

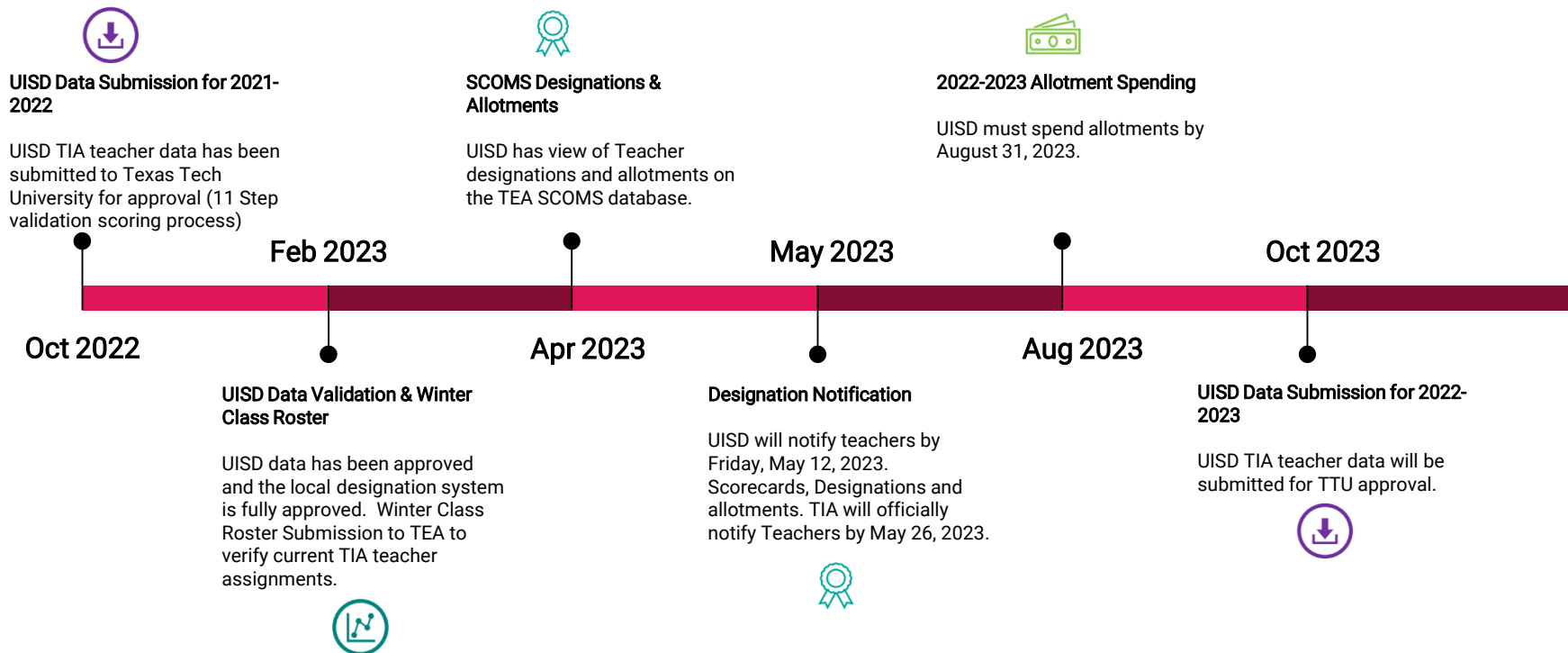


# Teacher Incentive Allotment

— Results for the 2021-2022  
School Year  
Data Capture Year 1 —

Board Workshop Presentation  
May 09, 2023


# TIA Timeline



# TIA Teacher Designations

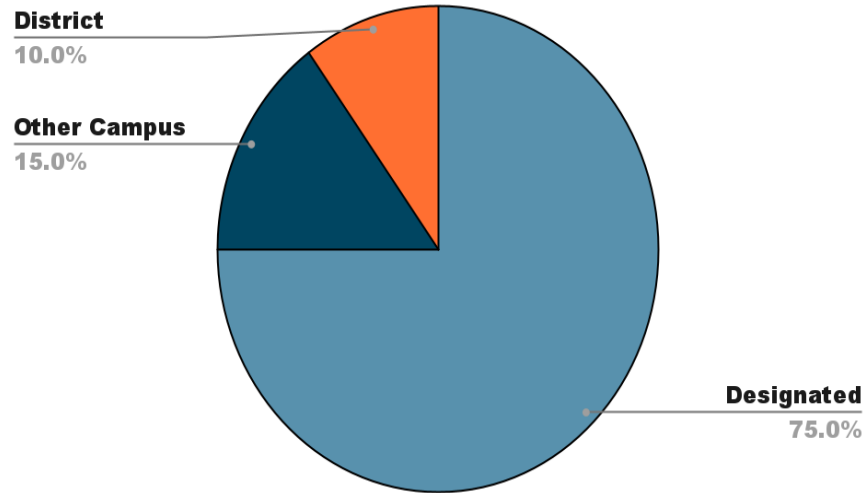
**Table 2.**  
*Frequency of Teacher Designation*

Master	18	7 %
Exemplary	8	3 %
Recognized	15	6 %
Non-designated	206	83 %
Total	247	100 %

Recognized	Exemplary	Master
		
Allotment: <b>\$6,300 - \$8,500</b>	Allotment: <b>\$12,000 - \$17,000</b>	Allotment: <b>\$23,000 - \$30,000</b>

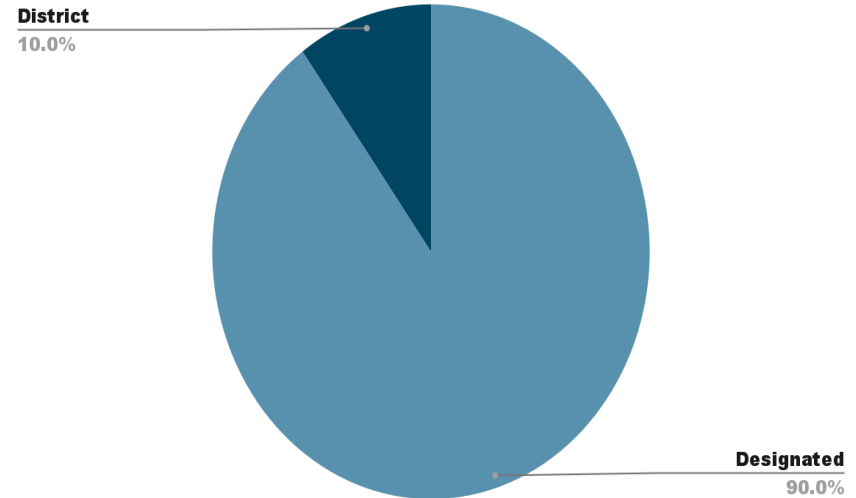
# TIA Spending Plan 2022-2023

## TIA Spending Plan 2022-2023



The 15% allotment for other teachers will only be available this school year, due to the change in the spending plan.

## TIA Spending Plan 2023-2024



# Spending Plan (EXAMPLE)

## Current 2022-2023 Spending Payout Plan

75% to the designated Teacher

15% to All teachers at the campus where teachers are designated in TIA

10% to the District


## Sample Campus


Current	Allotments	Designated Teacher(s) - 75%	Other Teachers - 15%	District - 10%
Lowest Allotment (Opt 1)	\$7,000.00 (1 Teacher)	\$5,250.00	\$21.00 50 All Teachers	\$700.00
Highest Allotment (Opt 1)	\$30,000.00 (1 Teachers)	\$22,500.00	\$90.00 50 All Teachers	\$3,000.00

