



Teacher Incentive Allotment (TIA)

Committee Meeting #6

March 4, 2024

Agenda

- Opening Rituals
- Stakeholder Reflections & Updates
- Spending Plan
- Discover: TIA Guidebook
- Next Steps & Closing

Objective: Provide an overview of Teacher Observations and other District Models to the TIA Committee to continue the work of creating our Local Designation System to applying for TIA in April 2024.

Committee Norms

- Focus & Engage
- Growth Mindset
 - *Be curious, not concerned*
- Success Driven
 - *For teachers and (most importantly) students*

The Big Three Critical Decisions

Who can earn a designation?

Eligible campuses and teachers



How will we designate?

Observations, student growth measures, and optional components



How and when will we compensate?

Distribution of funds, timing of compensation



Timeline



April 2024

**System
Application**



August 2024

**Notification
of Application
Acceptance**



2024-2025 SY

**Data Capture
Year**



October 2025

**Data
Submission**



April 2026

**Notification
of System
Approval**



August 2026

**2025-26 Funds
Paid to
Teachers**

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Grade Level/Teaching Assignment	Teacher Observation	Who sets Expected Growth Target? How?	Student Growth (Pre-/Post-Tests)
Phase 1			
Pre-K	T-TESS	District	Circle/CLI
4th-8th Math and Reading, Algebra I, English I and English II (including SPED)	T-TESS	TEA	STAAR
3rd Reading, 3rd Math, 5th Science, 8th Science, 8th SS, US History, Biology (including SPED)	T-TESS	District	BOY Released STAAR/EOY STAAR
K-2 Reading/Math (including SPED)	T-TESS	mCLASS	mCLASS
CTE (course names TBD)	T-TESS	District	iCEV or YouScience/ Precision Exams
SPED: Life Skills (Grades 3-11)	T-TESS	TEA	STAAR-ALT
*All RCISD teachers eligible for designation through the National Board Certification			

State Performance Standards

Designation Level	Statewide Percentages	Teacher Observation Performance Standards*	Student Growth Performance Standards
Recognized	Top 33%	3.7 or 74% of possible points	55% met or exceeded
Exemplary	Top 20%	3.9 or 78% of possible points	60% met or exceeded
Master	Top 5%	4.5 or 90% of possible points	70% met or exceeded

**Represents average of all dimensions in T-TESS Domains 2 and 3*

Teachers must have a minimum score of Proficient in all observable dimensions to be eligible for a new designation.

State Performance Standards: T-TESS

Distinguished	Accomplished	Proficient	Developing	Improvement Needed
5	4	3	2	1

T-TESS Dimension	Walk #1	Walk #2	Formal Obs.	Walk #3	Walk #4	Avg
2.1 Achieving Expectations	3	2	4	3	3	3
2.2 Content Knowledge	4	3	4	3	3	3.4
2.3 Communication	4	3	4	3	3	3.4
2.4 Differentiation	3	2	3	4	3	3
2.5 Monitor & Adjust	3	3	4	4	3	3.4
3.1 Classroom Environment	4	3	4	4	3	3.6
3.2 Managing Behaviors	4	3	4	3	3	3.4
3.3 Classroom Culture	5	3	4	4	3	3.8
Total ratings divided by 8 dimensions	135/8=			3.375		

Teacher Attendance

- Teacher attendance has a significant influence on student success. At this time, there is a shortage of qualified teachers and substitutes in our state. The committee decided on teacher attendance to reduce teachers' discretionary time off during the school year, resulting in loss of instruction time for their class and others when there are no substitutes to cover. Teachers with **95%** or higher attendance for the current school year will earn the percentage points allocated to the number of days missed for the Teacher Incentive Allotment (TIA). The table outlines the points earned based on the missed days. **Attendance accounts for 10% of the designation points.** Attendance verification will occur at a minimum at the end of each semester. **School business absences (attending professional development, student extracurriculars, etc.) are not considered in the teacher's attendance count. FMLA, Court Appearances, and other protected leave as defined in local policy are excluded.**

