cfb TIA TEACHER INCENTIVE ALLOTMENT

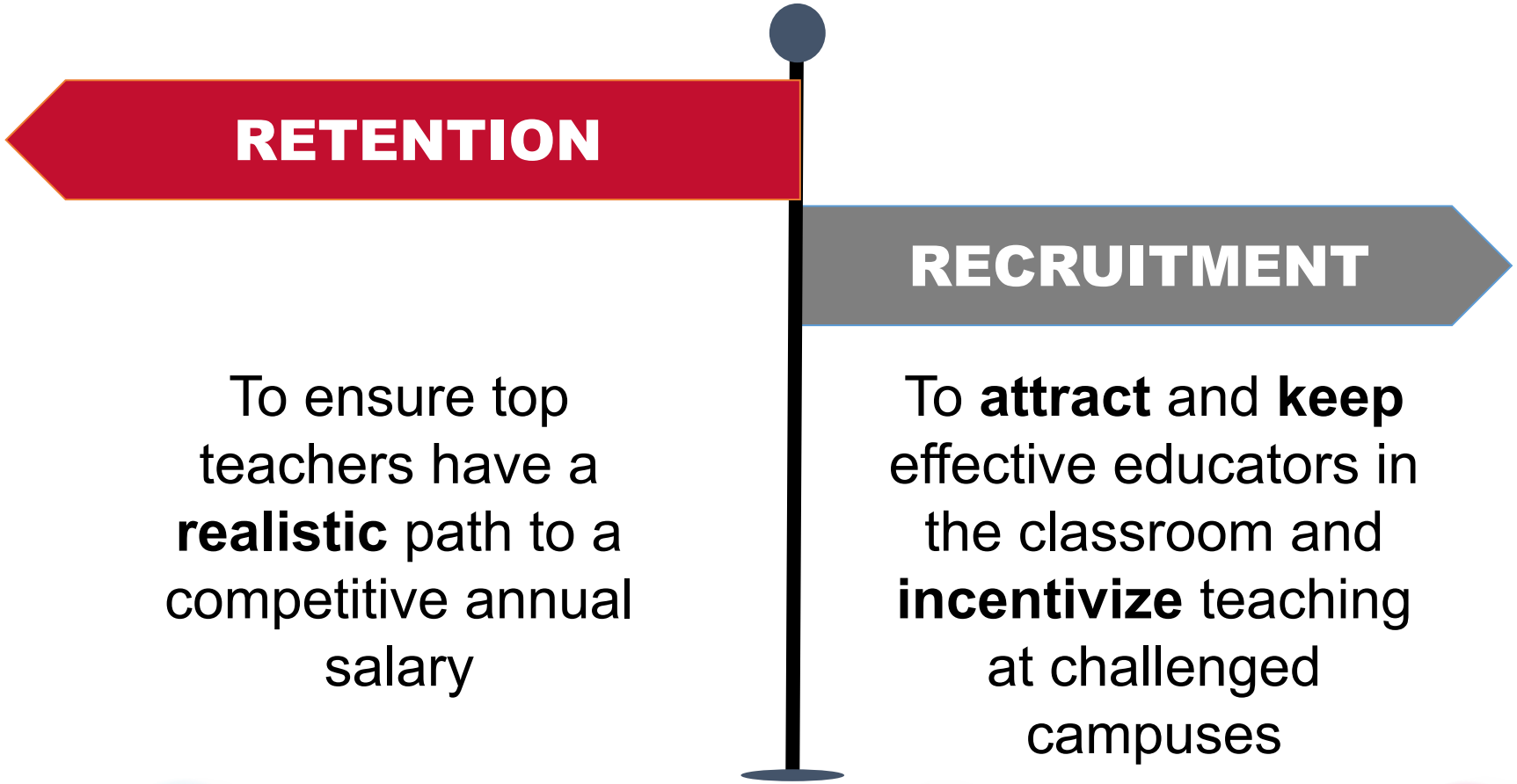
CARROLLTON-FARMERS BRANCH ISD

Teacher Incentive Allotment

August 2022

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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

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HB3 Aligned Evaluation System





Teacher Observation

- **Teacher Observation: T-TESS 40%**
  Domain 2 (Instruction) & Domain 3 (Learning Environment)



