

TEACHER INCENTIVE ALLOTMENT (TIA)

RISD Middle of Year Presentation - January 2024

TIA Teacher Timeline (Cohort F)

September 2023 - August 2024: Data capture year for Phase 1

****January 2024-April 2024:** Stakeholder Engagement Meetings for Phase 2

**** April 2024:** Expansion Application (Phase 2) due to TEA

February 2024 - April 2024: Stakeholder Engagement Meetings for Phase 2

May 2024: Expansion Application (Phase 2) due to TEA

October 2024: Phase 1 Data submitted to Texas Tech University

February 2025: Phase 1 Final approval notification from TEA & TTU

April 2025: Phase 1 Final designation and allotment notification

August 2025: Phase 1 Approved districts/teachers receive initial payout

Who is a Phase 1 TIA Teacher in Rockdale 2023-2024?

- Pre-K – 1st Grade Reading
- 2nd – 8th Grade Reading and Math
- 8th Grade Science and Social Studies
- EOC Algebra, English I, English II, US History, Biology
- Intervention / SpED Inclusion
- Self-Contained Special Education

What are the requirements:

1. TTESS Teacher Observation (TEA required) 45%

- Have at least 4 walkthroughs (recommended 2 fall and 2 spring)
- Have at least 1 formal 45-minute T-TESS observation
- Domains II (instruction) & III (learning environment) are used for TIA calculation purposes

TEA has identified minimum score averages as measured across both domains of T-TESS using a five-point scale

Designation Level	Average T-TESS Score
Recognized	3.7 or 74% of possible points
Exemplary	3.9 or 78% of possible points
Master	4.5 or 90% of possible points

2. Student Growth Components (TEA required) 45%

- Administer BOY, MOY, EOY growth assessments. TEA has established minimum expectations based on statewide performance

Designation Level	% of students
Recognized	55% of students meet or exceed growth expectations
Exemplary	60% of students meet or exceed growth expectations
Master	70% of students meet or exceed growth expectations

Student growth measure requirements for designations

Student growth is calculated for all students who have a TIA designated fall and spring assessment. Student growth performance is associated with individual teachers based on the following criteria:

- Students must be in a teacher's roster (teacher of record) at the beginning of the year BOY administration (October snapshot)
- Students must be in a teacher's roster (teacher of record) at the PEIMS winter enrollment (February)
- The middle of year MOY administration will be used for data-informed instruction, not TIA
- Students must be in a teacher's roster (teacher of record) at the end of the year EOY administration
- There must be a minimum of at least 15 unique growth records assigned to the teacher of record who will count toward that teacher's student growth percentage

3. Planning and Preparation (district criteria) 10%

- Lesson planning components
- Recorded 2nd through 5th six weeks

RISD has established minimum expectations based on TIA committee feedback

Designation Level	Average Lesson Plan Score
Recognized	14.8 or 74% of possible points
Exemplary	15.6 or 78% of possible points
Master	18 or 90% of possible points

