



Benefits of TIA for Levelland ISD



Strengthen Student
Outcomes



Improve Teacher
Retention



Increase Recruitment
Rates



Reward Quality
Instruction



Incentivize Hard-to-
Staff Positions &
High-Needs Schools



Support Educator
Development



Encourage
Professional
Collaboration



Maintain a
Competitive Market

A blue-tinted photograph of a classroom from the back of the room. Several students are seated in rows, facing away from the camera towards a whiteboard and a teacher at the front. The text 'LEVELLAND ISD' is overlaid in white serif font, with a yellow horizontal bar underneath it.

LEVELLAND ISD

OUR PLANNED LOCAL
DESIGNATION SYSTEM

Eligible Assignments (CoHort E)

- 2022-2023: K-8th math and RLA (NWEA Map), 4th-8th science (NWEA Map), algebra I and II, geometry, science, English I and II (NWEA Map), US History 8th-12th (STAAR), 6th and 7th history, World History, government, and economics (Pre/Post test)
- 2023-2024: PK (Circle testing), K-12th physical education (FitnessGram), Life Skills EE-5th (Teachtown) and Life Skills 6th-12th (NWEA Map)
- 2024-2025: K-12 Fine arts (MusicFirst), English III and IV, Chemistry, Physics, Integrated Physics and Chemistry (IPC), Anatomy and Physiology, Principles of Health Science, Introduction to Culinary Arts, and Principles of Agriculture, Food, and Natural Resources
- 2025-2026: Spanish I and II, Personal Finance, 1st-12th Technology Applications, Pre-calculus, Statistics, Sociology, Psychology, Earth Systems, Principles of Human Services, Construction (TEKSready handout of courses offered for pre/post testing)
- **The goal of Levelland ISD is to have EVERY teaching assignment eligible for the 2027-2028 school year**
- **Note:** Teacher aides are NOT eligible to earn designations.

Levelland ISD Designation Eligibility

DESIGNATION LEVEL	% OF STUDENTS WHO MEET/EXCEED GROWTH TARGETS (50%)	TEACHER OBSERVATION SCORE (40%)	TEACHER ATTENDANCE (based on rubric of OSG% and T-TESS average)
Recognized	65%	3.7	10%
Exemplary	70%	3.9	10%
Master	80%	4.5	10%

Performance Data: Teacher Observation (40%)

- T-TESS TEACHER OBSERVATION RUBRIC
- Districts will only report ratings from observable dimensions for T-TESS DOMAINS 2&3
- Teachers in eligible assignments will receive 4 walkthroughs (2 per semester) and 1- 45 minute observation
- Observation data is stored and accessed in Eduphoria (STRIVE)
- Appraisal waivers are **not** permitted for teachers in eligible assignments during the Data Capture Year or after the capture year

Performance Data: Student Growth Data (50%)

Student growth is reported as the percentage of each teacher's students who meet or exceed their individual expected growth target.

- Method for calculating growth for NWEA Map is provided with projected growth from the Fall BOY to the Spring EOY
- Method for calculating growth for TEKSready is the Graduated Quintile Model
- Method for calculating growth for Teachtown and FitnessGram is based on individual growth percentages

Districts May Incorporate Optional Components to Their System

Usually done to align with district goals. Examples may include student surveys, mentorship, leadership roles, etc.



Performance Data: Teacher Attendance (10%)

Levelland ISD gives 5 state and 5 personal days each school year for a total of 10. Therefore, the first 10 absences do not count against the 10%.

After 10 absences, there is a rubric to determine the percentage of points that will be calculated into an individual's overall scorecard to determine a designation. In the rubric, the higher the T-TESS average and OSG% = the more points earned out of 10 that will be added to an overall scorecard. Absences can make or break a possible bubble designation.