Student Growth

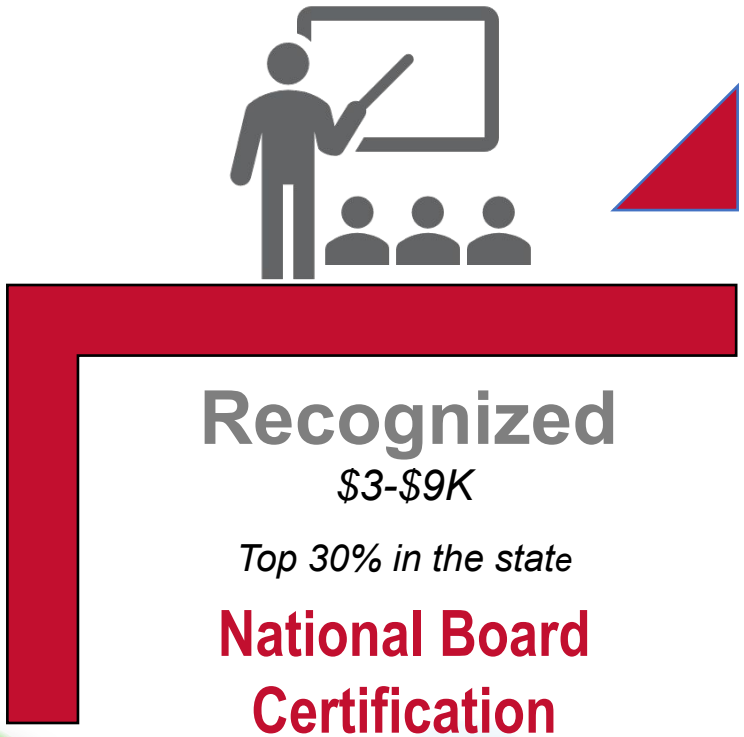
- **Teacher Growth: MAP or Approved Growth Measure 40%**
  Met Projected Growth Fall 2021 to Spring 2022



Other

- **Teacher Leadership: T-TESS 20%**
  Domain 1 (Planning) & Domain 4 (Practices & Responsibilities)

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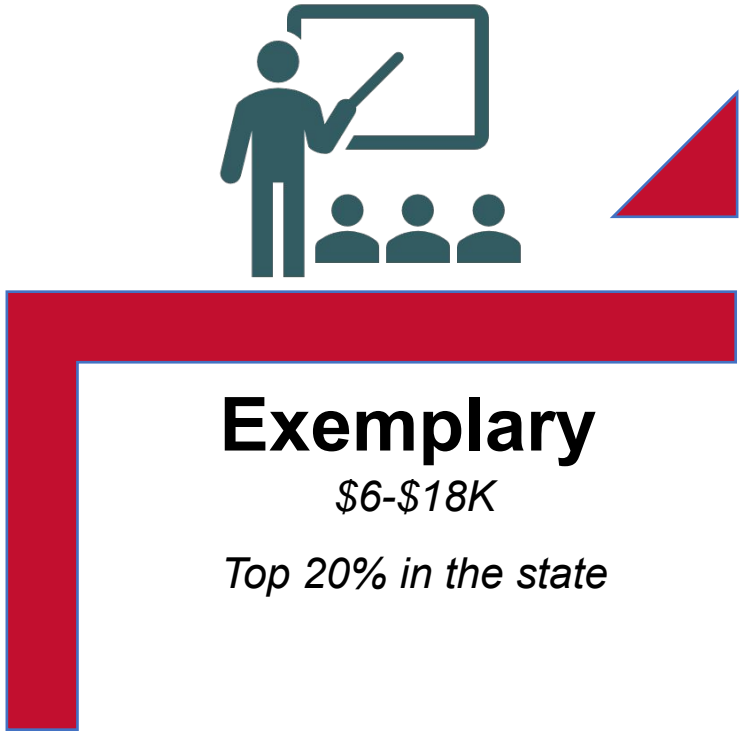


