cfb TIA TEACHER INCENTIVE ALLOTMENT

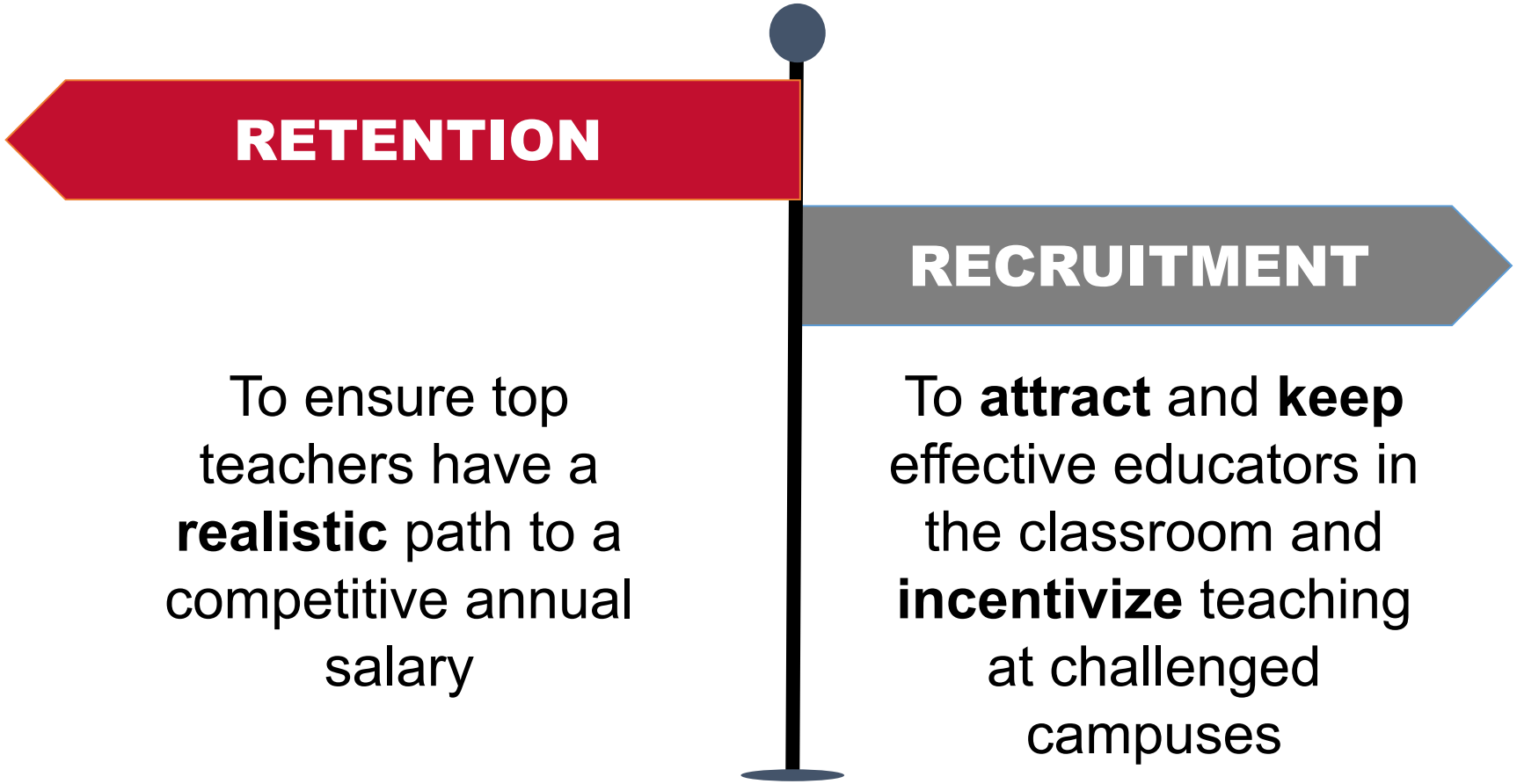
CARROLLTON-FARMERS BRANCH ISD

# TEACHER INCENTIVE ALLOTMENT

August 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

# HB3 Aligned Evaluation System



**Teacher Observation**

- T-TESS - 40%
  Domains 2 and 3



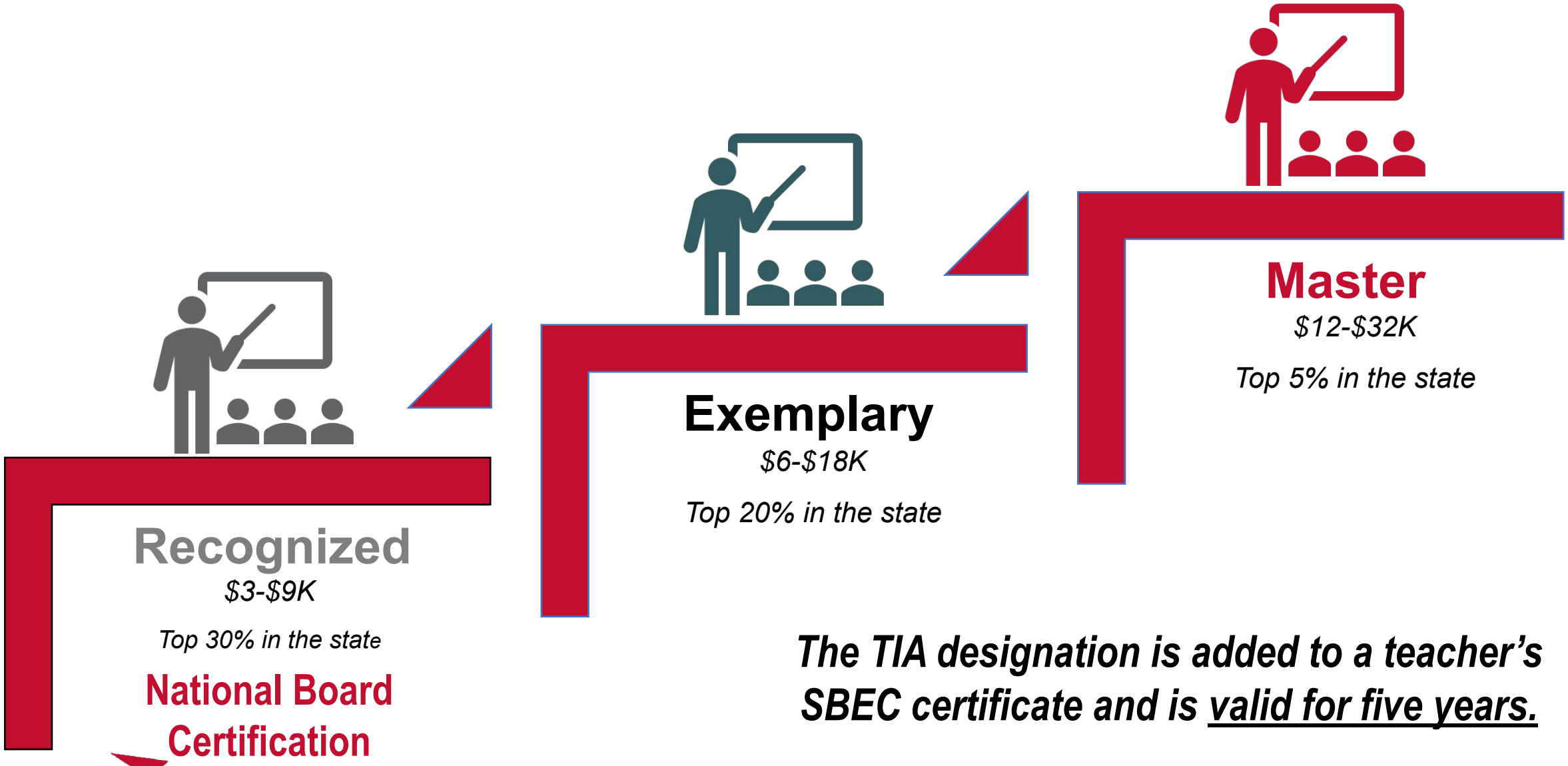
**Student Growth**

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



**Other**

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




***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**

Approved May 2021

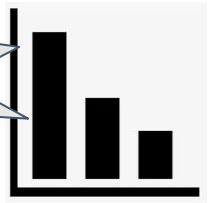


## 1. System Review (TEA)

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

Due June 2022



## 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 |

# Focus Groups / Feedback Loops

| Group | Topic | Date |
|---|---|---|
| Content Directors | Inclusion of Additional Content Areas/ Grade Levels: Growth Measures | April - August |
| Content Teams | Development of Additional Student Growth Measures | April - July |
| First Staff Presentation | TIA Orientation & New Information | August |
| MAP Test Administrators | New MAP Testing Protocols | August |

