forth new teachers for designation

Q: Who is eligible to earn a designation through a local designation system? What about charter school teachers who are not required to be SBEC certified?

A: LEAs must verify that each teacher meet the following eligibility requirements before submitting them for a designation:

- The teacher must have a valid SBEC certificate. Eligible types of certificate include: Standard, Professional, or Provisional. Eligible classes of certificates include: Classroom Teacher (Chapter 233), Reading Specialist (Chapter 239), Legacy Master Teacher
<http://ritter.tea.state.tx.us/sbecrules/tac/index.html>
- The teacher must be coded as 087 (Teacher) per the Public Education Information Management System.

Management System (PEIMS) description of codes for 90 days at 100% of the day (equivalent to four and one-half months or a full semester) or 180 days required at 50-99% of the day and compensated for that employment.

Q: Can interventionists or inclusion teachers earn designations?

A: This will depend on how a teacher is coded in district PEIMS reporting. Role ID 087 includes teachers of record, assistant teachers, and support teachers. Interventionists, reading specialists, inclusion teachers, etc. are generally coded as 087. Districts must check with their PEIMS specialists and payroll personnel to ensure that teachers meet eligibility requirements before submitting them for designation.

Q: What if a designated teacher moves to a non-teaching role, such as an instructional coach, counselor, or administrator?

A: Designated teachers who move to a Role ID other than 087 will maintain their designation if their teacher SBEC certificate is valid; however, they **will not generate** annual allotment funding if are not in a 087 teaching role for that year of service.

Q: Are designations attached to a particular grade level or subject area?

A: Unlike certificates, designations are general. The designation will be placed on the teacher's SBEC certificate and will not specify a certification area or subject/grade level. A teacher may change teaching assignments and will still generate allotment funding. The same applies to National Board Certified Teachers (NBCTs)

Q: What if a designated teacher's performance level changes within the five year period? Can their designation level change?

A: Teacher designations are valid for five years. Within the five year period, teachers may be put forth for a higher designation if their performance qualifies them, but they cannot be submitted for a lower designation. The higher designation will be treated like a new designation and have its own five-year validity period. Some district spending plans may include variability based on continued performance levels.

Q: What happens after the five-year designation expires?

A: Designated teachers who meet performance standards and district qualifications can be put forth for a new designation in their final year of designation. Once the designation expires, it will be removed from the SBEC certificate and allotment funding will no longer be generated.

Q: Is the allotment for the teacher or the campus?

A: Funding for teachers designated as Recognized, Exemplary, and Master under TIA will flow to districts, which in turn must spend at least 90% of the funds on teacher compensation on the campuses where the designated teachers work. Statute states that allotment funds are not considered a property right. During the system review process, districts will submit their spending and communication plans for TEA review.

TEC Section 48.114 (i)(1)(A): *A district shall annually certify that funds received under this section were used as follows: At least 90% of each allotment received was used for the compensation of teachers employed at the campus at which the teacher for whom the district received the allotment is employed..*

Q: When do teachers get paid?

A: For the first year of designations, districts **may choose** to compensate teachers in advance of September funding **or to wait until funds arrive**. TEA will post timelines and sample spending scenarios on the TIA website

in spring 2020. Spending plans are a local decision, provided they comply with the 90/10 requirements in statute. Some districts plan to change their salary schedule, and other districts plan to issue stipends.

Q: If a district does not have a local designation system as part of the Teacher Incentive Allotment, but employs designated teachers, will the district receive allotment funds for those teachers?

A: Yes. Districts that employ teachers who have earned designations will receive funding for those teachers based on the TIA formula, even if the district does not have an approved designation system in place. For example, a district that does not have a designation system in place could employ a teacher that earned a designation in another district or a teacher who automatically earned a Recognized designation for having achieved National Board Certification. Districts will need to develop a plan for how to spend allotment dollars that they receive, in accordance with the rules of HB3.

Q: Will the campus socio-economic tier data be recalculated every year?

A: Yes. Given that a school's student enrollment changes yearly, the campus' socioeconomic tier will be recalculated annually. As a reminder, this calculation uses the home address of the student that attends a particular campus. Allotment funds for each designated teacher will be based on the campus, and not the individual students assigned to the designated teacher.

Q: If a designated teacher moves campuses from one school year to the next, will the allotment that teacher generates be recalculated? What if a teacher leaves in the middle of the year?

A: Yes. There will be set points in time at which TEA will calculate the allotment for a teacher based on the teacher's designation and school characteristics (socio-economic tiers and rural status). Designated teachers must be compensated for a creditable year of service as a teacher (PEIMS Role ID 087) to generate allotment funds. In rule, TEA defines a creditable year of service as a for 90 days at 100% of the day (equivalent to four and one-half months or a full semester) or 180 days required at 50-99% of the day and compensated for that employment.

NBCT FAQ'S

What is National Board Certification?