# TIA Teacher Score Cards

## TIA Teacher Components:

1. TTESS - 40%
2. Student Growth Measure - 35%
3. Student Achievement or Progress - 25%


**United ISD**  
 2021 - 2022 TIA Scorecard



Campus: \_\_\_\_\_ Teacher ID: \_\_\_\_\_ Teacher Name: \_\_\_\_\_

**T-TES 40%**

RATING	Needs Improvement	Developing	Proficient	Accomplished	Distinguished																																				
	1.0	2.0	3.0	4.0	5.0																																				
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th colspan="2">DOMAIN II: INSTRUCTION</th> <th colspan="2">DOMAIN III: LEARNING ENVIRONMENT</th> </tr> <tr> <th>Indicators</th> <th>Rating</th> <th>Indicators</th> <th>Rating</th> </tr> </thead> <tbody> <tr><td>2.1</td><td>5.00</td><td>3.1</td><td>4.50</td></tr> <tr><td>2.2</td><td>4.50</td><td>3.2</td><td>4.67</td></tr> <tr><td>2.3</td><td>4.00</td><td>3.3</td><td>4.80</td></tr> <tr><td>2.4</td><td>4.00</td><td></td><td></td></tr> <tr><td>2.5</td><td>5.00</td><td></td><td></td></tr> <tr> <td colspan="3" style="text-align: right;">(Domain II + Domain III) / 8</td> <td>4.56</td> </tr> <tr> <td colspan="3" style="text-align: right;"><b>T-TES COMPONENT SCORE</b></td> <td><b>5</b></td> </tr> </tbody> </table>						DOMAIN II: INSTRUCTION		DOMAIN III: LEARNING ENVIRONMENT		Indicators	Rating	Indicators	Rating	2.1	5.00	3.1	4.50	2.2	4.50	3.2	4.67	2.3	4.00	3.3	4.80	2.4	4.00			2.5	5.00			(Domain II + Domain III) / 8			4.56	<b>T-TES COMPONENT SCORE</b>			<b>5</b>
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**STUDENT GROWTH MEASURE 35%**

Met Growth %	Exceeded Growth %
100%	42%
<b>SGM COMPONENT SCORE</b> <b>5</b>	

**STUDENT ACHIEVEMENT & PROGRESS 25%**

STAAR STUDENT ACHIEVEMENT				
	% Approaches	% Meets	% Masters	Summary
Reading				
Math	74%	47%	38%	53.00
Summary is (Appr + Meet + Master) / 3				
	Reading		Math	Combined

STAAR STUDENT PROGRESS	
Prog Mea	MAP Prog Mea
90%	0.00%
Combined	

Combined Score is (Reading + Math) / 2

EOC STUDENT ACHIEVEMENT			
	% Approaches	% Meets	Summary
Algebra I			
English I			
English II			
Summary is (Appr + Meet + Master) / 3			

EOC STUDENT PROGRESS	
Prog Mea	BOY Prog Mea
N/A	

**STUDENT ACHIEVEMENT & PROGRESS COMPONENT SCORE**    **5**

Component Score is the highest value in the highlighted cells.

**OVERALL SCORE**

	SCORE	WEIGHT	TOTAL
T-TES	5	40%	2.00
STUDENT GROWTH MEASURE	5	35%	1.75
STUDENT ACHIEVEMENT &	5	25%	1.25

**OVERALL SCORE**    **5.00**

# TIA Manual

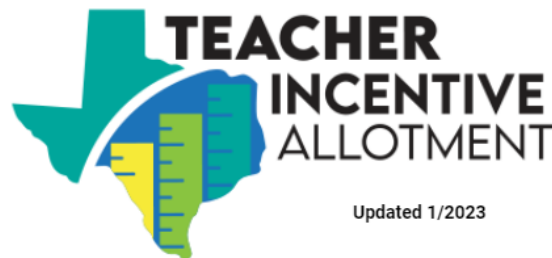
## 2022-2023 Activities

- Trained all campus administrators in T-TESS Calibration methods
- Expanded the TIA T-TESS Database
- Trained TIA Campus Principals on the Validation Process for the 21-22 data submission
- Monitored all walkthrough and Student Growth Measure data for completion and accuracy
- Trained District Personnel on Process for final validation



United ISD TIA Program - 2022-2023 Year 2

Approved by the Texas Education Agency - August 2021



Updated 1/2023

# Future Process and Expansion

## **SY 2023-2024**

- Add USHS Feeder STAAR Eligible Teachers
- Create a Walkthrough Calendar with T-TESS Look-Fors
- Complete Teacher Score Cards after STAAR data is received
- Submit Data for Validation in October 2023
- TEA will inform UISD if data validation is approved
- If validation is approved, inform teachers of new designations
- Submit Expansion Plan for the 24-25 school year