Anticipated Funding



\$3-\$9K



\$6-\$19K



\$12-\$32K

Allotments are based on teacher designation level, campus socioeconomic level, and campus rural status. Each campus may produce a unique allotment value. Levelland ISD's range per level for 2024-2025 was:

Recognized: \$7,000-\$7,700

Exemplary: \$14,000-\$15,300

Masters: \$25,000-\$27,500

How Allotments have been Paid out in Levelland ISD

100%

DESIGNATED TEACHERS

0%

0%

DISTRICT USE

House Bill 2 89th Texas Legislature Regular Session - Impacts on TIA

- * New Designation Level: Acknowledged level based on performance during the current 2025-26 school year
- * Districts must establish performance standards at the district level using statewide teacher performance data and TEA established objective performance standards to serve as guidelines when evaluating teacher effectiveness and setting designation criteria.
- * Increased Allotments to take effect in 2026-27 school year
- * Enhanced TIA - Strategic Compensation Plan (based on year to year performance)
- * National Board Certified Teachers may receive or maintain a Recognized designation through the 2025-2026 school year. Beginning in 2026-2027 school year, eligible NBCT's will transition to the Nationally Board Certified designation.
- * More \$ to ESC's to support district implementation.

Increased Allotments per designation payouts

- Increased multiplier amounts for the high needs and rural
- Base funding for Acknowledged level and Nationally Board Certified designations will align with current funding for Recognized designations
- Increased base allotments and maximum amounts for Recognized, Exemplary, and Master teachers as follows:

ACKNOWLEDGED: \$3k-\$9k

RECOGNIZED: \$5k-\$15k

EXEMPLARY: \$9k-\$25k

MASTER: \$12k-\$36k



State Performance Standards Guide

<u>Designation Level</u>	<u>Teacher Observation (T-TESS)</u>	<u>Student Growth Performance</u>
ACKNOWLEDGED	3.5 or 70% possible points	50%
RECOGNIZED	3.7 or 74% possible points	55%
EXEMPLARY	3.9 or 78% possible points	60%
MASTERS	4.5 or 90% possible points	70%



Levelland ISD Performance Standards

<u>Designation Level</u>	<u>Teacher Observation (T-TESS)</u>	<u>Student Growth Performance</u>
ACKNOWLEDGED	3.5 or 70% possible points	60%
RECOGNIZED	3.7 or 74% possible points	65%
EXEMPLARY	3.9 or 78% possible points	70%
MASTERS	4.5 or 90% possible points	80%

Spending Requirements: Statutory Requirements and Best Practice

- **90% on teacher compensation:** At least 90% of the TIA funds must be spent on teacher compensation at the specific campus where the designated teacher works.
- **10% on local support:** Up to 10% of the funds can be used to support the local designation system, such as paying for professional development or administrative costs related to the TIA program.
- **Compensation distribution:** Funds can be divided among other teachers at the campus, not just the designated teacher who generated the allotment.
- **Deadline:** Districts must spend all allotted funds by August 31st of each school year.
- **Local decisions:** Districts have the flexibility in how the 90% is distributed for compensation and how the 10% is utilized.
- **Verification:** TEA verifies eligibility each April and districts must certify they have followed the spending requirements annually.
- Please also keep in mind that these meetings are to keep Levelland ISD moving forward with best practices in regard to TIA.

Discussion and feedback from Stakeholder Committee

- Continue having a banquet – Yes it is important to celebrate our teachers.
- Retirees who complete the school year – Yes, as long as they meet Winter submission criteria.
- Assessments to calculate OSG%: Keep it as is, NWEA Map, STAAR for tested subject areas, a combination of NWEA Map and STAAR, and/or other ideas?
- Weighting: Keep the %'s the same as T-TESS (40%), OSG (50%) and Teacher Attendance (10%)?
- Establish Performance Standards for ACKNOWLEDGED level - Complete
- Spending Plan?
- Any other questions from you or others on your campus?