Next Steps: District & Campus for Data Capture

January 5- MOY Observation Data Review with Campus Administrators

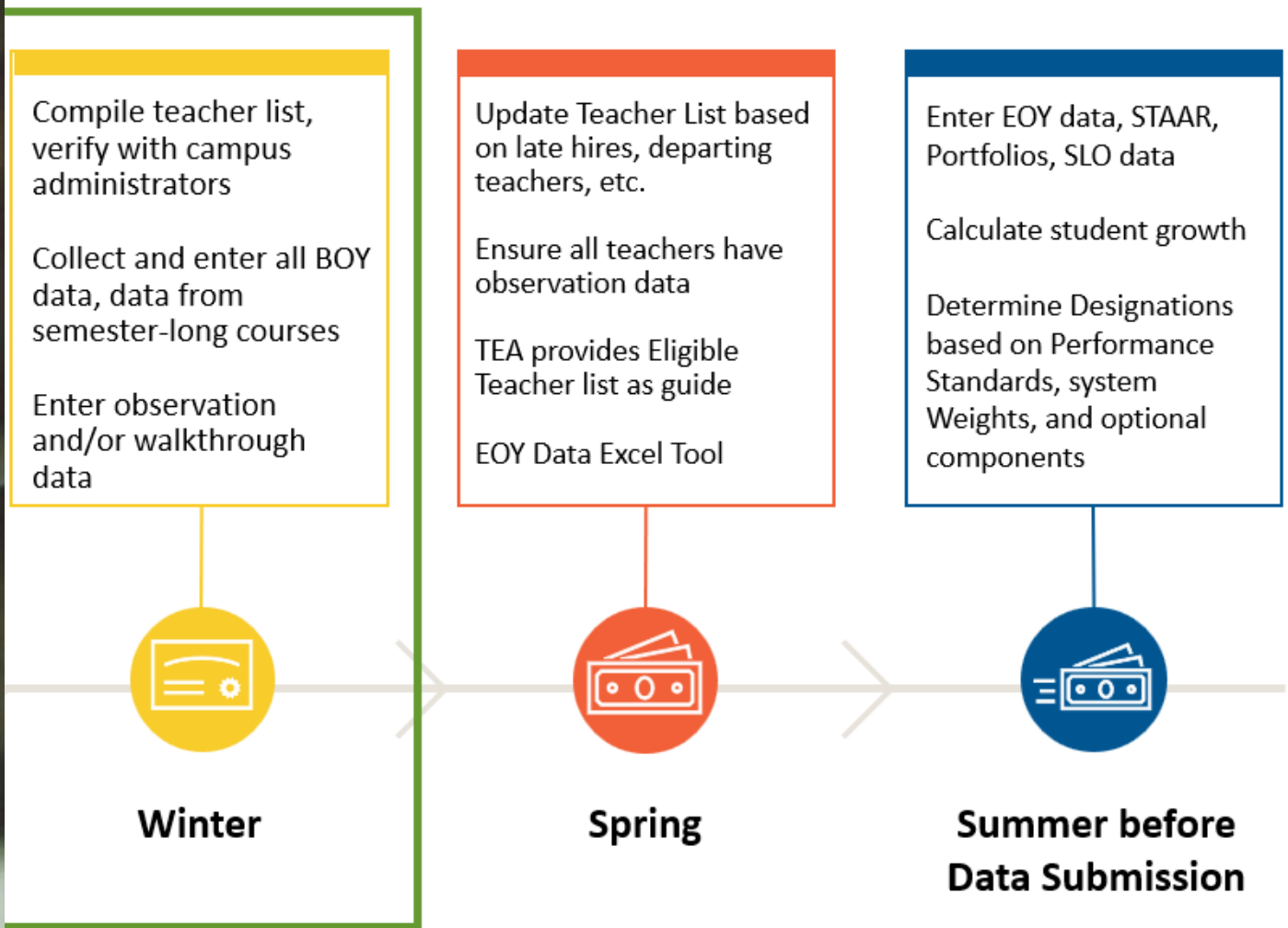
January 10- MOY Campus and District T-TESS Calibration with Region VI

February 2024 - Share TTESS Projections (campus level)

