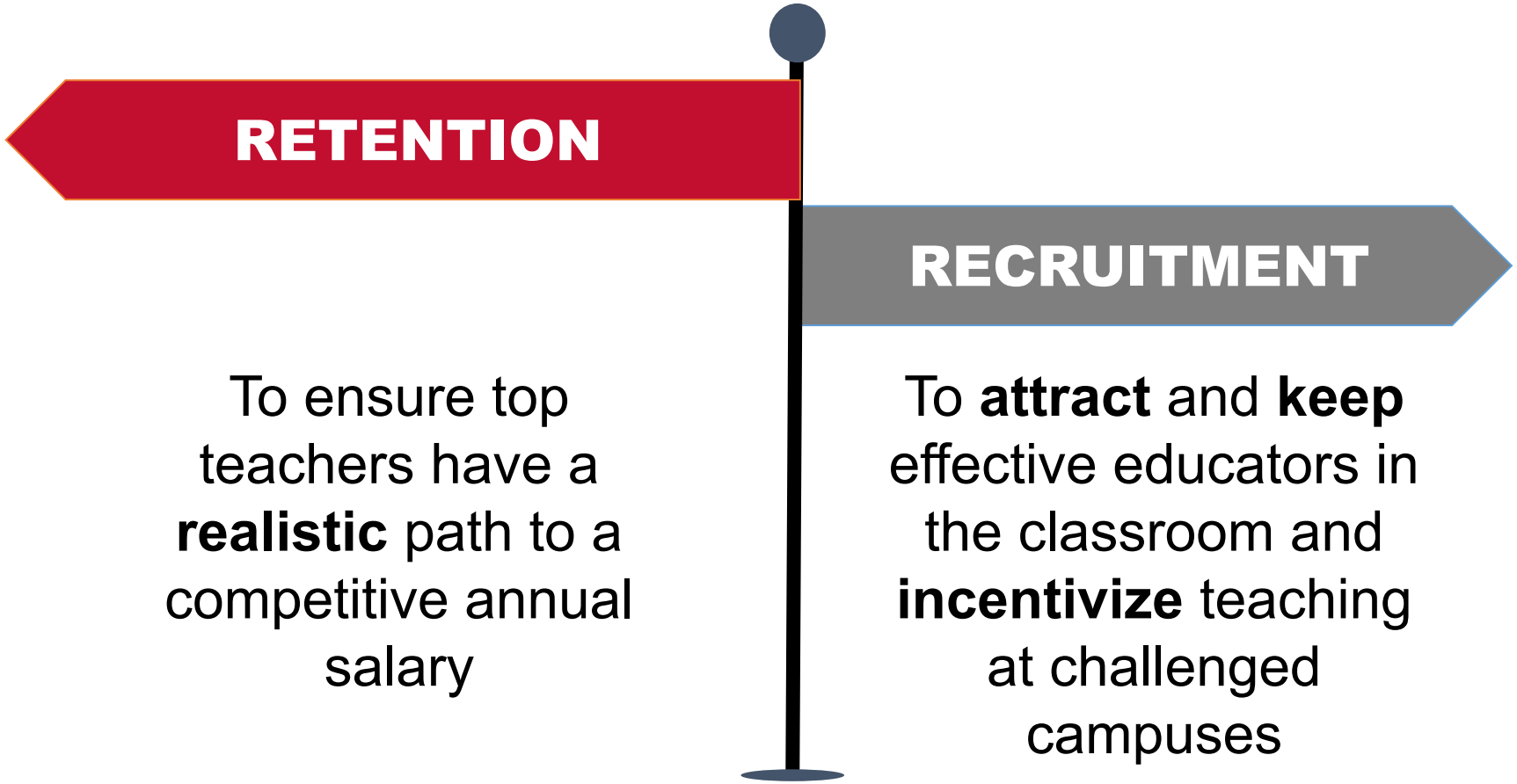
CARROLLTON-FARMERS BRANCH ISD

TEACHER INCENTIVE ALLOTMENT

Spring 2021

CARROLLTON-FARMERS BRANCH ISD

The Goals | Teacher Incentive Allotment (TIA)



