



TEACHER INCENTIVE ALLOTMENT

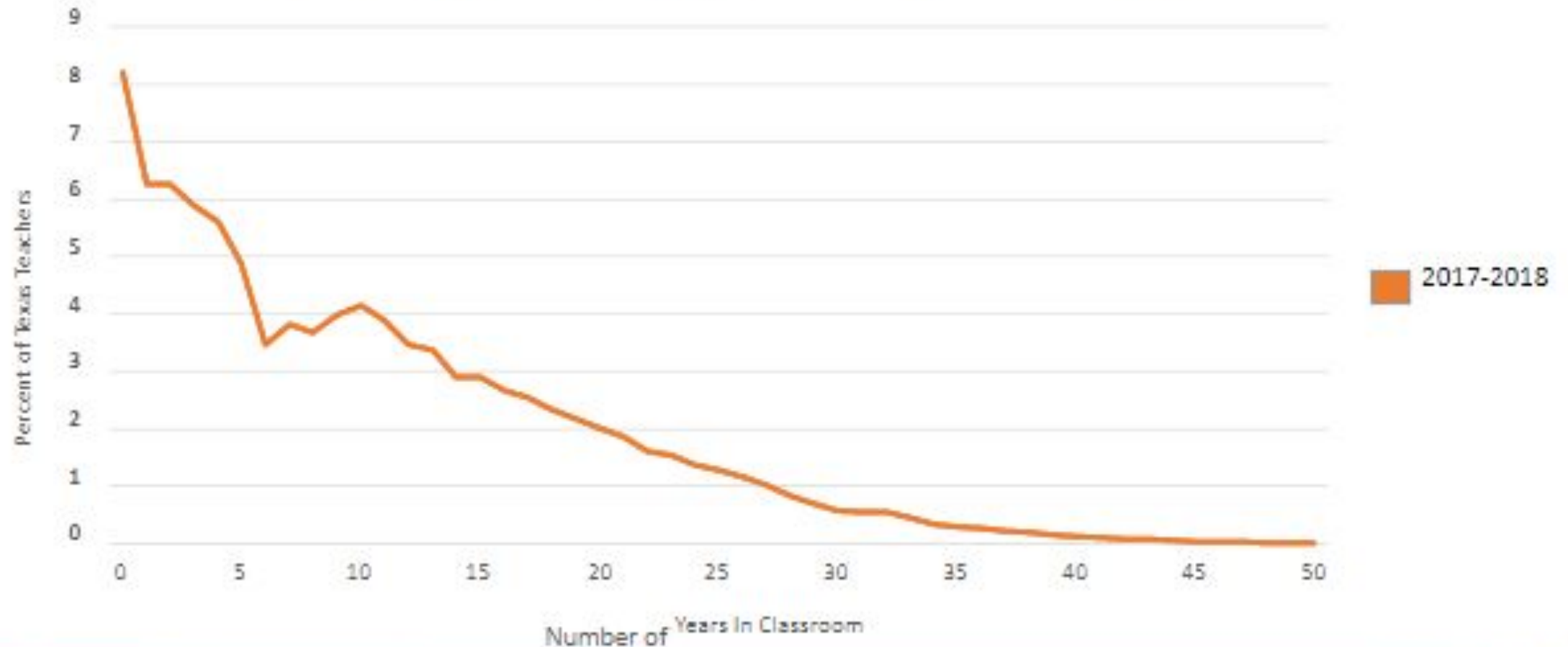
November 2020

CARROLLTON-FARMERS BRANCH ISD

Retention | Teacher Incentive Allotment (TIA)



Teacher Years of Experience As A Share of Workforce



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



CARROLLTON-FARMERS BRANCH ISD

TIA Task Force | Teacher Incentive Allotment (TIA)