National Board Certification is a voluntary, advanced professional certification for PreK-12 educators that identifies teaching expertise through a performance-based, peer-reviewed assessment. More than 125,000 teachers across all 50 states have achieved Board certification.

What are the benefits of becoming a National Board Certified Teacher?

National Board Certification provides teachers an opportunity to hone their practice, demonstrate their professional knowledge, and reinforce their dedication to their students and their career. Board Certification opens doors for teachers to make an impact on student learning in their own classroom, and to influence teaching and learning improvements beyond their four walls. The State of Texas and several districts across the state offer financial benefits for Board-certified teachers

What is required to become a National Board Certified Teacher?

The certification process is designed to collect standards-based evidence of accomplished practice. To become a Board-certified teacher, eligible candidates must demonstrate advanced knowledge, skills, and practice in their individual certificate area by completing four components. The content knowledge component is a

computer-based assessment taken at a testing center; the other three are portfolio-based and submitted through an electronic portfolio system.

- Component 1: Content Knowledge
- Component 2: Differentiation in Instruction
- Component 3: Teaching Practice and Learning Environment
- Component 4: Effective and Reflective Practitioner

[Who is eligible to become a National Board Certified Teacher?](#)

To be eligible for certification, teachers must meet the following education, employment, and licensure requirements outlined in the [Guide to National Board Certification](#). Candidates will be asked to verify these during initial registration.

- Possess a bachelor's degree from an accredited institution. NOTE: Candidates for the Career and Technical Education certificate are required to hold a bachelor's degree only if their state required one for their current license
- Have completed three years of successful teaching in one or more early childhood, elementary, middle, or secondary school
- Hold a valid state teaching license (or meet the licensure requirements established by your state for a school counselor if applying for the ECYA/School Counseling certificate) for each of the three years of verified employment. Exceptions may apply.
- Provide official American Council on the Teaching of Foreign Languages (ACTFL) certified ratings of Advanced Low or higher from ACTFL speaking and writing proficiency assessments if registering as a World Languages candidate.

[When will National Board Certified teachers in Texas earn a designation and generate TIA funds?](#)

Beginning in January of 2021, eligible National Board certified teachers (NBCTs) will earn a Recognized designation on their Texas educator certificate for the 2020-2021 SY. The designation will expire in conjunction with the National Board certificate. Allotment funding for eligible NBCTs will be calculated in late summer and will flow to districts beginning in September 2021. NBCTs working in districts that currently provide additional compensation for their NBCTs may be eligible to earn a Recognized designation for the 2019-2020 SY and generate allotment funding in September 2020. Districts may view the NBCT directory to begin determining if they employ NBCTs.

If your district currently offers strategic compensation to NBCTs, please fill out an application and email TIA@tea.texas.gov if you have additional questions.

[What if an NBCT works in a district that is not participating in TIA?](#)

Districts are **not required** to have a local designation plan to receive funding for Recognized NBCTs or seek reimbursement of eligible fees paid to National Board. Eligible NBCTs will earn a Recognized designation and generate annual allotment funding regardless of their district participation in TIA. Districts receiving TIA funds for NBCTs will be required to abide by the spending requirements outlined in statute. 90% of allotment funds must be spent on teacher compensation on the campus where the designated teacher works.

[What are the eligibility requirements to earn a designation and generate allotment funds?](#)

To be eligible for designation, the NBCT must have a valid Texas teaching certificate in one of the following categories: standard, professional, provisional, or one-year. Teachers with a Recognized designation must be employed as a Texas teacher (087 role ID in PEIMS) and complete a creditable year of service in order to generate funding for that year.

[What factors determine the amount of TIA funds a NBCT generates, and what are the spending requirements for TIA funds?](#)

NBCTs with a recognized designation will generate between \$3-\$9k for their district depending on the socioeconomic status of the students and the campus' rural status. 90% or more of the allotment funds generated must be spent on teacher compensation on the campus where the designated teacher works. Allotment funding per campus and designation will be posted in early summer 2020.

[If a NBCT moves into a district, do the funds follow the teacher?](#)

The designation and funding will follow the teacher to the new campus and will be calculated based on the new campus' rural status and level of socioeconomic need. NBCTs should update their employment information in the NBCT directory when they move to a new campus.

[Are NBCTs limited to a Recognized designation?](#)

No; NBCTs are also eligible to earn a designation through their LEA if their LEA has an approved designation system. The highest designation and/or the later expiration date will display on the certificate if an NBCT has an additional designation earned through a district designation system.

[How can districts support teachers who are interested in becoming certified?](#)

Districts may use up to 10% of TIA-generated funding to support teachers who wish to pursue NB certification. Some districts form cohorts of candidates and offer support throughout the year or match candidates with an NBCT mentor. Districts may elect to cover the cost of certification fees, which may be eligible for reimbursement once the teacher has achieved certification. National Board offers pre-candidacy courses for teachers who are interested in learning more about the certification process.

