



Teacher Incentive Allotment Update

Recap

The Teacher Incentive Allotment (TIA) is state funding given to districts for the purpose of teacher performance-based compensation. The intent of the TIA is to attract and keep effective educators in the classroom, allow districts to identify their most effective educators, and provide incentives for teachers to teach at the most challenging campuses.

The amount of state TIA Funding that Brownwood ISD will receive is determined each year by three funding factors: 1) Teacher Designation Levels (Recognized, Exemplary, or Master), 2) Socio-Economic Level of the students on the campus, and 3) the rural status of the campus. Due to these funding factors changing each year, the amount of TIA that a designated teacher receives will vary each year based on the new TIA funding amounts

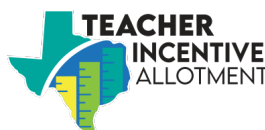
BISD TIA Stakeholder/Focus Committee

Representatives are chosen from campuses who are excellent teachers and strong communicators.

- Campus TIA contact
- Committee meets every 6 to 8 weeks to discuss items relating to TIA
 - Designation System
 - Funding
 - Timelines
 - Eligible teachers
 - Provide feedback

TIA Committee Members

Campus	Name	Content	Experience
Head Start	Melissa Espinosa		10
East	Lila Mobley	2 nd Grade	15
	Cole Pennington	3 rd Grade	2
	Jennifer Gwathmey	Music	16
Woodland Heights	Susan Baugh	1 st Grade	15
	Tammy Glass	Pre-K	12
Northwest	Cammye Schwing	Kinder	7
	Lauren Mays	Dyslexia	12





Campus	Name	Content	Experience
Coggin Intermediate	Rikki Bell	SPED	8
	Kaylee Klein	6 th Grade	2
	Karla Williams	4 th Grade	27
Brownwood Middle	Kristi Wied	Choir	13
	Tim Thomas	Science	18
	Melody Smith	CTE	12
Brownwood High	Kenan Boland	History	7
	Estella Soto	ELAR	23
	Kim Van Huss	Art	20
	Lesley Lambert	Band	21
Administration	Stacy Loftin	Principal	
	Jenny Swanzy	Dir. of Elementary Inst.	
	Lori Maxcey	Dir. of Secondary Inst.	
	Liesa Land	Deputy Superintendent	

BISD Local Designation System Overview

(Phase I)

What components will be part of a teachers' designation?

- 40%-Teacher Performance (T-TESS observations and walk-throughs)
- 60%-Student Growth (STAAR Progress, DIBELS, iREADY)

What teachers will be eligible to earn a designation?

- Teachers who are the teacher of record in a STAAR tested subject that has STAAR Progress Measures.
 - 4th grade through 8th grade Math and Reading
 - 9th grade through 12th grade Algebra I, English II
- K-3 Teachers utilizing DIBELS for reading
- K-3 Teachers utilizing iReady for Math



*Teachers with at least three years of classroom experience can earn a Recognized designation by achieving National Board Certification in the area where the teacher is currently assigned. National Board Certification automatically designates a teacher at the recognized level.





How Will Teacher Designation Be Determined?

The two components – Teacher Performance and Student Growth Outcomes are added together to achieve a total score.

T-TESS- 40 Maximum Points

Domains are assessed based on evidence and data collected by the teacher and primary appraiser throughout the year. Evidence and data are comprised of classroom observations, teacher and/or student artifacts, and other relevant professional practices.

Student Growth Outcomes- 60 Maximum Points

TIA designation for student growth will be based on STAAR progress categorized as Accelerated, Expected, or Limited progress.

- **Limited Progress-** The student shows less than expected academic improvement from last year to current year
- **Expected Progress-** The student shows expected academic improvement from last year to current year
- **Accelerated Progress-** The student shows more than expected improvement from last year to current year.

Students Meet Expected/Accelerated Progress		
50-59%-	60-69%	>70%
40 pts	50 pts	60 pts

Teachers that demonstrate Limited Progress for student growth receive a zero point value and therefore are not eligible for designation.

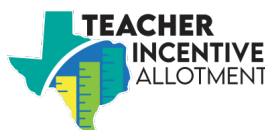
The Expected Growth Rubric for DIBELS and iReady is still under development.

TIA Compensation

How is the allotment determined?

The TIA state funding will be determined based on three funding factors:

- 1) how many teachers are employed by the district with the Recognized, Exemplary, and Master designations;
- 2) the socio-economic levels of the students from the previous school year, and
- 3) the rural status of the campus where the teacher works.





BISD will receive between \$3,000-\$9,000 for a Recognized Teacher, \$6,000-\$18,000 for an Exemplary Teacher, and \$12,000-\$32,000 for a Master Teacher.

The specific amount the district receives is based on the three funding factors previously described. Per the guidelines established by TEA, 90% of the allotment must go toward teacher compensation for teachers where the designated teacher works.

Below is the current allotment funding breakdown for BISD.

Campus	Rural Flag	Recognized	Exemplary	Master
Brownwood HS	Non-Rural	\$4,450	\$8,900	\$18,964
Brownwood MS	Rural	\$6,631	\$13,262	\$24,104
Coggin Int.	Non-Rural	\$4,778	\$9,555	\$17,925
East Elem.	Non-Rural	\$4,869	\$9,739	\$18,231
Northwest Elem	Non-Rural	\$5,992	\$11,985	\$21,974
Woodland Hts.	Non-Rural	\$4,032	\$8,063	\$15,439

TIA Timeline

- April 2022- Application to TEA and Texas Tech
- June 2022-Notified of Designation System Approval
- 2022-2023 School Year- Data Capture
- November 2023- Teacher designations submitted to TTU/TEA
- April 2024- Notified of approved designations and calculated allotment based on teacher location in February.
- September 2024- Settle up of teacher designations Year 1. The first payment of designation year.

