



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: May 17, 2023

Agenda Section: Presentations

Agenda Item Title: TIA Updates

From: Millicent Marcha, Chief Academic Officer

Additional Presenters if Applicable: Kevin Rasco, Director of Teaching & Learning

Description: We have utilized the “Expansions and Modifications” window with Cohort E in the Teacher Incentive Allotment application to streamline and simplify our plan to earn designations for our teachers. This will result in a plan that is easier to understand and will ensure that more of our amazing teachers are able to qualify for these funds.

Historical Data: We are in our data verification year for TIA Cohort E. First payment should occur for teachers in October 2024.

Recommendation: N/A

Purchasing Director and Approval Date: N/A

Funding Budget Code and Amount: N/A

2023/2024 TIA EXPANSIONS AND MODIFICATIONS



May 17th, 2023



THE WHY



- **Reward:** Ensure top teachers have a path to a competitive annual salary
- **Retain:** Keep effective educators in our classrooms
- **Recruit:** Secure teachers for priority schools, subjects, and grade bands

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

System Approval

**Designation
Approval**

Ongoing Stakeholder Engagement



Up to \$36,000.00

State average is \$22,573.00



Up to \$18,000.00

State average is \$12,576.00



Up to \$9,000.00

State average is \$6,181.00



SPENDING PLAN

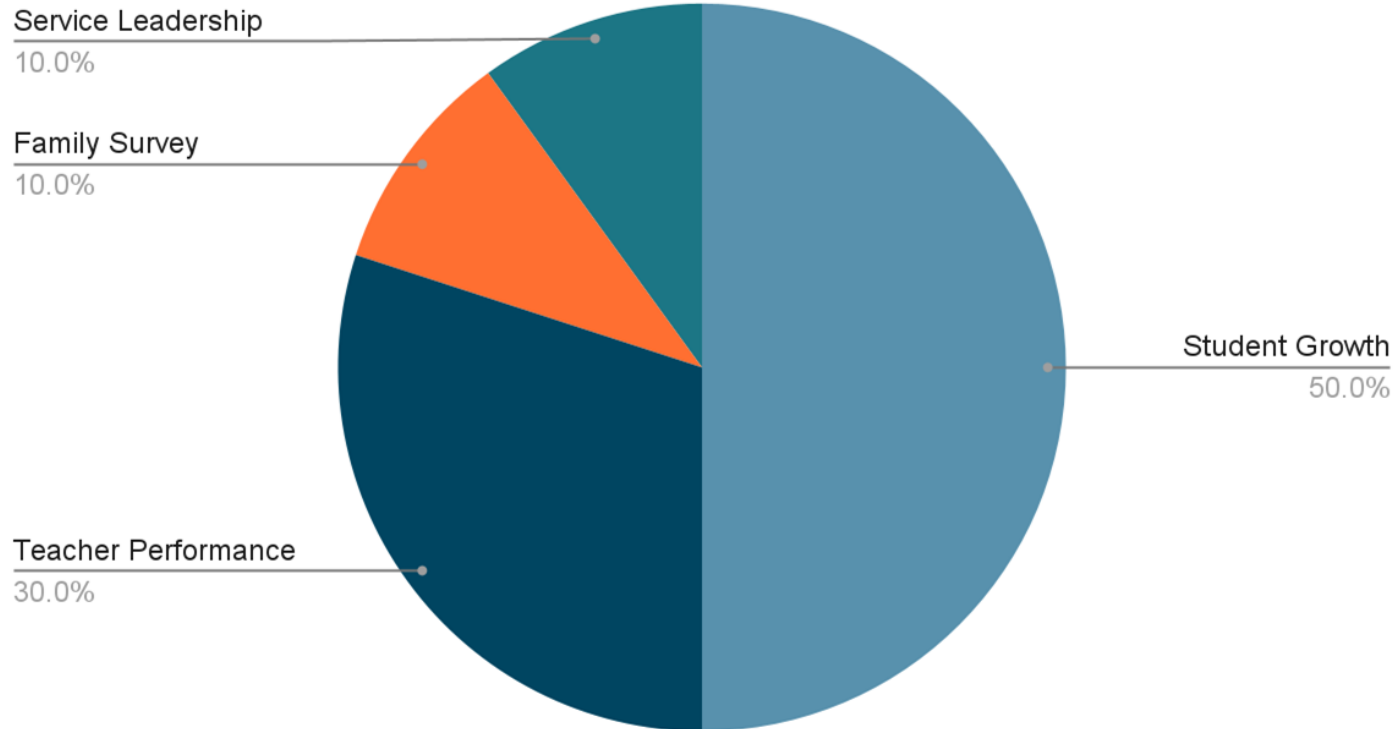


- **90%** goes to teacher salaries
 - ▷ 60% to designated teachers
 - ▷ 40% to all certified teachers on that campus

- **10%** for other costs
 - ▷ 5% for program admin costs
 - ▷ 5% for all full time staff except for admin



OUR DESIGNATION





50% STUDENT GROWTH



Math, ELAR, or SLAR

■ Pre-K - CIRCLE and K-12 - NWEA MAP

- ▷ **Master** = 80% meet or exceed growth targets
- ▷ **Exemplary** = 65% meet or exceed growth targets
- ▷ **Recognized** = 50% meet or exceed growth targets



30% TEACHER PERFORMANCE



- **Master** - 3.25 average score
- **Exemplary** - 3.0 average score
- **Recognized** - 2.75 average score

Distinguished = 5, Accomplished = 4, Proficient = 3,
Developing = 2, and Improvement Needed = 1



10% FAMILY SURVEY



■ April Survey

- ▷ Eight questions worth 3 points each
 - ▷ **Master** = 21+
 - ▷ **Exemplary** = 19-20
 - ▷ **Recognized** = 17-18
- ▷ Purchasing Panorama to complete this



10% SERVICE LEADERSHIP



- **Master** - affects 40+ families
- **Exemplary** - affects 20+ families
- **Recognized** - affects 10+ families



THANK YOU!