

Teacher Incentive Allotment

Temple Independent School District
401 Santa Fe Way, Temple TX 76501
(254) 215-6707

Teacher Incentive Allotment

- Part of House Bill 3
- Dedicated to recruiting, supporting, and retaining highly effective teachers in all schools, with particular emphasis on ***high-needs and rural schools.***



Teacher Incentive Allotment Pathways

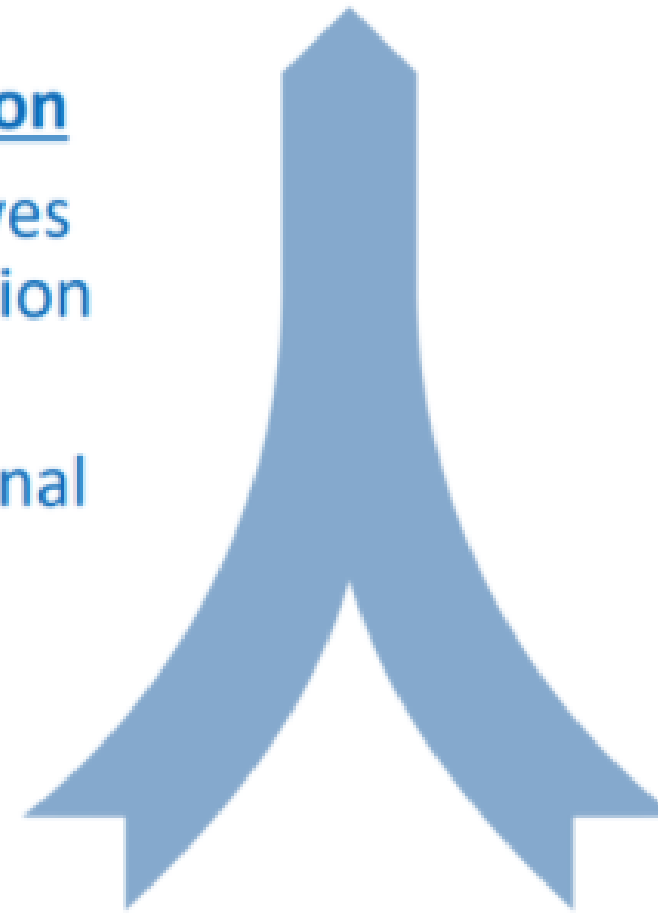


Two Pathways to Earn Designations

National Board Certification

- Individual teacher achieves National Board Certification
- Districts may choose to support cohorts of National Board candidates.

fairly automatic



Local Optional Teacher Designation System

- District-created system
- District system is approved
- District determines and issues teacher designations

application & approval process

TEA



National Board Certified Teachers



Jomeka Gray – Kindergarten, WHES



Sabrina Dutkanicz – IC, RAES



Teacher Incentive Allotment

Designations Generate Annual Allotments

Designation	Annual Allotment Range
Campus Rural Status Campus Socio-Economic Need TEA RECOGNIZED	\$3-\$9K
TEA EXEMPLARY	\$6-\$18K
TEA MASTER	\$12-\$32K