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

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

Application | HB3 Aligned Evaluation System



Teacher Observation

- Observation based on T-TESS or locally developed system
- District application must show evidence of validity and reliability



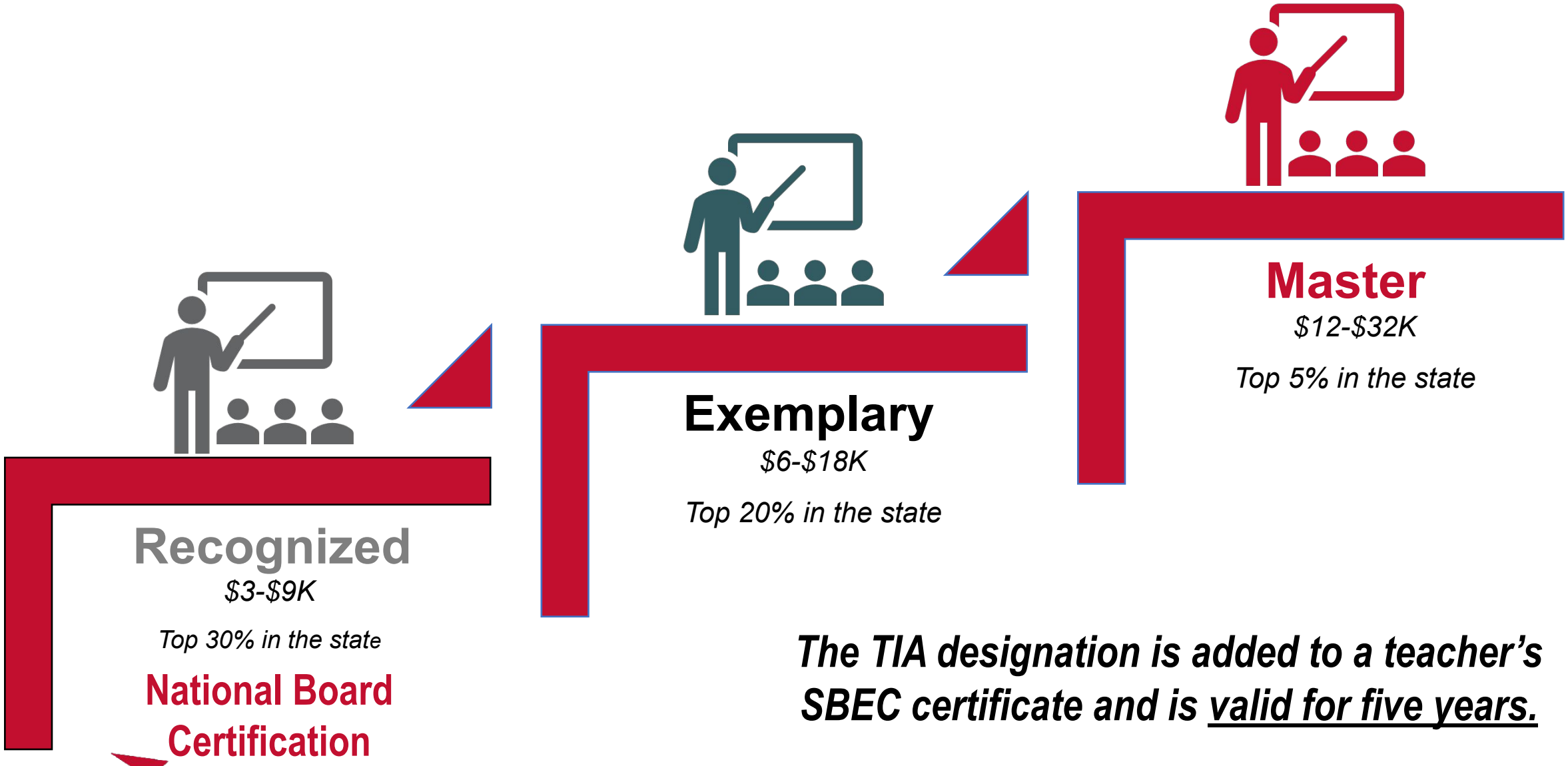
Student Growth

- Student growth measures determined by district
- District application must show evidence of validity and reliability



Other Factors

- Districts *may* consider additional factors in making designations (e.g., mentoring other teachers, student surveys, etc.)