Teacher Attendance

Number of Days Absent	Attendance Percentage Points (maximum 10 points)
0-5 days	10%
6 Days	8%
7 days	7%
8 days	6%
9 days	5%
More than 9 days	No percentage points

Rice CISD: TIA Weights

50%

STUDENT GROWTH

40%

TEACHER OBSERVATION (T-TESS)

10%

TEACHER ATTENDANCE

Rice CISD: TIA Composite Scorecard

Student Growth Cut Points

TIA Designation	TIA Performance Standards	Student Growth Points+ % of Scores Met * 50 points
Recognized	55%	$55\% * 50 \text{ points} = 27.5$
Exemplary	60%	$60\% * 50 \text{ points} = 30$
Masters	70%	$70\% * 50 \text{ points} = 35$

Teacher Observation Cut Points

TIA Designation	TIA Performance Standards	Points = TIA Performance Standards 8 * Dimensions
Recognized	3.7	$3.7 * 8 = 29.6$
Exemplary	3.9	$3.9 * 8 = 31.2$
Masters	4.5	$4.5 * 8 = 36$

Teacher Attendance

Minimum TIA Teacher Attendance %	# of Points	Points based on # of Absences (see table)
95%	10	10 points

Student Growth + Teacher Observation + Teacher Attendance

Recognized	$27.5 + 29.6 + 10$	67.1
Exemplary	$30 + 31.2 + 10$	71.2
Masters	$35 + 36 + 10$	81

Composite Score Cut Points

Recognized	67.1 - 71.19
Exemplary	71.2 - 80.99
Masters	81 - 100

Rice CISD: TIA Composite Scorecard

Student Growth Points

% of students who met/exceed projected growth		Category Weight	Student Growth Points
<i>Formula:</i> _____	x	50	= _____
(percent as decimal)			
<i>Example:</i> .68 (68%)	x	50	= 34

Teacher Observation Points

Average Observation Score		8 Dimensions (T-TESS)	Teacher Observation Points
<i>Formula:</i> _____	x	_____	= _____
<i>Example:</i> 3.55	x	8	= 28.4

Teacher Attendance

Minimum TIA Teacher Attendance %	# of Points	Points based on # of Absences (see table)
95%	10	10 points

Student Growth + Teacher Observation + Teacher Attendance

Example	34+28.4+10=	72.4
Designation:	Exemplary	

Composite Score Cut Points

Recognized	68.05 - 72.09
Exemplary	72.1 - 81.99
Masters	82- 100

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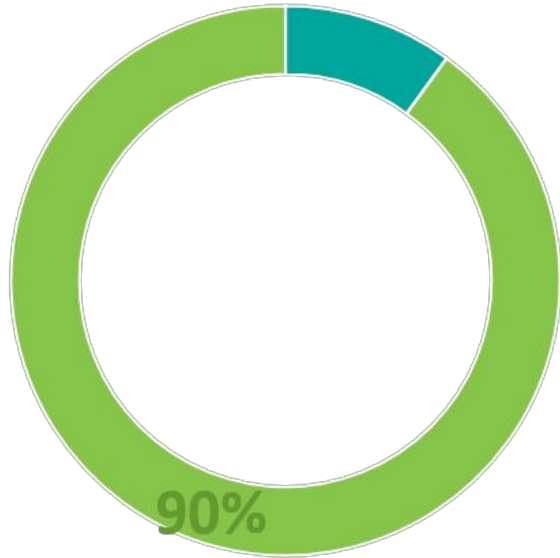


How and when will we compensate?

Distribution of funds, timing of compensation



Allotment Funding Distribution



At least 90% *must* go to teacher pay on the campus the designated teacher works.

Up to 10% *may* be used to implement a local designation system or to support teachers in earning a designation.

Spending must occur **by August 31** each year.