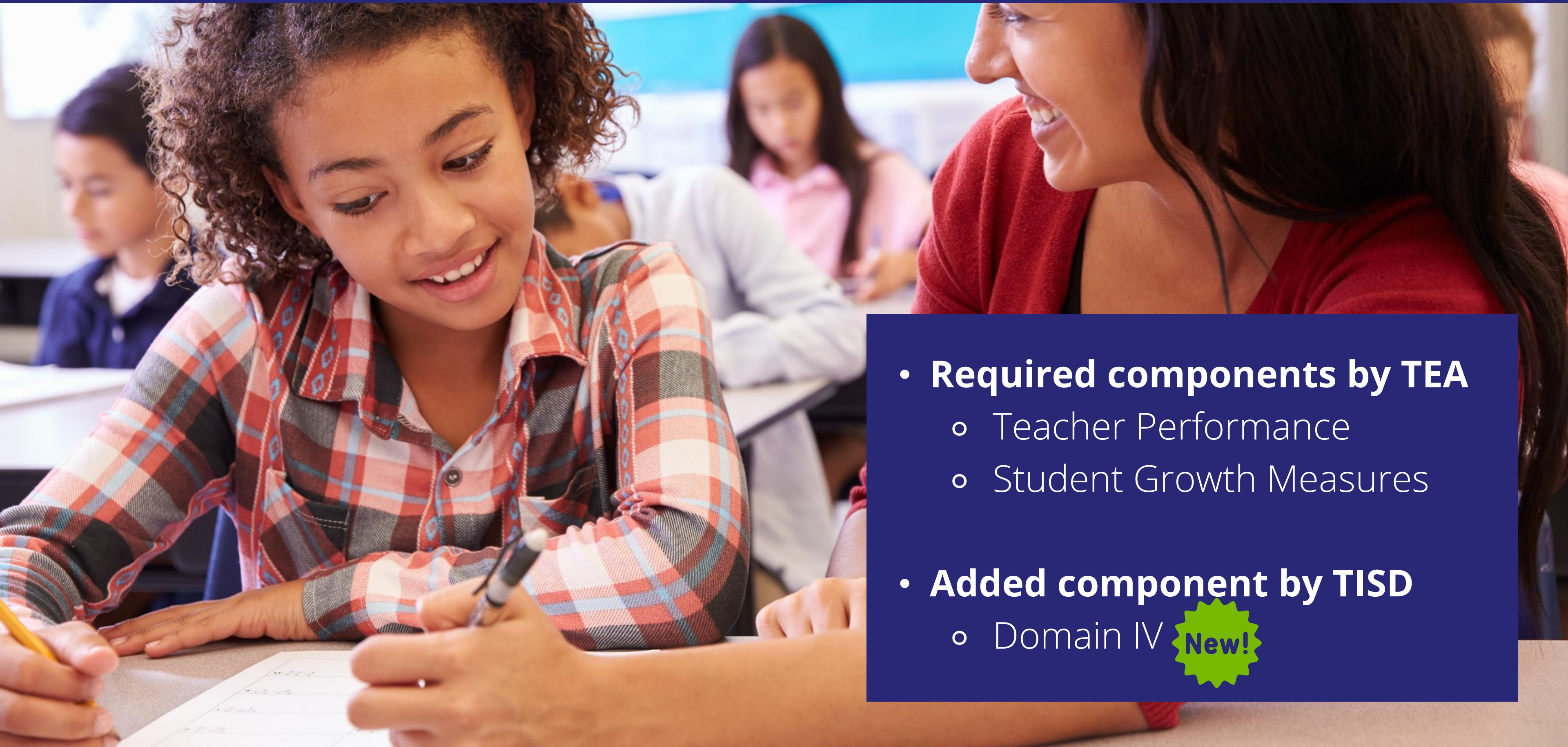
TEA | TEACHER INCENTIVE ALLOTMENT


Designations are good for 🌸 years.

Teachers can be submitted for a higher designation each year



TISD Local Designation Plan



- **Required components by TEA**
 - Teacher Performance
 - Student Growth Measures
- **Added component by TISD**
 - Domain IV 

TISD Local Designation Plan

- Teacher Performance - 40%
- Student Growth Measures - 50%
- Professional Practices and Responsibilities - 10%



TISD Local Designation Plan Phases

- **Phase 1 (Cohort D)** - Reading & Math Teachers
Data collection Year - **2021-2022**
- **Phase 2 (Cohort E)** - Reading, Math, Science & Social Studies
Data Collection Year - **2022-2023**
- **Phase 3 (Cohort F)** – Revise assessment tool for PK
Data Collection Year - **2023-2024**



Teacher Performance



Teacher Performance

- **T-TESS**

- **Plan will focus on Domain 2 and Domain 3**

- Domain 2 - Instruction
- Domain 3 - Learning Environment

- **Teachers can earn a total of 40 points for Teacher Performance**

- Domain 2 - Instruction - 5 dimensions
- Domain 3 - Learning Environment - 3 dimensions

T-TESS Points Guide Domains 2 & 3

Improvement needed	Developing	Proficient	Accomplished	Distinguished
1	2	3	4	5



How will we ensure consistency in ratings? Calibrations!