The TIA designation is added to a teacher's SBEC certificate and is valid for five years.

https://tiatexas.org/about-teacher-incentive-allotment/funding-allocations-map/

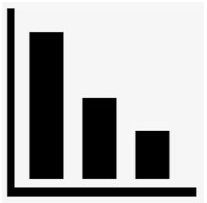
TEA & Texas Tech Partnership to Approve Local Designation System



1. System Review (TEA)

Districts submit application, which could include narrative components and artifacts, to TEA to demonstrate high-quality, valid, and reliable:

- ✔ Teacher observation system
- ✔ Student performance measures



2. Data Review (TTU)

Districts submit evidence of teacher effectiveness to TTU to ensure the relative accuracy and reliability of:

- ✔ Student performance measures
- ✔ Teacher observations

Data will be collected in 2021-2022

Focus Groups / Feedback Loops

Group	Topic	Date
TIA Steering Committee	Ambition & Intent/Commitment	September/October
First Staff Presentation	Percentages for 3 Categories	October
TIA Campus Representatives	Optional Category Decisions	November
Second Staff Presentation	Student Growth Decisions	February
Finance Committee	Spending Plan	February
CFB School Board	Plan Overview	February
District Improvement Council	Teacher Observation & Leadership	February
TIA Campus Representatives	3rd Staff Presentation/Questions	March
Third Staff Presentation	Student Survey/Buy In/Questions	March

HB3 Aligned Evaluation System



Teacher Observation

- T-TESS - 40%
  Domains 2 and 3



Student Growth

- MAP - 30%
- District application must show evidence of validity and reliability



Other

- Teacher Leadership & Collaboration - 20% (30% grades PK-2)
  Domains 1 & 4
- Student Survey (Grades 3-12) - 10% (0% grades PK-2)

