



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: August 22, 2022

Agenda Section: Recognitions

Agenda Item Title: Teacher Incentive Allotment (TIA)

From: Kevin Rasco, Director of Teaching & Learning

Additional Presenters if Applicable: Alexis L. Castillo, Director of Communications and Marketing

Description: South San Antonio ISD's Cohort E Local Designation System Application for the Teacher Incentive Allotment (TIA) has been accepted for the eligible teaching assignments TIA allotment funds help Texas school systems reward, retain and recruit highly effective teachers. The funding formula prioritizes high needs and rural campuses. Districts can now create compensation plans based on teacher effectiveness and student equity. This new model creates a path for outstanding teachers to earn a higher salary—thus, reducing the desire for highly effective teachers to leave the classroom. TIA builds upon the success of past national incentive programs while removing previous barriers to success. The approval process is multi-step and includes the submission of a system application to the Texas Education Agency (TEA) and then a data validation process through Texas Tech University.

Recommendation: Recognize that SSAISD received the TIA Cohort E Acceptance.

Funding Budget Code and Amount: N/A

TEACHER INCENTIVE ALLOTMENT (TIA)



Wednesday, August 22nd, 2022

TIA Cohort E Acceptance!

- 21/22 Application Process
- Summer 22 Approval or Denial
- **22/23 Data Collection** (we are here)
- 23/24 Teacher Qualification
- Sept/Oct 24 Payment to Teachers





WHY TIA?

Recruit - Reward - Retain





DESIGN COMMITTEE MEMBERS



Teachers

- Amanda Bazaldua
- Erica Calderon
- Melinda Candelario
- Ben Davis
- Paulina Gutierrez
- Elvia Gonzalez
- Katie Hllum
- Daneila Munoz
- Juanita Veloz

District Leaders

- Mari Alvarez
- Millicent Marcha
- Marisol Mendoza
- Rosanna Carmona-Mercado
- Ileana Moreno
- Amy Obregon
- Eve Prado
- Kevin Rasco
- Julie Silva
- Dr. Rose Mary Walker

Campus Leaders

- Eric Boysen
- Flo Cardenas
- Michael Garza
- Dan Mauldin



DESIGN COMMITTEE DATES



TIA leads selected August, 23rd, 2021

Whole Design Committee	<u>1/6,1/13</u> Room 209	<u>1/24</u> Boardroom	<u>2/7</u> Room 209	<u>2/23</u> Annex 10	<u>3/7</u> Boardroom	<u>3/21</u> Boardroom	<u>4/4</u> Boardroom	<u>4/12</u> Boardroom
Eligibility Workgroup	-	-	2/1	2/17	3/1	-	-	-
Student Growth Workgroup	-	1/24	-	2/16	3/2	-	-	-
Observation Workgroup	-	-	2/3	-	3/7	-	-	-
Compensation Plan Workgroup	-	-	2/1	2/22	-	-	-	-

Cohort E Application Submitted April 14th, 2022

6/13 Revisions	6/20 Revisions	6/28 Revisions	6/29 Revisions
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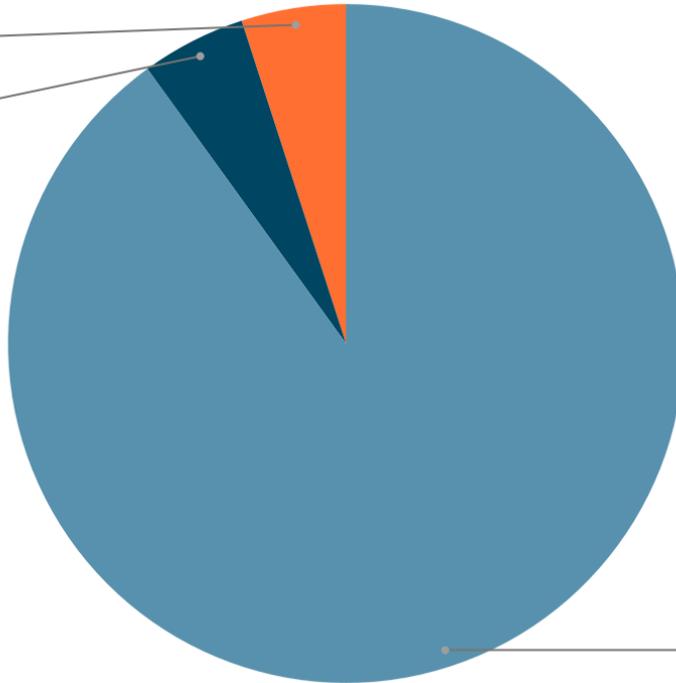




SPENDING PLAN



Program Costs
5.0%
Staff Salaries
5.0%



Of the 90%:

- 60% to qualifying teachers
- 40% to all other teachers of record on that campus

Teacher Salaries
90.0%



TEACHER DESIGNATION



- Qualifying Teachers
 - ▷ PK-12 Math Teachers
 - ▷ PK-12 ELA/SLA Teachers
 - ▷ SPED, Resource, Life Skills, and Behavior Math/ELA Teachers of Record
- Attached Teachers
 - ▷ All enrolled at that campus



DESIGNATION WEIGHTING



- 50% Student Performance
- 30% Teacher Performance
- 10% Family Surveys
- 10% Service Leadership



Up to
\$5,400



Up to
\$10,800



Up to
\$19,200



NEXT STEPS

- Communicate to all stakeholders
- Collect data and design systems in 22/23

QUESTIONS?