Campus Representatives

- Lauren Lintelman, McWhorter ES Teacher
- Lana Alexander, Blair ES Teacher & ATPE President
- Terri Truong, Polk MS Teacher
- Taylor Renft, Field MS & Past DIC Chairman
- Blaine Chamberlain, N Smith HS Teacher
- Dr. Jose Ramos, Blair ES Principal
- Debbie Williams, Kent ES Principal
- Dr. Keith Davis, Blalack MS Principal
- Dr. Adam Grinage, RL Turner HS Principal
- Timothy Isaly, ECHS Principal

District Representatives

- Dr. John Chapman, Superintendent
- Dr. Dana West, Associate Superintendent
- Dr. Derrell Coleman, Chief of Staff *
- Jennifer DuPlessis, Chief Financial Officer *
- Dawn Parnell, Chief Communications Officer*
- Dr. Patty Parker, Director of Assessment & Accountability*
- Tracy Smith, Assistant Superintendent *

* Denotes Steering Committee Member



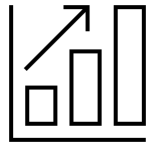
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Why CFBISD? | Teacher Incentive Allotment (TIA)



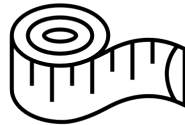
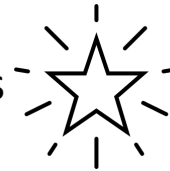
Increase Student Achievement

Support Teacher Growth



Increase retention of the most effective teachers

Increase equity of access to most effective teachers



Opportunity to strengthen current evaluation system

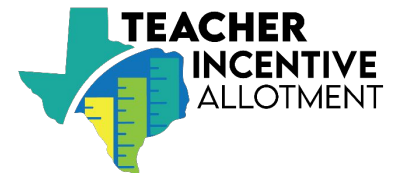
Remain competitive in a tight labor market



Use state dollars to increase teacher salaries



CARROLLTON-FARMERS BRANCH ISD

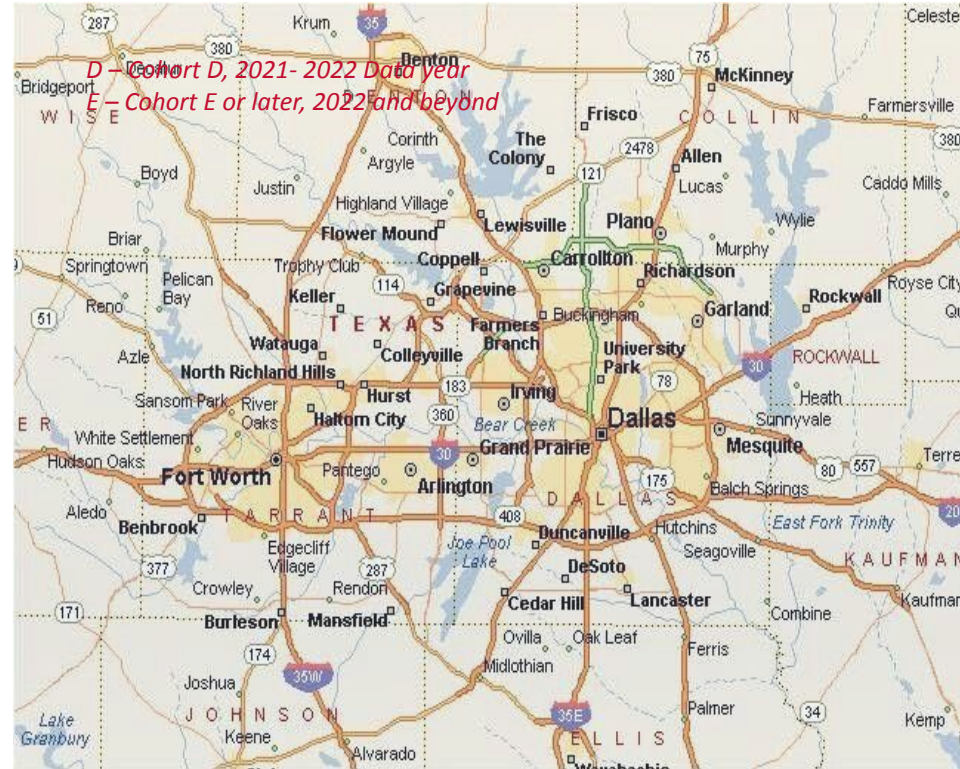


Why Now? | Teacher Incentive Allotment (TIA)

