



Teacher Incentive Allotment

August 2022

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The Goals | Teacher Incentive Allotment (TIA)

RETENTION

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

RECRUITMENT

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

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)

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	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		

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*)

TIA Score Card

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Overall Score

DRAFT

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	Average Score			
2.4	Distinguished	4				3.625			
2.5	Distinguished	3							
	Domain 2 Subtotal	18		Domain 3 Subtotal	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 Subtotal	15		Domain 4 Subtotal	15				
Criteria: All scores Proficient or Above: Yes									
Overall TIA Score								67	
Possible Designation Earned: Recognized									

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.

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.

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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
	On Ramps English IV		Physics	US History
				AP - Govt, Human Geog, World Hist, Micro & Macro Econ, & Psychology

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Additional Information

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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 Ruppertsberg	McStrick	Tammi Nincehelser	Turner	Mitchell Tillison Carey Murawski

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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