Calibration Expectations

- Quarterly Calibrations (4 times a year)
- Within campuses
 - Content area/Subject
 - Grade level
 - Campuses
 - By appraiser
- Among campuses
 - Content area/Subject
 - Grade level
 - Campuses
 - By appraiser



Student Growth

Analytics

Daily Unique Sales by Country

Audience

Country	City	Status	Sex

Home Dashboard Reporting Customization Help Log Out

File Edit View Insert Data Format Window Help

Item	Quantity	Rate	Rating	Cost	Units	Weight	Dimensions W	Dimensions H	Dimensions D
agility development process	774	629	123,05						
agility development speed	222	173	128,32						
aging concept comparison	870	804	108,21						
agreement document comparison	1072	517	207,30						
agreement settlement separation agreement	319	186	171,51						
agriculture farming lot	363	170	213,53						
agriculture technology sensor	895	647	171,51						
ahead concept victoriously flying	1153	193	138,33						
air car fresh air fresheners	26652	478	239,12						
air conditioner filter	270	173	466,67						
air conditioner inverter	19059	42	139,84						
air conditioner repair hvac	345	119	642,86						
air conditioning service ac repair	99	201	146,61						
air conditioning technician ac repair	406	88	171,64						
air festival open	75	36	112,5						
air fresh home indoor air	2467	95	113,16						
air fresh indoor breath	1935	28	427,37						
air mini	1737	1700	267,867						
air open	649	1248	145,12						
air open stage	2453	51	155,05						
air view hotel	7689	51	100,78						
air-conditioners for sale	2371	1172	4809,6						
aircraft engineering apprenticeships	1172	4849	324,29						
aircraft	551	409	161,77						
	5094	486	286,55						
	445	482	113,37						
	2166	64	1102,6						
	6300	39	695,31						
	1037	69	5553,85						
	352	25	132,49						
	268	28	510,14						
			957,14						

Assessments to Measure Student Growth

Elementary - MAP

- **BOY - MAP Assessment - August/Sept**
- MOY - MAP Assessment - Jan
- **EOY - MAP Assessment - April/May**

Secondary

- BOY - District Created Assessment - August/Sept
- BOY - Prior year's STAAR results (if STAAR tested subject)

EOY based on course:

- EOY - AP College Exam for Advanced Placement
- EOY - TEA Transition Tables
- EOY - District Created Assessment courses - April/May

PK - Circle/Frog Street

- **BOY - August/Sept**
- MOY - Jan
- **EOY - April/May**



Student Growth - Requirements

Students must be assigned to teacher for 3 data points:

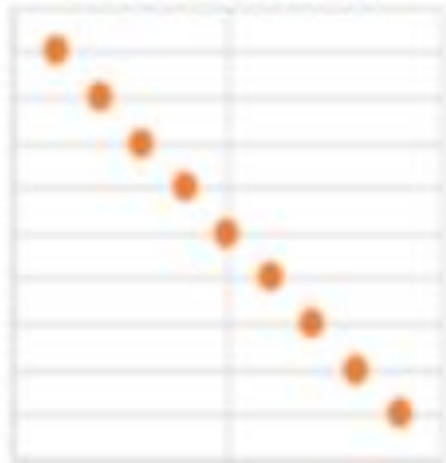
- Fall assessment
- PEIMS winter enrollment
- Spring assessment
- BOY and EOY should be in the same language

Teacher should have at least 15 unique growth records



Looking for Congruence (BOY/MOY/EOY)