Spending Plan Timeline

School Year	Month	Item
2023-24	December 2023 – March 2024	Districts engage and finalize TIA Spending Plan, in compliance with statute
	April 15, 2024	Districts submit final TIA application, including TIA Spending Plan
	June 2024	If applicable, Districts re-submit TIA application, including TIA Spending Plan, based on feedback
2024-25	Full Year	Districts capture data based on approved Local Designation System
2025-26	October 2025	District submits local designation system teacher data to TTU and designated teacher fee to TEA (\$500 per designated teacher). Note, all fees will be reimbursed in the following year's FSP September Settle Up.
	February 2026	Districts receive notification of Step 1 Data Submission Review. This includes whether they are able to designate submitted teachers.
	April 2026	Districts receive notification of allotment generated by teacher and campus, based on PEIMS data.
	August 31, 2026	Districts must spend all TIA funds generated for the previous school year and submit Annual Program Submission to TEA.
Ongoing Post-Approval	September 2026	Districts receive funds through FSP. In the first year, this is through the settle-up process. Moving forward, it will be a part of monthly FSP payments and based on the prior year's estimates.
		Annually, districts will need to submit data each October to designate new teachers and will receive a notification each April on the total generated allotment. Each year, districts will have to spend all generated funds by August 31 st .

Funding for Teachers



The **Teacher Incentive Allotment** provides extra funding, from **\$3,000 - \$32,000** per teacher per year, with more money for **high needs** and **rural** schools.



RECOGNIZED | \$3 - \$9K



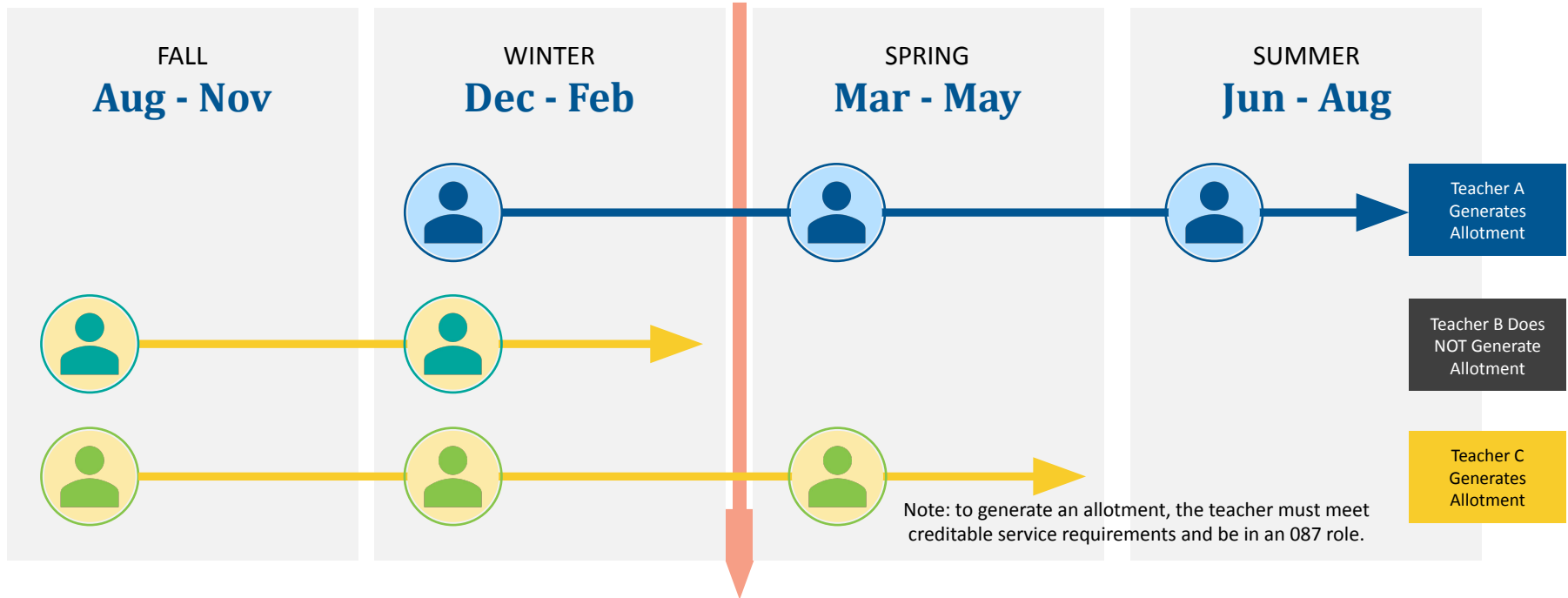
EXEMPLARY | \$6 - \$18K



MASTER | \$12 - \$32K



Consider: Designated Teacher Movement



February – Winter Class Roster Submission (TSDS)