Region 11

EVERMAN ISD^D
 CARROLL ISD^D
 NORTHWEST ISD^D
 FORT WORTH ISD^D
 FORT WORTH LAN ISD^C
 ARLINGTON CLASSIC ACAD^D
 GRAFORD ISD^D
 PREMIER HIGH SCHOOLS^D
 HURST-EULESS-BEDFORD ISD^D
 AZLE ISD^D
 RIO VISTA ISD^E
 GRAPEVINE-COLLEYVILLE ISD^E
 ARGYLE ISD^E
 DECATUR ISD^D
 BURLESON ISD^D
 CASTLEBERRY ISD^E
 EAGLE MT-SAGINAW ISD^D
 NEWMAN INTERNATIONAL^D
 ACADEMY OF ARLINGTON KEENE ISD^D
 WHITE SETTLEMENT^D
 STEPHENVILLE ISD^D
 HIGH POINT ACADEMY^E

A – Cohort A, Full TIA System Approval
 C – Cohort C, 2020 – 2021 Data year
 D – Cohort D, 2021- 2022 Data year
 E – Cohort E or Later, 2022 and beyond



Region 10

DALLAS ISD^A
 UPLIFT EDUCATION^A
 GARLAND ISD^C
 GRAND PRAIRIE ISD^C
 RICHARDSON ISD^C
 FRISCO ISD^D
 PRINCETON ISD^D
 ALLEN ISD^E
 PLANO ISD^E
 MELISSA ISD^D
 FERRIS ISD^D
 CAMPBELL ISD^E
 BELLS ISD^D
 COLLINSVILLE ISD^E
 LANCASTER ISD^D
 SUNNYVALE ISD^C
 WILLS POINT ISD^D
 ATHENS ISD^E
 HOWE ISD^E
 VAN ALSTYNE ISD^E
 MILFORD ISD^E
 SCURRY-ROSSER ISD^D



KELLER ISD^D CARROLLTON-FARMERS BRANCH ISD



MESQUITE ISD^D
 ROYSE CITY ISD^E
 WYLIE ISD^E



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.*



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Aligning TIA to Current Evaluation System



Teacher Observation

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



Student Performance

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



Optional: Additional Factors

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

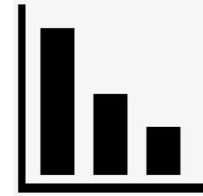




1. System Review (TEA)

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

Next Steps | Teacher Incentive Allotment (TIA)



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Key Takeaways | Teacher Incentive Allotment



Local Designation System

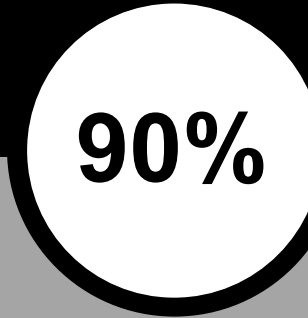
Recognized
Exemplary
Master



Additional
Funding for
Districts for
Every Designated
Employee



Districts Receive
Greater Funding
for Designated
Teachers at
High-Needs
Campuses



At least 90% of
TIA Funds Must
be Used on
Compensation on
the Campus
Where the
Designated
Teachers Work



TEA & Texas Tech
Partnership to
Approve Local
Designation
System



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Input Requested | Teacher Incentive Allotment



Survey Link closed at
4:00 p.m. on Wednesday, November 11, 2020



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