Perfect
Negative
Correlation



$r = -1.0$



$r = -0.9$



$r = -0.5$

No
Correlation



$r = 0$



$r = 0.5$



$r = 0.9$

Perfect
Positive
Correlation

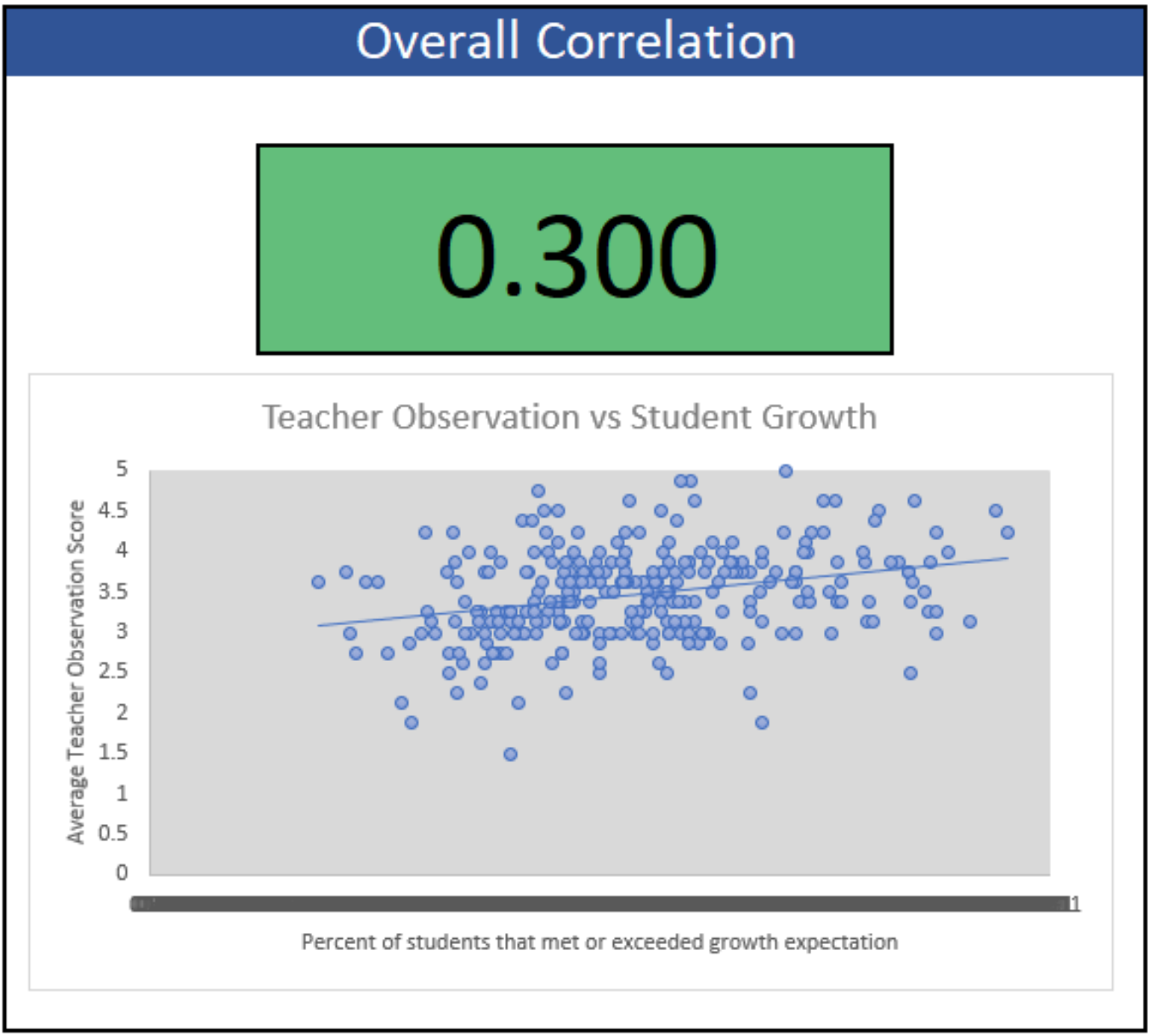


$r = 1.0$

As observation ratings **increase**, student growth **decreases**.

As observation ratings **increase**, student growth **increases**. It is the district's goal to have a correlation coefficient (r) of 0.24.

2021-2022 Congruence Data - Reading/Math





Domain IV:

Professional Practices & Responsibilities

Domain IV - Professional Practices & Responsibilities - 10%



T-TESS - Domain IV Professional Practices & Responsibilities

- 4.1- Professional Demeanor and Ethics
- 4.2 - Goal Setting
- 4.3 - Professional Development
- 4.4 - School Community Involvement

Professional Practices & Responsibilities – Domain 4		
Dimension 4.1	Accomplished	4
Dimension 4.2	Accomplished	4
Dimension 4.3	Proficient	3
Dimension 4.4	Proficient	3
Total Average		3.5
Overall Rating		Proficient
Total Points		6