How Allotments have been Paid out in Levelland ISD

100%

DESIGNATED TEACHERS

0%

0%

DISTRICT USE

Example of spending plan used by other districts

65%

DESIGNATED TEACHERS

25%

Support staff in classes

10%

DISTRICT USE

Proposal for How Levelland ISD Funds Could Be Spent Moving Forward

90%

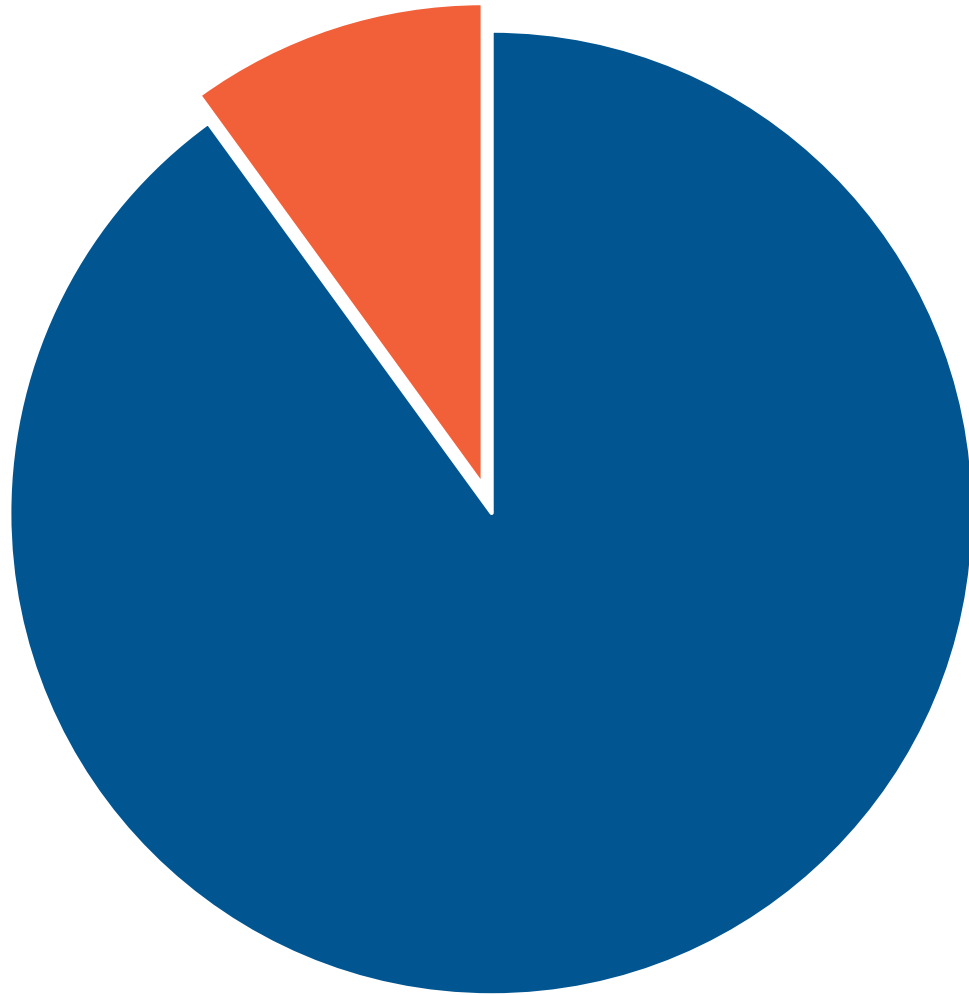
DESIGNATED TEACHERS

0%

[INSERT IF USING]

10%

DISTRICT USE



90% Of All TIA Funds Must Go to Teacher Compensation

Teachers do not apply for TIA. Unlike previous education programs, the Teacher Incentive Allotments are additional state funding written into statute allowing for sustainable funding. There are no caps on teacher designations or allotment funds.