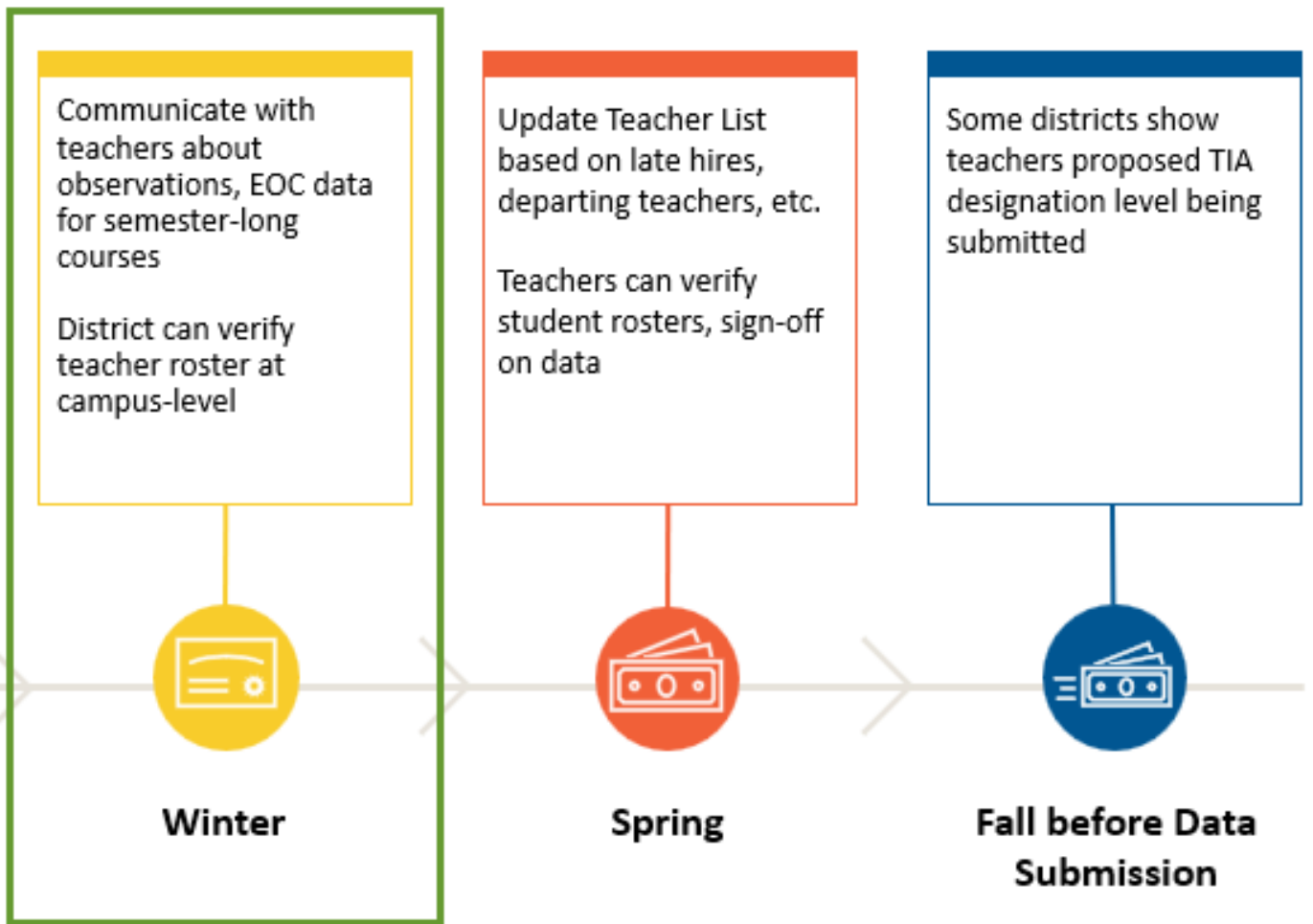
Summer 2024 - Create Individual TIA Projection Cards for Fall 2024

Summer 2024 Revise T-TESS Waiver Form to Include Redesignation Option and additional district documents

TIA District Steps for Spring of Data Capture Year:



Proposed District Steps for Spring of Data Capture Year:



TIA Resources:

[Rockdale ISD TIA Website](#)

TIA Website tiatexas.org

[Teach for Texas](https://teachfortexas.org/) (Teacher Observation) <https://teachfortexas.org/>

[NIET](https://www.niet.org/resources/) <https://www.niet.org/resources/>

REMINDER: Rockdale ISD TIA Spending Plan

1. If a designated teacher retires after Class Roster Winter Submission and after the end of the school year, they will **receive** their allotment per the spending plan.
2. If a designated teacher resigns after Class Roster Winter Submission and after the end of the school year, their share of the allotment will be equally **disseminated** to the remaining designated teachers.
3. 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 designated teachers.
4. If a designated teacher resigns after Class Roster Winter Submission and after the last day to resign in the summer, then the designated teacher will not receive the stipend. Their share of the allotment will be used for hiring incentives to fill positions on the campus/district.
5. 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 prior to the stipend payout, their share of the allotment will be equally **disseminated** to the remaining designated teachers at the campus of the terminated teacher.
6. All compensation from TIA is TRS eligible.

7. TIA payments are in 1 lump sum in August yearly.



Tiffany Whitsel

Tiffany is using Smore to create beautiful newsletters