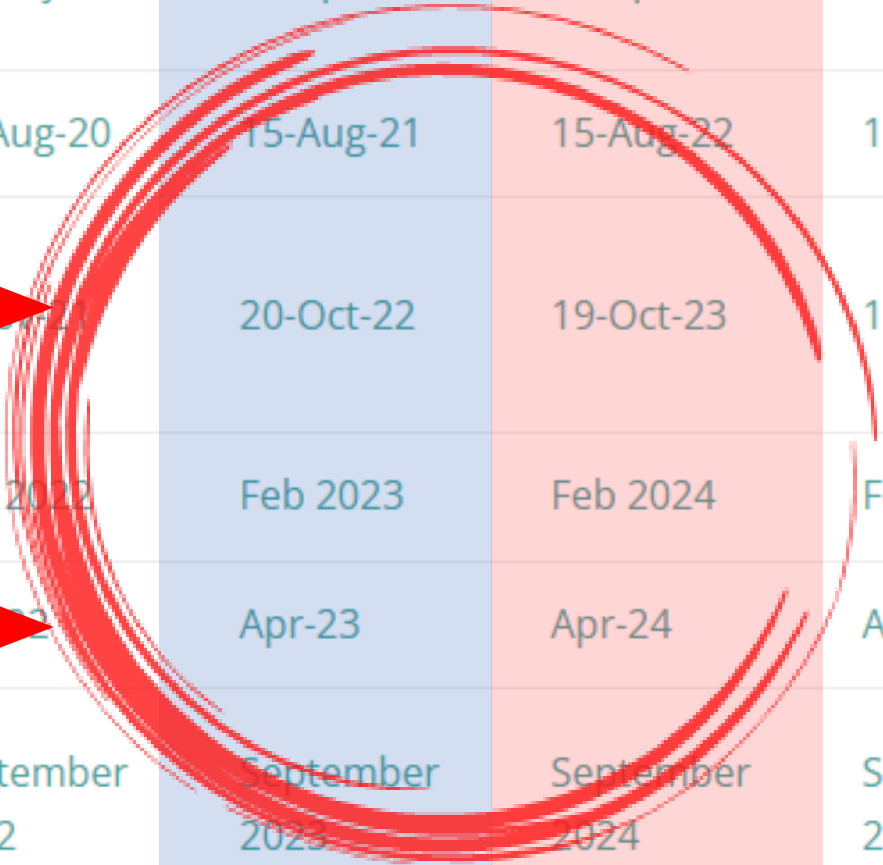
Points Assigned by Overall Rating

- Improvement Needed = 2 Points
- Developing = 4 Points
- Proficient = 6 Points
- Accomplished = 8 Points
- Distinguished = 10 Points

Improvement needed	Developing	Proficient	Accomplished	Distinguished
1	2	3	4	5

Timeline - Final Results

	Cohort A	Cohort B	Cohort C	Cohort D	Cohort E	Cohort F	Cohort G
Data-Capture Year	2019-2020	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
System Application Posted	N/A	30-Mar-20	30-Mar-20	1-Nov-20	1-Nov-21	1-Nov-22	1-Nov-23
System Application Due to TEA (no fee required for submission)	N/A	31-Jul-20	15-May-20	15-Apr-21	15-Apr-22	15-Apr-23	15-Apr-24
System Application Result Final Notification	N/A	28-Aug-20	15-Aug-20	15-Aug-21	15-Aug-22	15-Aug-23	15-Aug-24
Data Review due to Texas Tech University (data processing fee required for each teacher put forth for designation)				20-Oct-22	19-Oct-23	17-Oct-24	16-Oct-25
Final Approval Notification	N/A	Feb 2021	Feb 2022	Feb 2023	Feb 2024	Feb 2025	Feb 2026
Final Designation and Allotment Notification				Apr-23	Apr-24	Apr-25	Apr-26
Approved Districts Receive Initial Payout through the Foundation School Program including Reimbursements	September 2020	September 2021	September 2022	September 2023	September 2024	September 2025	September 2026
Annual Program Submission for Approved Districts	31-Aug Begins 2021	31-Aug Begins 2021	31-Aug Begins 2022	31-Aug Begins 2023	31-Aug Begins 2024	31-Aug Begins 2025	31-Aug Begins 2025



TISD Spending Plan



Paid as a stipend in August

First payout in August 2023

If you leave the district - your funds will be distributed on the campus you served.

Your designation follows you to your new district and campus

TISD Designation Recommendations (Cohort D)

TIA Data Submission Stats

- 50 Designation Recommendations
 - 26 Recognized
 - 19 Exemplary
 - 5 Master
- Payout of \$495,570



TISD Teacher Incentive Allotment

QUESTIONS?

WWW.TISD.ORG

Staff

Teacher Incentive Allotment