



HB 3 Teacher Incentive Allotment  
Board Update  
September 28, 2021

## OVERVIEW OF THE TEACHER INCENTIVE ALLOTMENT



- Purpose: Recruitment, Equitable Distribution of Effective Teachers, Retention
- Local Education Agencies (LEAs), if they choose, can designate high performing teachers as Master, Exemplary, or Recognized based on statewide performance descriptors for these designations.
- LEAs will receive \$3,000 - \$32,000 per year for every designated teacher they employ.
- LEAs receive greater funding for designated teachers who work on rural and/or high-needs campuses.
- At least 90% of the Teacher Incentive Allotment funds must be used on teacher compensation on the campus where the designated teacher works. The remaining funds could be used for costs associated with implementing the local designation system or to support teachers in obtaining designations.
- National Board Certified Teachers will automatically earn a Recognized designation.
- There will be fees associated with the designation system (and there are fees currently for teachers to obtain National Board Certification). All fees are now reimbursed out of the Foundation School Program.



## District Designation System Components



### Teacher Observation

- Observation based on T-TESS or locally-developed rubric
- District application must show evidence of **validity & reliability**.



### Student Performance

- Student performance measures determined by district
- District application must show evidence of **validity & reliability**.



### Optional: Additional Factors

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



# Teacher Incentive Allotment Funding

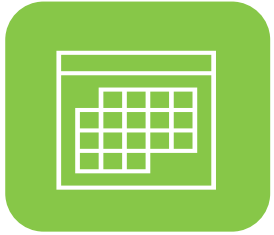
→ More Need

Designation	Base	Multiplier	Tier	Non Eco-Dis	Tier 1	Tier 2	Tier 3	Tier 4	Tier 5
			Student Point Value	X 0	X 0.5	X 1.0	X 2.0	X 3.0	X 4.0
Recognized	\$3,000	\$1,500	Non-rural	\$ 3,000	\$ 3,750	\$ 4,500	\$ 6,000	\$ 7,500	\$ 9,000
			Rural	\$ 4,500	\$ 6,000	\$ 7,500	\$ 9,000	\$ 9,000	\$ 9,000
Exemplary	\$6,000	\$3,000	Non-rural	\$ 6,000	\$ 7,500	\$ 9,000	\$ 12,000	\$ 15,000	\$ 18,000
			Rural	\$ 9,000	\$ 12,000	\$ 15,000	\$ 18,000	\$ 18,000	\$ 18,000
Master	\$12,000	\$5,000	Non-rural	\$ 12,000	\$ 14,500	\$ 17,000	\$ 22,000	\$ 27,000	\$ 32,000
			Rural	\$ 17,000	\$ 22,000	\$ 27,000	\$ 32,000	\$ 32,000	\$ 32,000

Max funding amount = \$32,000

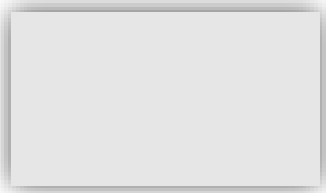
→ More Funding

# Cohort E System and Approval Timeline



## Pre-Application

**System  
Development**



## Year 1

2021-2022

**Apply for TIA**  
*Including Texas Tech  
University Survey #1*

**Application  
Approval**



## Year 2

2022-2023

**Capture Data**  
*Including recommended  
Texas Tech University  
Survey #2*

**System  
expansions,  
changes, or  
spending  
modifications**



## Year 3

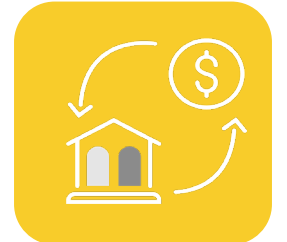
2023-2024

**Submit data to TTU and  
fees to TEA**

**Designate and  
Compensate**

**System expansions,  
changes, or spending  
modifications**

**Complete annual  
requirements**  
*Including Texas Tech University  
Survey #3*



## Post-Approval

**New or higher  
designations**  
*Requires data submission  
and fees*

**System expansions,  
changes, or  
spending  
modifications**

**Complete annual  
requirements**

**System renewal**

**Designation  
Approval**

**System Approval**

**Ongoing Stakeholder Engagement**

# Local Designation Systems



## 1. Who can earn a designation?

- Eligible campuses and teaching assignments
- If not all teachers, will we expand in future years?

## 2. How will we designate?

- Observations, student growth measures, optional components
- Performance standards and weighting/teacher categories

## 3. How and when will we compensate?

- Distribution of funds
- Timing and mode of compensation

# HB 3 Teacher Incentive Allotment



- Stakeholder Engagement
  - Campus and Central Focus Group Transcend
    - Fall 2019 – 2 meetings
    - District Leadership debriefing
    - Focus Group Survey
      - Data review with Leadership
  - Campus Principal Roundtables
  - Campus Presentations
    - Faculty Meetings
    - Campus Leadership Meetings
  - District-wide Committees/Input
    - District Steering Committee
    - Teacher Focus Group



DISCUSSION & QUESTIONS