How the 10% District Funds Could Be Spent

- TIA Banquet-\$1,500
- TEKSready (Pre/Post Tests) - \$8,205.64
- MusicFirst -\$5,030
- TIA designee submissions - \$12,500
- Cover District TRS costs (Note: There is a cost to both the employer and the employee.)
- For example: This year the total allotment payout was \$756,376. That amount multiplied by 9.5% = \$71,855.72 that the district pays to make the allotments TRS eligible. If the district does not pay this then the allotment is NOT TRS eligible.
- The total district cost from the above is \$99,091.36.
- 10% of allotment payout is \$75,638. The difference is (\$23,453.36).

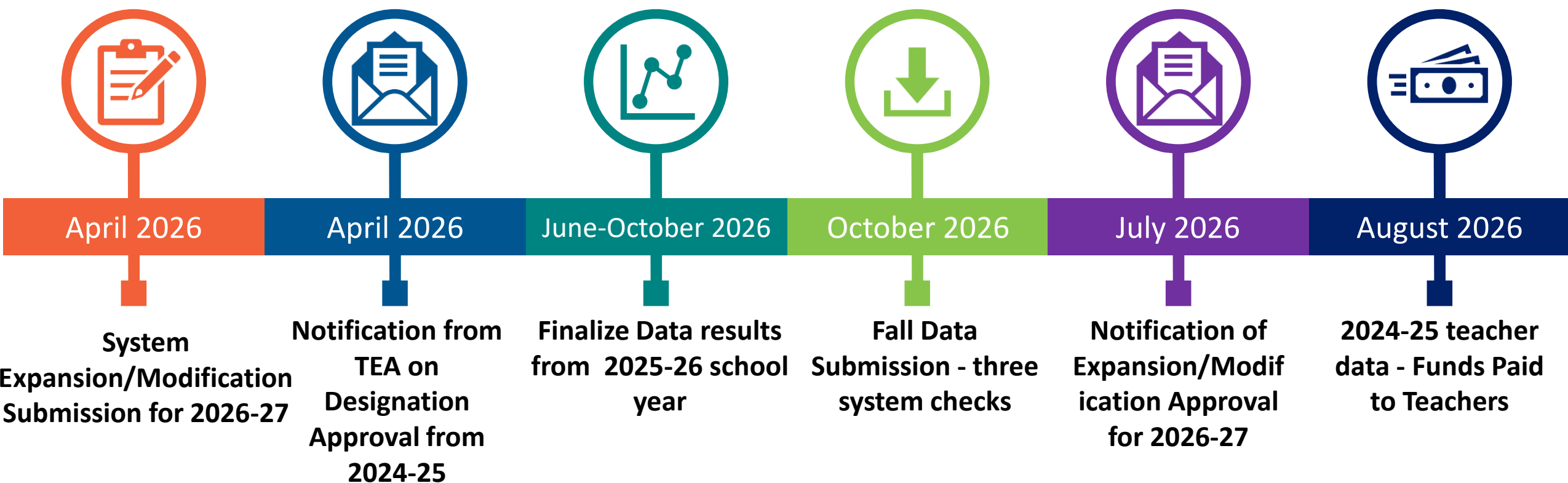
Designations by Campus

	2022-2023 Payout by Campus (35)	2023-2024 by Campus (13 and 3 with higher designations)	2024-2025 Proposed <i>Waiting on Approval (25 and 5 with higher designations)</i>
Levelland ABC	3	2	4
South Elementary	8	2	2
Capitol Elementary	9	4	1
Levelland Middle School	7	1	12
Levelland High School	8	4	5
Total Payouts	\$689,696	\$756,376	

Designations by content and grade level (includes 2024-25)

	PK	K	1 st	2 nd	3 rd	4 th	5 th	6 th	7 th	8 th	9 th	10 th
Circle	1											
Math		1	2	5	5	2				1		
RLA		2	1	3	3	2		1	3	3	3	
Science							5		1	3		
History									1			
US History	3											
Biology	4											
Algebra	6											
Dyslexia	3											
Life Skills	2											
SPED	3											
PE						1						

Our District's Estimated Timeline





Thank You