Teacher Observation

CARROLLTON-FARMERS BRANCH ISD

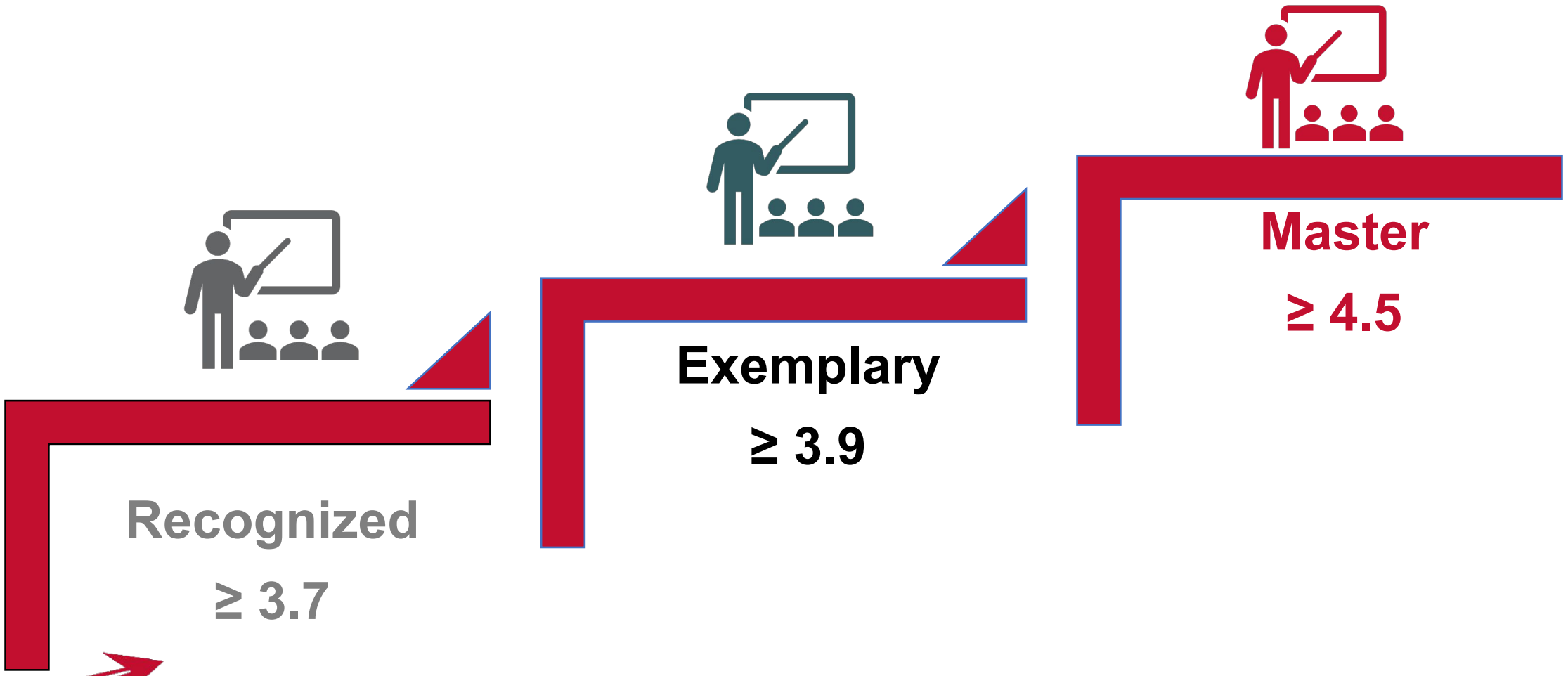
Teacher Observation

T-TESS (40%)
Domains 2 & 3

Domain 2: Instruction	Domain 3: Learning Environment
2.1: Achieving Expectations	3.1: Classroom Environment, Routines & Procedures
2.2: Content Knowledge & Expertise	3.2: Managing Student Behavior
2.3 Communication	3.3: Classroom Culture
2.4: Differentiation	
2.5 Monitor & Adjust	

Score	Points
Distinguished	5
Accomplished	4
Proficient	3
Developing	2
Needs Improvement	1

Scoring / Teacher Observation



TEA's Teacher Observation Performance Standards

Timeline / Teacher Observation

Action	Date
Administrators take T-TESS Recertification Assessment	June 1 - August 1
Teacher T-TESS Update	August
District-wide administrator calibration #1	September / October
District Observation Data Analysis #1	End of 1st 9 Weeks
District-wide administrator calibration #2	November / December
District Observation Data Analysis #2	End of 2nd 9 Weeks
Recommended Completion Date for All 45 Minute Appraisals	End of January
Continue to Utilize Documented Walk Throughs	January - April
District Observation Data Analysis #3	End of 3rd 9 Weeks
District Observation Data Analysis #4 & Data Preparation	June

Teacher Leadership & Collaboration

Teacher Leadership & Collaboration

T-TESS (30% PK-2; 20% 3-12)

Domain 1: Planning	Domain 4: Professional Practices & Responsibilities
2.1: Standards & Assessment	4.1: Professional Demeanor & Ethics
1.2: Data & Alignment	4.2: Goal Setting
1.3: Knowledge of Students	4.3: Professional Development
1.4: Activities	4.4: School Community Involvement

Student Survey

CARROLLTON-FARMERS BRANCH ISD

Student Survey



Panorama (10% - Grades 3-12)