# Teacher Observation

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# Teacher Observation

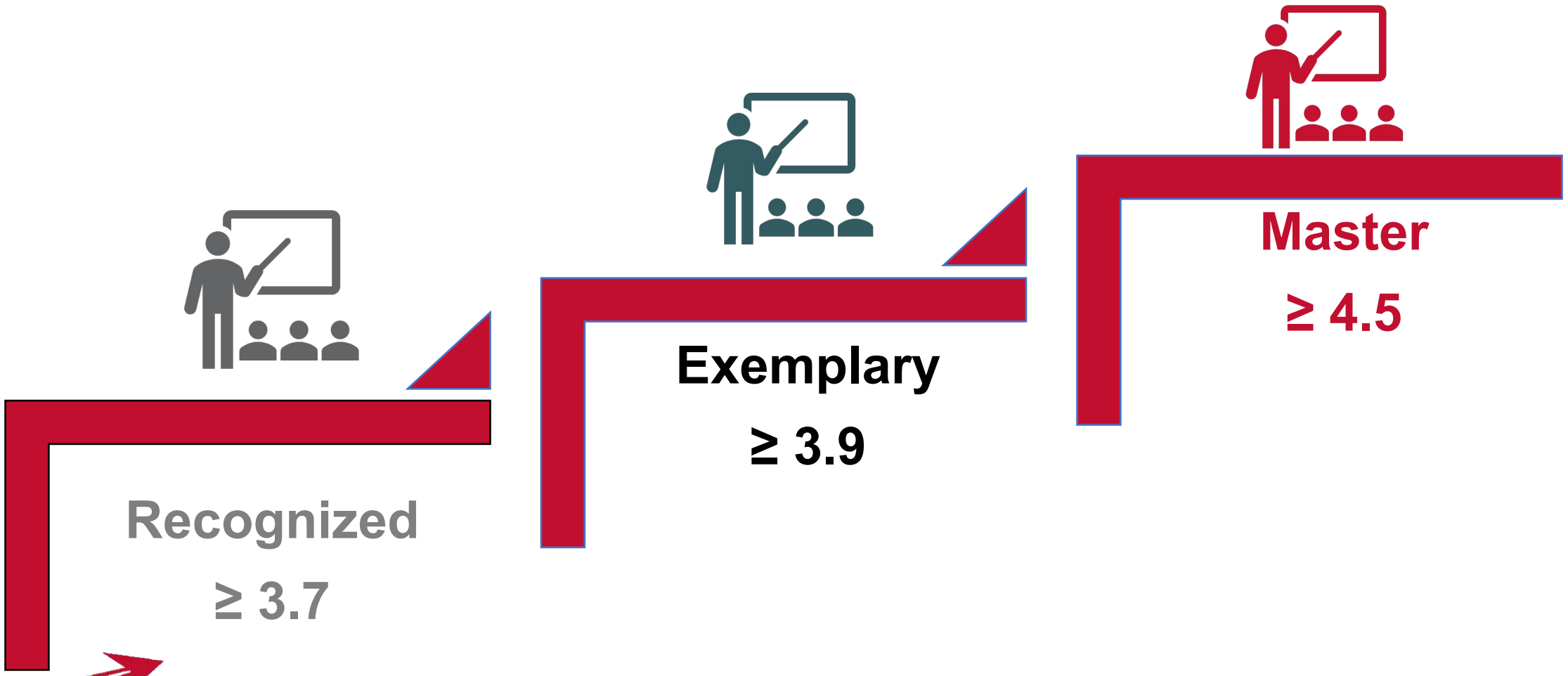
## T-TESS (40%)
## Domains 2 & 3

| 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 |

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




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# Student Experience Survey

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# Student Experience 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 | |