Rice CISD Spending Plan

Allotment Going Toward Designated Teacher	Allotment Going Toward District
92%	8%
	The 8% allotment going toward non-instructional campus and district leaders as stipends for the support and implementation of TIA in Rice CISD.

Rice CISD Spending Plan

Frequency of TIA Compensation

TIA compensation is an annual allotment provided by the State and subject to the availability of state funding allocations:

- For Year 1, Rice CISD will provide the TIA compensation to teachers through a lump sum payment (as a separate check) on or before August 31st of the year initial designations are awarded. Therefore, a teacher earning a designation in Phase 1 of Rice CISD's TIA rollout will receive payment before August 31, 2025.
- For all subsequent years, Rice CISD will provide **one lump sum payment in June as part of their paycheck for each year a teacher generates funding for a TIA designation.**

Related TIA Compensation Calculations

TIA compensation stipends will be eligible when calculating retirement benefits for TRS-eligible staff. The employee's net payment will be less than all associated employee/employer-related benefits and taxes. Actual TIA compensation amounts will include deductions for federal income tax, Medicare tax, and TRS contributions as part of an employee's annual wages reported to the state and federal governments and the Teacher Retirement System (TRS).

Rice CISD Spending Plan

- If a Designated Teacher leaves the district before Winter Roster Verification (generally in February of each school year), then the Designated Teacher will not receive any TIA funds because no TIA funds would be generated to the district from the state.
- If a Designated Teacher moves campuses within Rice CISD during the school year, then RCISD will provide the funding to the Designated teacher based on the campus where the Designated Teacher worked during the Winter Roster (generally in February).
- If a Designated Teacher moves to the district before Winter Roster Verification, then the Designated Teacher will receive the allotment of funds generated by the state at the campus where the teacher is teaching during Winter Roster Verification. The spending plan will be the same for newly hired Designated teachers.

Rice CISD Spending Plan

- If a Designated Teacher leaves Rice CISD after the Class Roster Winter Submission, the following will happen based on their leave:
 - Resignation/Retirement: If a designated teacher resigns/retires after the Class Roster Winter Submission and after the end of the school year, they will receive their allotment per the spending plan. If a designated teacher resigns/retires after the Winter Roster Submission but before the end of the school year, the designated teacher will not receive their stipend. Their share of the allotment will be equally disseminated to the remaining teachers and instructional staff at the campus that remain at the campus of the resigning/retiring teacher. If a designated teacher resigns/retires after the Class Roster Winter Submission and after the last day to quit in the summer, the designated teacher will not receive the stipend. Their share of the allotment will be equally disseminated to the remaining teachers and instructional staff at the campus that remain at the campus of the resigning/retiring teacher.

Rice CISD Spending Plan

- If a Designated Teacher leaves Rice CISD after the Class Roster Winter Submission, the following will happen based on their leave:
 - Termination: A designated teacher leaving the district after Class Roster Winter Submission due to termination will not receive their stipend. If the designated teacher has already been paid any part of their stipend, the district will not try to recoup stipend amounts already paid. If the designated teacher is terminated before the stipend payout, their share of the allotment will be equally disseminated to the remaining teachers and instructional staff at the terminated teacher's campus.

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Rice CISD

TIA Guidebook

Teacher Incentive Allotment

DRAFTED: February 2024

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DRAFT & SUBMIT APPLICATION

Campus Team Action Items:

- **SHARE** TIA Spending Plan Decisions
- **SHARE** TIA Guidebook

THANK YOU!!!



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