



# ISD Teacher Incentive Allotment Report- November 2023

---

---

## **Brownwood ISD TIA Timeline**

Intent to Participate	December 10, 2020
System Planning	January 2021-April 2022
Application Submission	April 2022
Data Collection and Analysis	August 2022-September 2023
Data Submission	October 10, 2023
System Review by TTU	November 15, 2023
Data Validation by TEA	February 2024
Local Compensation	February 2024

If validated by Texas Tech and TEA, state funded compensation August 2024.

*If we do not validate, data collection and analysis will take place again for the 2023-2024 school year with data submission October 2024. If we do not validate, we will have planning meetings to update the system according to Texas Tech and TEA feedback.*

## **Brownwood ISD Locally Funded Allotment Data Collection**

Teachers designated with the system originally developed and posted will be compensated locally. The following teachers qualify and will be compensated \$3000.00. If the revised system validates, designated teachers will receive the remainder of the state compensation in August 2024.

<b>Local Allotment</b>		
<b>Campus</b>	<b>Total Designations Original System</b>	<b>Local Cost</b>
High School	6	\$18,000.00
Middle School	6	\$18,000.00
Coggin	11	\$33,000.00
East	9	\$27,000.00
Northwest	14	\$42,000.00
Woodland	20	\$60,000.00
Totals	66	\$198,000.00



# Brownwood ISD Teacher Incentive Allotment Report- November 2023

## **Brownwood ISD Texas Tech/TEA Submission Information (Revised System)**

To be eligible for Teacher Incentive Allotment (TIA) designation, TEA has established minimum performance standards for T-TESS and student growth outcomes. Brownwood ISD’s program is based on the established standards.

### To Be Eligible:

- Must be teacher of record in an eligible teaching area during the data capture school year.
- Must be appraised by T-TESS and have student growth measures through IREADY, DIBELS or STAAR.
- Must have at least a 55% growth measure in approved assessment.
- Must not have any needs improvement or developing in any of the 4 T-TESS domains.

### T-TESS Performance

Eligible Teachers will earn up to 40 points using the 8 dimensions in Domains 2 and 3.

5	4	3	2	1
Distinguished	Accomplished	Proficient	Developing	Needs Improvement

TIA Designation Category	Average Score Across 8 Dimensions	Points Earned
<b>MASTER</b>	≥ 4.5	<b>Add dimension scores 2.1 through 3.3</b>
<b>EXEMPLARY</b>	≥ 3.9	<b>Add dimension scores 2.1 through 3.3</b>
<b>RECOGNIZED</b>	≥ 3.7	<b>Add dimension scores 2.1 through 3.3</b>

The total score of the 8 dimensions divided by 8 equals the average score. The average score and points must be achieved to be considered for a designation in the teacher performance category.

### Student Growth Rubric

TIA Designation Category	Student Growth Percentage	TIA Teacher Student Growth Points Earned
<b>MASTER</b>	90% - 100%	60
	85% - 89%	58
	80% - 84%	56
	75% - 79%	55
	70% - 74%	54
<b>EXEMPLARY</b>	65% - 69%	51
	63% - 64%	49
	60% - 62%	47



# BISD Teacher Incentive Allotment Report- November 2023

<b>RECOGNIZED</b>	58% - 59%	45
	55% - 57%	41
<b>No Designation</b>	< 55%	0

## Teacher Designation Rubric

### Designation Submission Parameter

- A teacher whose total points equate to a designation can only be submitted for the lowest designation rating listed in either T-TESS or Student Growth.

<b>Total Combined Score: T-TESS Domains 2-3 and Student Growth</b>	
<b>MASTER</b>	80-100
<b>EXEMPLARY</b>	74-79
<b>RECOGNIZED</b>	65-73

- A teacher who does not meet all the eligibility requirements will not

be submitted for a designation.

- Submission of data and/or a designation does not guarantee a teacher will receive the designation or allotment.

## District State Submission Information

<b>State Allotment- District</b>		
<i>Designation</i>	<i>Total Designations State Minimum</i>	<i>State Allotment</i>
<b>Master</b>	<b>1</b>	<b>\$25,134.00</b>
<b>Exemplary</b>	<b>17</b>	<b>\$193,041.00</b>
<b>Recognized</b>	<b>15</b>	<b>\$75,633.00</b>
<b>Total</b>	<b>33</b>	<b>\$293,781.00</b>



# BISD Teacher Incentive Allotment Report- November 2023

## **FUNDING AMOUNTS IF VALIDATED**

Campus	Campus Allotment Recognized	Campus Allotment Exemplary	Campus Allotment Master
Coggin El	5,666	11,332	20,886
Brownwood Middle	6,940	13,880	25,134
East El	5,364	10,729	19,881
Woodland Heights EL	4,343	8,687	16,478
Northwest EL	6,525	13,050	23,751
Brownwood HS	4,731	9,462	17,770



# BISD Teacher Incentive Allotment Report- November 2023

## Next Steps:

Hello,

Your data file was successfully uploaded to the portal. You may continue to make edits and resubmit until EOD October 26. After the data submission deadline has passed, the TIA Team will begin the System Alignment Review. Once the review is complete, you will receive an email from the team outlining next steps.

Thank you,  
Teacher Incentive Allotment Team  
[tia@ttu.edu](mailto:tia@ttu.edu)

BISD is currently waiting for our system alignment review which means that TTU will send our submission to TEA for final validation. If our system alignment review passes, we will then be required to pay the designation fees by November 15, 2024, or within 2 weeks of receiving the file acceptance email.

### Designation Fees

Designation fees total amount was sent via email after file acceptance. Please do not pay fees ahead of file acceptance to ensure that the file is final.

Fee amount = # of proposed new/higher designations \* \$500

**Note:** All fees will be reimbursed in the following year's Foundation School Program September Settle Up process, regardless of data validation results.