Recognized

$3-$9K

Top 30% in the state

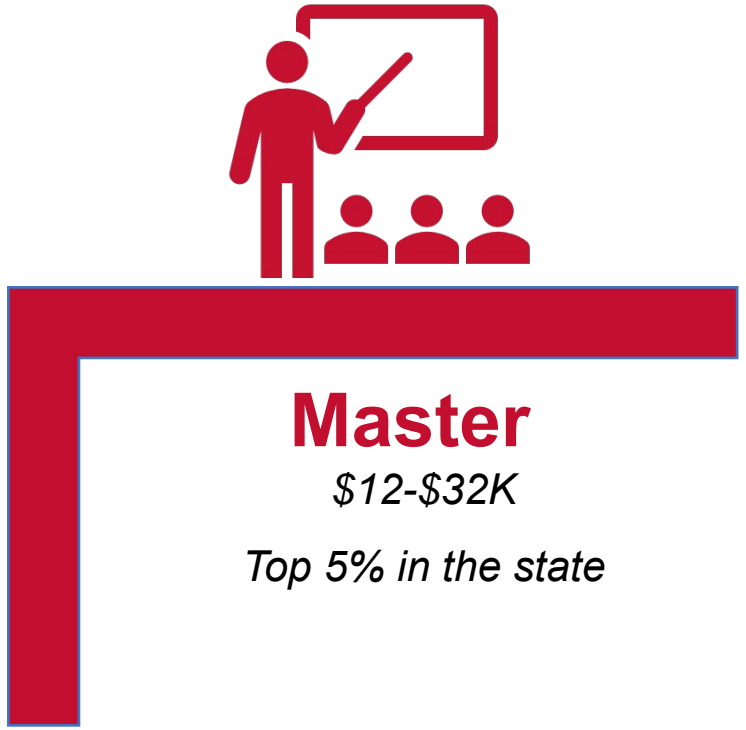
National Board Certification



Exemplary

$6-$18K

Top 20% in the state



Master

$12-$32K

Top 5% in the state

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/

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Celebrations & Progress!

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Timeline / Program Administration

Action	Phase 1 Dates	Phase 2 Dates	Phase 3 Dates
CFB Submits TIA Application to TEA	April 15, 2021		
Districts Notified of Acceptance of TIA Application	Approved Summer 2021		
Data Collection Year (T-TESS, Student Growth, St. Experience)	2021-2022		
Teacher Roster Verification	April/May 2022		
Teachers in Eligible Courses Receive Personal TIA Score Card	October 2022		
CFB Data Submission to Texas Tech	November 2022		
CFB Notification Sent to TIA Designated Teachers upon receipt from TEA	Winter 2023		
TIA Payment Included as One Lump Sum	August 2023		

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TIA Eligibility - Phase 1

Content Areas & Grade Levels with MAP Student Growth Measures

TIA 2022	Kinder	Gr. 1	Gr. 2	Gr. 3	Gr. 4	Gr. 5	Gr. 6	Gr. 7	Gr. 8	Gr. 9	Gr. 10
Mathematics	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔
Reading	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔	✔
Science					✔	✔	✔	✔	✔		
Writing					✔		✔				

MAP Projected Growth based on BOY (Fall 2021) and EOY (Spring 2022) scores:

- Spanish Reading will be used for all Bilingual students in Kindergarten through grade 4
- Language Usage will be used for grade 4 & 6 Writing (*if Writing is the ONLY subject taught*)

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TIA Score Card

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Teacher Observation - 40%

T-TESS - Domains 2 & 3

Teacher Observation – T-TESS Domains 2 & 3								
Domain 2			**Domain 3**			**Score**	**Possible Points**	**Points Earned**
2.1	Accomplished	4	3.1	Accomplished	4	**Total Points**	40	29
2.2	Accomplished	4	3.2	Proficient	3	29		
2.3	Proficient	3	3.3	Accomplished	4			
2.4	Accomplished	4				**Average Score**		
2.5	Proficient	3				3.625		
	Domain 2 Subtotal	18		**Domain 3 Subtotal**	11			
	Criteria: All scores Proficient or Above & received an average score ≥ 3.7: **No**							

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

Calculation:

Average Score = Total Points ÷ 8

29 ÷ 8 = 3.625

Points Earned = Total Points

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Student Growth - 40%

Phase I - MAP

Student Growth				
Students Who Met Growth Target	Total # of Student Tests	Percentile	Possible Points	Points Earned
25	44	57%	40	22.73

Calculation

Percentage = Students Met Growth ÷ Total # Student Tests

25 ÷ 44 = 57%

Points Earned = Percentage * Possible Points

.57 * 40 = 23

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Teacher Leadership & Collaboration - 20%

