



UNITED INDEPENDENT SCHOOL DISTRICT INFORMATIONAL ITEM

TOPIC: Teacher Incentive Allotment Plan

SUBMITTED BY: Melissa Y. Cruz, Executive Director of School Improvement

OF: Curriculum and Instruction Department

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD: _____

DATE ASSIGNED FOR BOARD CONSIDERATION: March 25, 2021

Recommendation:

Apply to Cohort D of the Texas Education Agency Teacher Incentive Allotment.

Rationale:

United ISD can apply for the Teacher Incentive Allotment (TIA). TIA is a salary incentive program utilized by the state to help districts recruit and retain highly qualified teachers. With the approval of the Board, UISD would apply for acceptance on April 15, 2021 with full implementation awarded for the 2022-2023 school year.

Budgetary Information:

None

Board Policy Reference and Compliance:

Teacher Incentive Allotment (TIA)



[https://youtu.be/](https://youtu.be/CKr8uN3OQE)
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United Independent School District

Teacher Incentive Allotment
2019 Feeder Campus Summary Report

Campus Name	ID#	TEACHER DEMOGRAPHICS				STUDENT DEMOGRAPHICS						STUDENT PERFORMANCE						
		Number of Teachers	Percent Beginning Teachers	Percent of Teachers with 1 - 5 Yrs Experience	Student Enrollment	% ECO DIS	% ENG. LEARNERS	% AT RISK	% MOBILITY	% in RESPONSE to INTERVENTION	ST. ACHIEVEMENT	ST. PROGRESS	TLPAS % PROGRESS	READING / ELA	WRITING	MATH	SCIENCE	HISTORY / SS
UHS	003	583	0.8	7.4	10,330	64.2	37.2	50.7	8.5	2.4	87.8	83.0	47.7	85.7	79.6	90.6	87.1	85.5
USHS	002	644	1.8	13.1	10,559	85.8	48.3	60.6	9.3	5.0	81.5	81.7	36.7	76.6	70.3	89.8	82.9	77.8
AHS	004	644	0.8	7.1	11,024	65.0	29.1	46.2	10.0	2.9	87.5	82.5	45.3	85.8	80.5	90.6	88.3	87.3
LJHS	009	684	3.4	21.9	11,187	93.7	56.4	71.2	14.1	4.6	78.1	77.3	36.4	74.3	65.7	84.8	80.3	75.8
UISD Summary		2555	1.7	12.4	43,100	77.2	42.8	57.2	10.5	3.7	83.7	81.1	41.5	80.6	74.0	89.0	84.7	81.6

Averages are from Feeder Average Scores

Note: Student Performance shows scaled scores from student achievement reports and TLPAS Passing rate is 36%
Rtl Percent derived from the number of students identified for intervention on IRIS for the 20-21 school year

Source: 2019 TAPR Data for Teacher and Student Demographics and STAAR & TLPAS Data

TIA Committee

Created TIA Committee comprised of the District of Innovation members

DEIC members

District Administrators

LBJ Feeder Pattern Principals

LBJ Feeder Pattern Teachers

TIA Subcommittees:

1. Student Growth
2. Teacher Observation
3. Communication
4. Spending Plan
5. Long Term
6. System Development

Question 1

What grade levels and subjects should we consider?
Committee Answer:

Campus Type	Grade Levels	Content Areas
Elementary	3rd, 4th, & 5th	Reading and Math
Middle School	6th, 7th, & 8th	Reading & Math
High School	9th - 12th	ELAR & Math Eng. 1 & 2, Algebra

Question 2 & 3

District Decision

What components should be assigned to our designation system , and what weights should be assigned to the components?

Components	
T-TESS	30%
STAAR Scores	25%
Teacher Attendance	15%
Professional Development	15%
Student Growth Measure	15%

Components	Level Rates	Rate	Computation Sample
T-TESS with a Minimum Rating Required of 3 for each Dimension in Domain 2 & 3	Minimum Average Scores for Domains 2 & 3 Proficient (3.7 - 3.89) = 3; Accomplished (3.9 - 4.49) = 4; Distinguished (4.5 or higher) = 5	30%	$4 \times .3 = 1.20$
*STAAR Scores (Student Achievement or Growth with Raw Scores)	SA Raw Score 53 - 55 = 3, 56-59 = 4, or 60 or higher = 5 OR SG% Met 75 = 3, 80 = 4, or 85 or higher = 5	25%	$4 \times .25 = 1.00$
Teacher Attendance (# of days absent for the year)	5 ab. max = 3, 4 ab. max = 4, or 3 ab. or less = 5	15%	$3 \times .15 = .45$
Professional Development Led Sessions	(5 - 7) = 3, 8 - 11 = 4, or 12 or more = 5	15%	$5 \times .15 = .75$
Student Growth Measure (Levels 1 -5)	Proficient = 3; Accomplished = 4; Distinguished = 5	15%	$5 \times .15 = .75$
Recognized ($\geq 4.00 < 4.25$); Exemplary ($\geq 4.25 < 4.50$); Master (≥ 4.50)		100%	Total = 4.15

TIA Meeting Dates

March 10, 2020 - Training for TIA for District Staff
October 14-15, 2020 - Training by TASB with Management & Cabinet
November 11, 2021 - Meeting with TIA Chairs
December 10, 2021 - Meeting with TIA Chairs
February 4, 2021 - TIA Committee & Sub-Committee Meeting
February 8, 2021 - TIA Cabinet Meeting
February 11, 2021 - Scorecard LBJ Feeder Principal Meeting
February 25, 2021 - TIA Committee Meeting

Thank you!