*National Board designation and fee reimbursement policies are pending proposal and adoption of Commissioner rules. Proposed rules will be posted for public comment this spring

[What is the cost of National Board Certification?](#)

The initial cost for each of the four components is \$475, with the total cost for the initial attempt of all four components being \$1,900. Retake attempts require an additional fee. For each assessment cycle a teacher plans to take components, a \$75 nonrefundable and nontransferable registration fee is required and must be paid before purchasing a component

[When do National Board certificates expire, and what is the cost of renewal?](#)

For teachers who achieved certification 2017 or later, National Board Certification is active for a period of **five years**. National Board Certified Teachers must successfully complete the Maintenance of Certification process to extend their certification. The National Board's Maintenance of Certification (MOC) process will ensure that Board-certified teachers continue to grow professionally while maintaining a strong impact on student

learning. Starting in the 2020-2021 cycle, MOC will become the new pathway for National Board Certified Teachers to keep their certification active.

Successfully meeting MOC requirements will extend an NBCT's certificate by five years from their current certificate's expiration date. This is a change from the ten-year Renewal, which will sunset following the 2020-2021 year. MOC will cost \$495 plus a \$75 registration fee.

How does a district apply for reimbursement of National Board fees?*

Districts may apply for fee reimbursement through an online process beginning in January 2021. Districts must provide documentation of fees paid directly to National Board and/or reimbursed to the NBCT.

*National Board designation and fee reimbursement policies are pending proposal and adoption of Commissioner rules. Proposed rules will be posted for public comment this spring

What costs are eligible for reimbursement through TIA?*

The Teacher Incentive Allotment will reimburse districts up to \$1900 for initial certification, up to \$1250 for renewal, and up to \$495 for maintenance of certification (MOC). Fees paid towards certification and renewal are eligible if the certification or renewal was achieved following the passage of HB 3 in summer 2019. Registration and retake fees that exceed these amounts are not eligible for reimbursement.

*National Board designation and fee reimbursement policies are pending proposal and adoption of Commissioner rules. Proposed rules will be posted for public comment this spring.

How can a district pay fees directly to National Board for future candidates?

The district will need to set up a Third-Party Payer (TPP) account to submit fees directly to the National Board for Professional Teaching Standards on behalf of candidates. The first step to setting up a third-party payer (TPP) account is to complete the [Third-Party Payer Information Form](#). The district should refer to the [TPP Guide](#) and [TPP FAQs](#) for information on the process.

If there's anything the National Board can do to help facilitate payment processing, please don't hesitate to reach out directly via the [Third-Party Payer web form](#), or by phone at 1-800-22TEACH.

What if a district paid National Board fees for an employee who leaves the district or works in a non-teacher role, such as a librarian or instructional coach?*

A teacher must have earned a NB certification in 2019 or later for their district to be eligible for fee reimbursement. TEA will not verify the NBCT's current position or campus for the purposes of fee reimbursement.

*National Board designation and fee reimbursement policies are pending proposal and adoption of Commissioner rules. Proposed rules will be posted for public comment this spring.

What if a district paid fees for a teacher who did not fulfill the requirements to earn National Board certification?*

A teacher must have earned a NB certification in 2019 or later for their district to be eligible for fee reimbursement.

*National Board designation and fee reimbursement policies are pending proposal and adoption of Commissioner rules. Proposed rules will be posted for public comment this spring.

Can teachers request reimbursement directly?*

The Teacher Incentive Allotment allows districts to seek reimbursement of fees paid to National Board for NBCTs who earned certification in 2019 or later. The district must reimburse the NBCT prior to seeking reimbursement through TIA.

*National Board designation and fee reimbursement policies are pending proposal and adoption of Commissioner rules. Proposed rules will be posted for public comment this spring

What is the general timeline from initial registration for National Board certification to reimbursement, and how does it align with a Recognized designation and other TIA funding?*

Becoming National Board certified can take up to four years from initial registration to certification, but most candidates are certified within 1-3 years. New NBCTs will receive notification in December, and will earn a Recognized designation on their teaching certificate in the spring following initial certification. The Recognized designation will begin the same school year that the teacher earned National Board certification.

For the first year of a

NBCTs Recognized designation, districts will be notified of the allotment generated by each teacher in the spring and will receive allotment funds in September of the following school year. TEA will verify that designated teachers completed a creditable year of service and maintained eligibility prior to funding.

*National Board designation and fee reimbursement policies are pending proposal and adoption of Commissioner rules. Proposed rules will be posted for public comment this spring

Will districts be required to submit a fee for NBCTs to earn a designation?

No action or fees will be required by the district for NBCTs to earn the automatic* Recognized designation. If a district chooses to designate a NBCT through their local designation system, they will be required to submit a fee.

*NBCTs must meet certification requirements to earn the Recognized designation.