

Teacher Incentive Allotment

Tidehaven ISD



Teacher Incentive Allotment

House Bill 3 (HB 3), passed by the 86th Texas Legislature in June of 2019, established a Teacher Incentive Allotment with a stated goal of a six-figure salary for teachers who prioritize teaching in needs areas and rural district campuses.





Districts, if they choose to, can develop a **local designation system** and designate highly effective teachers (Master, Exemplary, or Recognized).



Districts will receive additional funding (\$3-32K per year) for every designated teacher they employ.



Districts will receive greater funding for designated teachers who work on **rural and/or high-needs campuses.**



At least 90% of TIA funds must be used on teacher compensation on the campus where the designated teacher works.



TEA in partnership with Texas Tech University will approve the local designation systems.

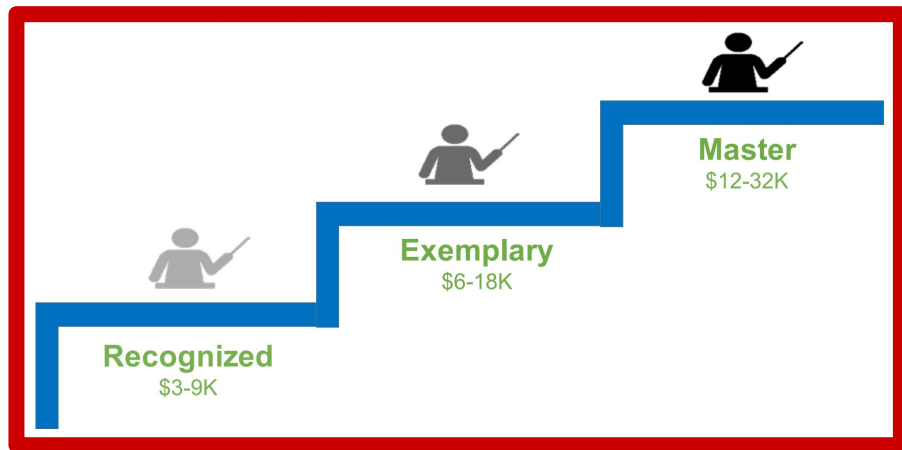
Overview of TIA

HB3 in 30 Video from TEA: <https://youtu.be/Q1no6VQ6a2A>

Watch 4:11-9:31

Teacher Designation System

Districts have the option to locally develop or identify a system for designating high-performing teachers as Recognized, Exemplary, or Master. Districts that employ teachers with designations can receive up to \$32,000 per year in TIA funding per designated



certificate and are valid for five years. If a funding follows the teacher to the new district approved designation system in place.

Teacher Designation System

Teachers with [National Board Certification](#) may be eligible to earn an automatic Recognized designation regardless of whether the district in which the teacher works is participating in TIA.

HB3 in 30 seconds <https://youtu.be/Q1no6VQ6a2A>

Watch 1



Allotment Calculation

Allotment = Base + (Multiplier x Average Student Point Value)

Base and Multiplier depend on Designation of Teacher

HB3 in 2015: <https://youtu.be/Q1no6VQ6a2A>

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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

Teacher Compensation Cor

Districts must use at least 90% of the TIA funds on teacher compensation on the campuses where the designated teacher works.

If a teacher moves to a new district, the money will follow the teacher to the new district regardless of whether the new district has an approved designation system in place. Note that the allotment would be re-calculated based on the whether the new school is rural and the socioeconomic need at that campus.

Districts will need to consider and shape a local plan for how to use these funds.

Districts will complete an attestation form verifying how they used these funds to ensure compliance with spending requirements.





National Board Certified Teachers (NBCT)

“Estimates of the increase in learning are on the order of an **additional one to two months of instruction.** The positive impact of having a Board-certified teacher (NBCT) is even greater for minority and low income students.”

From: The Proven Impact of Board-Certified Teachers on Student Achievement

Of note: NBCT while very rigorous, does not include any explicit requirement to demonstrate high student outcomes

State	#of Teachers	# of NBCTs
Texas	350,000	873
California	285,500	6,426
New York	241,000	1,790
Florida	180,000	13,576
North Carolina	100,000	21, 500

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Next Steps

- ☐ Inform teachers about the approved TIA plan
- ☐ Collect data during the 2021-2022 school year
- ☐ A guidelines



Additional TIA Resources

District Application Resources: <https://tiatexas.org/tia-resources/>

Funding and Designations FAQ:
<https://tiatexas.org/about-teacher-incentive-allotment/allotment-designations-faq/>

National Board Certification Resources:
<http://tiatexas.org/national-board-certification/national-board-certification-faq/>

Local Designation System FAQ:
<https://tiatexas.org/local-designation-system-and-program-requirements/designation-system-faq/>