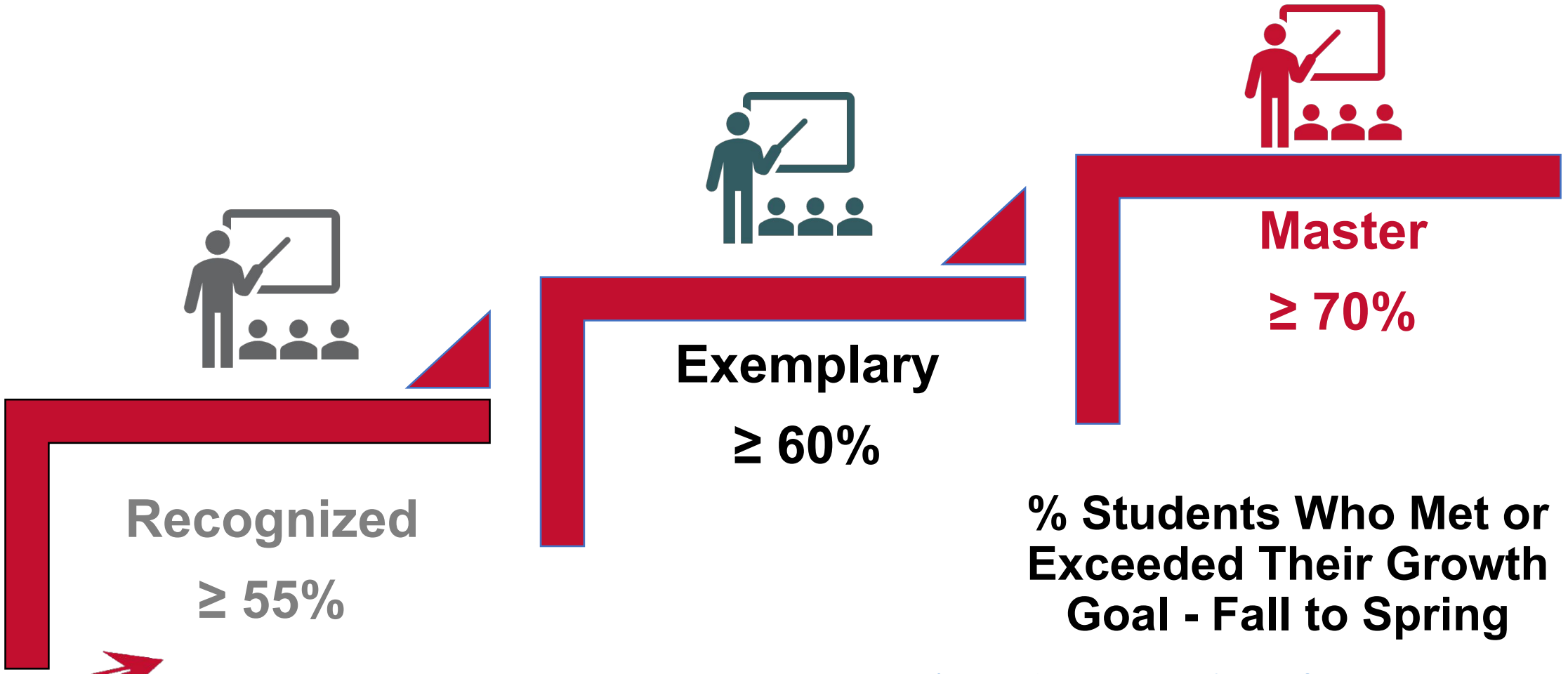
# Student Growth

# Subjects with Student Growth Measures – Phase 1

## MAP (30% - Grades Kinder-10)

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

# 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% |

*High Needs Campuses = Carrollton, Central, McWhorter, Sheffield, Long & Vivian Field
Criteria: Any elementary campus ≥ 90% Eco Dis; Any secondary campus ≥ 80% Eco Dis