Pedagogical Effectiveness – Perceptions of the quality of teaching and amount of learning students experience from a particular teacher	**Classroom Climate** – Perceptions of the overall social and learning climate of the classroom
Classroom Rigorous Expectations – How much students feel that a specific teacher holds them to high expectations around effort, understanding, persistence and performance in class	**Classroom Engagement** – How attentive and invested students are in class.
Classroom Teacher-Student Relationships – How strong the social connection is between teachers and students within and beyond the classroom	

Pilot Campuses / Student Survey

Elementary	Middle School	High School
Blanton	Barbara Bush	Creekview
Country Place	Field	Ranchview
Freeman	Polk	R.L. Turner
Furneaux		
Good		
McKamy		
Stark		

Timeline / Student Survey

Action	Date
Provide Survey Coordinator Training for Pilot Campus	March 2021
Train teachers on test administration	TBD, 2021
Assess students from Pilot Campuses with Panorama	April 19-April 30, 2021
Pilot teachers will be able to access their data	May, 2021
After Action Review will be conducted with Pilot Survey Coordinators	May, 2021
Provide Assessment Coordinator Training for ALL campuses	December 2021 / January 2022
Train test administrators	TBD
Assess ALL students with Panorama	Late January / Early February 2022
Provide access to ALL teachers to access their data	Late March 2022