T-TESS - Domains 1 & 4

Teacher Leadership & Collaboration - T-TESS Domains 1 & 4								
Domain 1			**Domain 4**			**Total Points**	**Possible Points**	**Points Earned**
1.1	Accomplished	4	4.1	Accomplished	4	**30**	**20**	**15**
1.2	Accomplished	4	4.2	Accomplished	3			
1.3	Accomplished	3	4.3	Accomplished	4			
1.4	Accomplished	4	4.4	Accomplished	4			
	Domain 1 Subtotal	**15**		**Domain 4 Subtotal**	**15**			
	Criteria: All scores Proficient or Above: **Yes**							

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

Calculation

Points Earned = (Total Points ÷ 40) * 20 OR Total Points ÷ 2

(30 ÷ 40)*20 = 15 OR 30 ÷ 2 = 15

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Overall Score

Teacher Observation – T-TESS Domains 2 & 3								
Domain 2			Domain 3			Score	Possible Points	Points Earned
2.1	Proficient	4	3.1	Accomplished	4	Total Points	40	29
2.2	Distinguished	4	3.2	Accomplished	3	29		
2.3	Distinguished	3	3.3	Accomplished	4			
2.4	Distinguished	4				Average Score		
2.5	Distinguished	3				3.625		
	Domain 2 Subt	18		Domain 3 Subto	11			
	Criteria: All scores Proficient or Above: Yes							

Student Growth				
Students Who Met Growth Target	Total # of Student Tests	Percentile	Possible Points	Points Earned
25	44	57%	40	22.73

Teacher Leadership & Collaboration – T-TESS Domains 1 & 4								
Domain 1			Domain 4			Total Points	Possible Points	Points Earned
1.1	Accomplished	4	4.1	Accomplished	4	30	20	15
1.2	Accomplished	4	4.2	Accomplished	3			
1.3	Accomplished	3	4.3	Accomplished	4			
1.4	Accomplished	4	4.4	Accomplished	4			
	Domain 1 Subt	15		Domain 4 Subto	15			
	Criteria: All scores Proficient or Above: Yes							

Overall TIA Score	67
Possible Designation Earned: Recognized	

The scores and possible designation will be submitted to Texas Tech for validation. If the district's plan does not pass validation, NO designations can be conferred.



Designation	Point Values
Masters	TBD
Exemplary	TBD
Recognized	TBD

Note: In order to recognize as many staff as possible while still maintaining the intent of TIA, Final TIA Point Values will be determined yearly after review of state and national data. These Final Point Values will be made available on the district's TIA website and included on TIA scorecards.

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Phase 2 & 3

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Timeline / Program Administration

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CFB Data Submission to Texas Tech	Fall 2022	Fall 2023	
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TIA Payment Included as One Lump Sum	August 2023	August 2024	





TIA Eligibility – Phase 2

Content Areas & Grade Levels with Pre- & Post- Test Student Growth Measures				
Elementary	**Secondary**			
Various	**ELA**	**Mathematics**	**Science**	**Social Studies**
PreKindergarten	English 3 & 4	Math Models	Biology	Grades 6-8
Music	AP English 3 & 4	AB/BC Calculus	IPC	World Geography
	Creative Writing		Chemistry	World History & AP
	On Ramps English IV		Physics	US History
				AP - Government, Human, Economics, & Psychology