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# 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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# Comparison of TIA Components 70% / 20%




| Components to Determine 70% Allocation (20% for High Needs Campuses) | | Components to Determine 20% Allocation (15% for High Needs Campuses) | |
|---|---|---|---|
| **Component** | **Percentage** | **Component** | **Percentage** |
| Teacher Observation | 40% | Teacher Observation | 70% |
| Student Growth | 30% | Student Growth | 0% |
| Teacher Collaboration & Leadership | 30% - K-2<br>20% - 3rd-12th | Teacher Leadership & Collaboration | 30% - K-2<br>20% - 3rd-12th |
| Student Experience | 0% - K-2<br>10% - 3rd-12th | Student Experience | 0% - K-2<br>10% - 3rd-12th |

# How will the 20% / 15% be distributed?

## Exemplary Teacher at Happy Valley Elem
## Funding Allotment: $10,000



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

1. Sum of allocations for all TIA designated teachers on the campus
   (Recognized + Exemplary + Masters)

2. Sum / # of qualified teachers (based on previous slide components and %)

Note 1: If no teachers qualify for the 20% / 15% based on the information in the previous slide , the "remaining" funds will be shared equally among teachers earning a TIA designation (Recognized, Exemplary or Master.)

Note 2: No teacher receiving the 20% / 15% allotment will receive more than a TIA recognized teacher. If any funds remain from this distribution, it will also be shared equally amount teachers earning a TIA designation.

# Communication

# Timeline / Program Administration

| Action | Date |
|---|---|
| CFB Submits TIA Application to TEA | April 15, 2021 |
| Districts Notified of Acceptance of TIA Application | Summer 2021 |
| Data Collection Year (T-TESS, Student Growth, St. Experience) | 2021-2022 |
| 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 |



# Timeline / Communication

| Action | Date |
|---|---|
| TIA Website Update | Ongoing |
| *CFBISD Guide to the Teacher Incentive Allotment* Posted | August 2021 |
| TIA Informational Tools Utilized for Recruitment | May 2021 & Ongoing |
| Staff Orientation | August 2021 |
| Staff Updates | Minimum of 3 additional updates |

CFBISD's Teacher Incentive Website:
https://www.cfbisd.edu/staff-portal/teacher-incentive-allotment

# Implementation Timeline

| | Phase 1 | Phase 2 | Phase 3 | Phase 4 | Phase 5 |
|---|---|---|---|---|---|
| **2020-2021** | Planning Year | | | | |
| **2021-2022** | Data Capture Year | Planning Year | | | |
| **2022-2023** | Award Year | Data Capture Year | Planning Year | | |
| **2024-2025** | Continuation | Award Year | Data Capture Year | Planning Year | |
| **2025-2026** | | Continuation | Award Year | Data Capture Year | Planning Year |
| **2026-2027** | | | Continuation | Award Year | Data Capture Year |
| **2027-2028** | | | | Continuation | Award Year |

Additional content areas will be added during each phase in order to achieve the district goal of having all teachers eligible to earn a TIA designation.

# New Hires

## Earned a TIA designation in another Texas District?

**Contact Paige Acevedo**
**Personnel Services**
**acevedop@cfbisd.edu**
**972-968-6239**

# CFB's TIA District Leadership Committee

| Committee Member | Role |
|---|---|
| Dr. Patty Parker | Assessment & Accountability |
| Dawn Parnell | Communications |
| Tracy Smith | Teaching & Learning |

# Teacher Incentive Allotment (TIA)