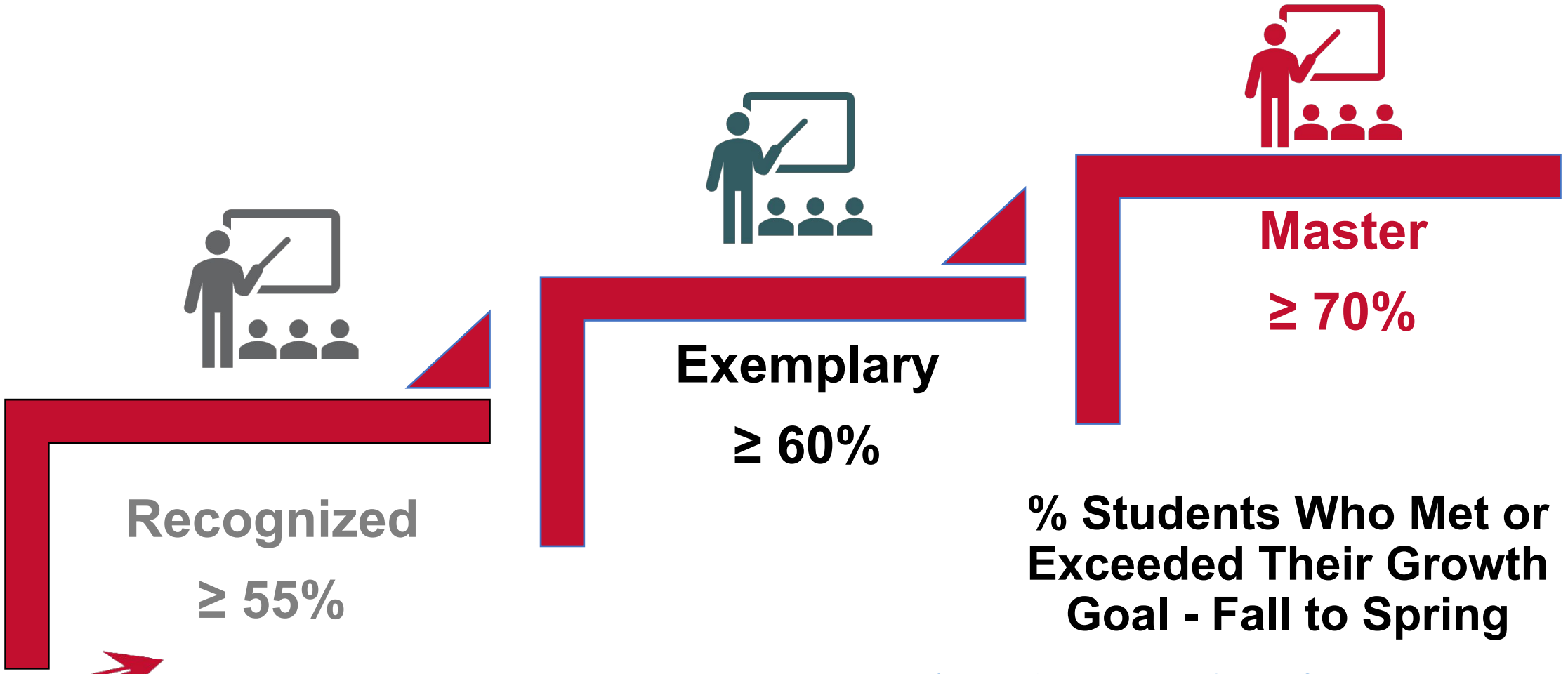
Student Growth

Subjects with Student Growth Measures – Phase 1

Elementary Pre-K - Grade 5	Secondary Grade 6 - Grade 10
PreKindergarten (Rdg/Math) - CIRCLE*	Sixth Grade (Rdg/Writing/Math/Science) - MAP
Kindergarten (Rdg/Math) - MAP	Seventh Grade (Rdg/Math/Science) - MAP
First Grade (Rdg/Math) - MAP	Eighth Grade (Rdg/Math/Science) - MAP
Second Grade (Rdg/Math) - MAP	Ninth Grade (Rdg/Math) - MAP
Third Grade (Rdg/Math) - MAP	Tenth Grade (Rdg) - MAP
Fourth Grade (Rdg/Writing/Math/Science) - MAP	
Fifth Grade (Rdg/Math/Science) - MAP	

*The reliability of the growth component of CIRCLE is being investigated and MAY NOT be able to be included.

Scoring / Student Growth



% Students Who Met or Exceeded Their Growth Goal - Fall to Spring

TEA's Student Growth Performance Measures

Spending Plan

Spending Plan – Phase 1

Majority of Campuses		
Designated Teacher	Other High Performing Teachers	District
70%	20%	10%
District Determined High Needs Campuses		
Designated Teacher	Other High Performing Teachers	District
85%	15%	0%

Sample | 70/20/10 Distribution

Exemplary Teacher (Top 20%) at Happy Valley Elem
Funding Allotment: $10,000



Exemplary Teacher
$7,000
(Stipend)



Other High-Performing Teachers on the Campus
$2,000
(Available Pool)



District Support & Non-Teaching Staff who Support Teachers
$1,000
(Available Pool)

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Timeline / Program Administration

Action	Date
CFB Submits TIA Application to TEA	April 15, 2021
Districts Notified of Acceptance of TIA Application	Summer 2021
CFB Data Submission to Texas Tech	Summer 2022
All Teachers Receive Personal TIA Score Card	August/September 2022
TEA Notifies Districts of Final List of Qualified Candidates	Fall 2022
CFB Notification Sent to TEA Approved Teachers	Fall 2022
TIA Funds Received in the District	Spring 2023
TIA Payment Included as One Lump Sum	June 2023

Communication

Timeline / Communication

Action	Date
TIA Website Update	Ongoing
CFBISD Guide to the Teacher Incentive Allotment Finalized	May 2021
TIA Informational Tools Utilized for Recruitment	May 2021 & Ongoing
New Teacher Orientations	Ongoing through Each Summer
New Hire Training	July/August of Each Year
Staff Orientation	August 2021
Staff Updates	Minimum of 3 additional updates

CFB's TIA District Leadership Committee

Committee Member	Role
Dr. Derrell Coleman	Personnel
Dr. Jennifer DuPlessis	Finance
Dr. Patty Parker	Assessment & Accountability
Dawn Parnell	Communications
Tracy Smith	Teaching & Learning

Teacher Incentive Allotment (TIA)



Get this group to provide feedback on survey topics!

- .
- Set date for next directors meeting re. TIA growth measures