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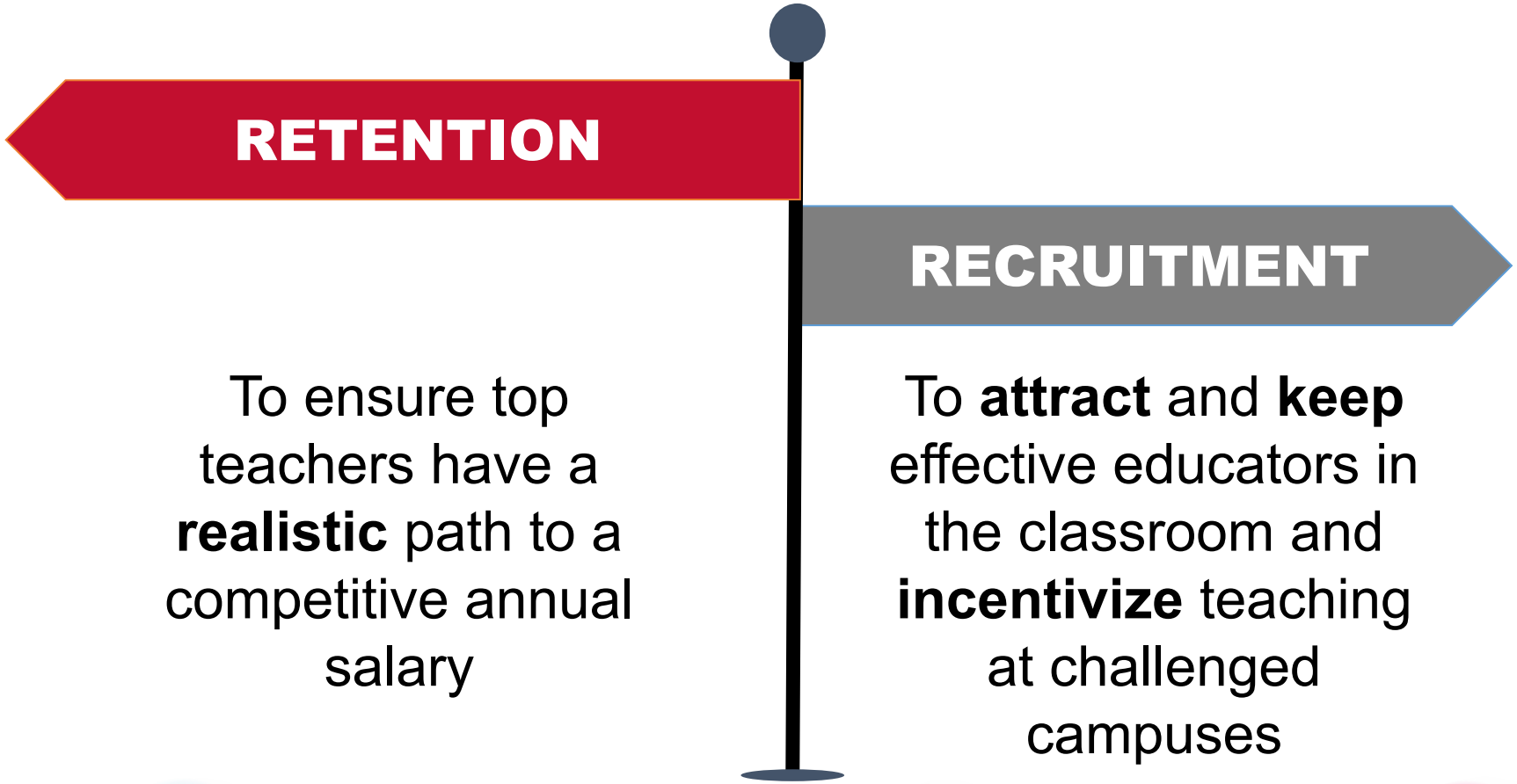
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Additional Information

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

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CFB TIA Campus Ambassadors

Campus	Ambassador	Campus	Ambassador	Campus	Ambassador
Blair	Stacey Baker	Freeman	Kaitlynn Begley	McWhorter	Amanda Brooks
Blalack	Amy Feezor	Furneaux	Sheila LeDoux	Perry	Lexi Beesley
Blanton	Sharon Kopriva	Good	Betsy Gould	Polk	Misty Roberson
Bush	Anannya Bose	Grimes/Salazar	Meghan Day Richard McKinley	Rainwater	Nicole Linscomb
Carrollton	Madison Peck	Kent	Michelle Schwartz Elida Dominguez	Ranchview	Jennifer Schero
Central	Eimy Bermudez	Landry	TwQuan Harris	Riverchase	Kayla Van Dyke
Country Place	Lee Ann Starnes	Las Colinas	Sharon Johnson	Rosemeade	Emily Hamill
Creekview	Wes Baker	La Villita	Bailey Sprague	Sheffield	Kori Johnson
Davis	Monica Godwin	Long	Christina Herrera	Smith	Blaine Chamberlain Jimmy Fellbaum
ECHS	Jonathan Talley	McCoy	Megan Harvey	Stark	Natalie Stout
Farmers Branch	Vanessa Sessions	McKamy	Rukiya Dennis	Thompson	Kassie Remington
Field	Dave Ruppersberg	McStrick	Tammi Nincehelser	Turner	Mitchell Tillison Carey Murawski

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CFB's TIA District Leadership Committee

Committee Member	Role
Dr. Randy Davis	Human Resources
Larry Guerra	Finance
Dr. Patty Parker	Assessment & Accountability
Dawn Parnell	Communications
Tracy Smith	Teaching & Learning

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Teacher Incentive Allotment (TIA)



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