

Ferris Independent School District

Teacher Incentive Allotment: Strong Talent System



**TEXAS
STRATEGIC
LEADERSHIP**



FERRIS ISD PANEL



Trisha Cupp

District Administrator
and TIA LEAD

Michelle Markham

7th Grade History
Master Designation

Matt Davenport

US History
Master Designation



Lauren Robles

Algebra & Testing Coordinator
Master Designation



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FERRIS ISD - Mission and Vision

Mission: To Provide the best opportunity so every scholar can be successful, achieve at high levels, and lead in their community and in the world.

Vision: The relentless pursuit of Excellence that instills confidence, service and Jacket pride.

Motto: Ferris is Family



OUR TEAM

- Superintendent - Hector Madrigal
- Assistant Superintendent - Lindsey Wood
- Deputy Superintendent - Lance Campbell
- Director of Finance - Levina Staley
- Director of Teaching and Learning - Kendra Gajdica
- Field Supervisor - Vickie Griffith
- TIA Lead - Trisha Cupp



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FERRIS ISD - Enrollment

Enrollment Information

Indicator	2022-2023	2023-2024	Change
Fall Snapshot Enrollment	2716	2877	+161
EOY Enrollment	2887	3095	+208



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FERRIS ISD - Demographics

Ethnicity and Gender

Indicator	2022-2023	2023-2024	Change
Hispanic	73%	73%	-----
African American	9%	9%	-----
White	16%	16%	-----
Two or More Races	2%	2%	-----
Female	49%	50%	+1%
Male	51%	50%	-1%



OUR JOURNEY

- Began 2020
 - Committee Formed
 - Interest Surveys
- 2021
 - Application Process
- 2022
 - Data Collection Year
- 2023
 - First Payout



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OUR TIA PLAN

- **50% T-TESS**
- **50% Student Growth**
 - MAP
 - Circle
 - SLO



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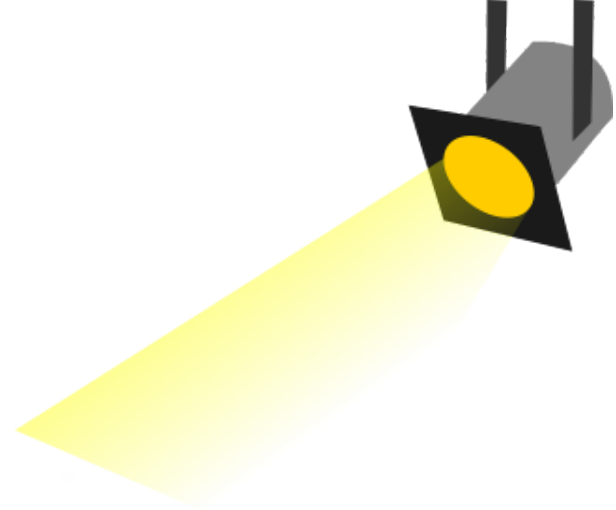
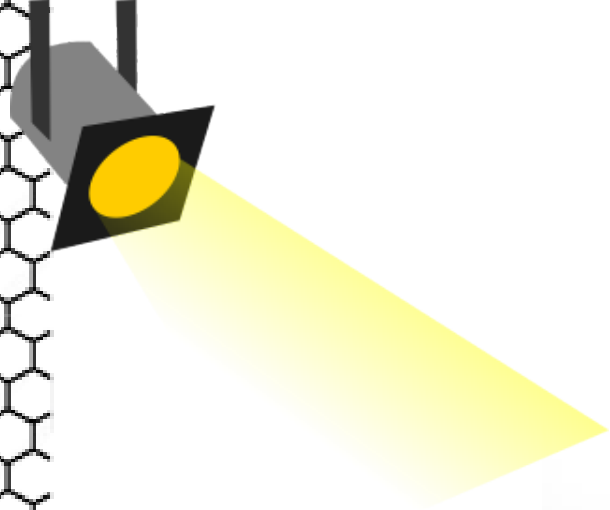
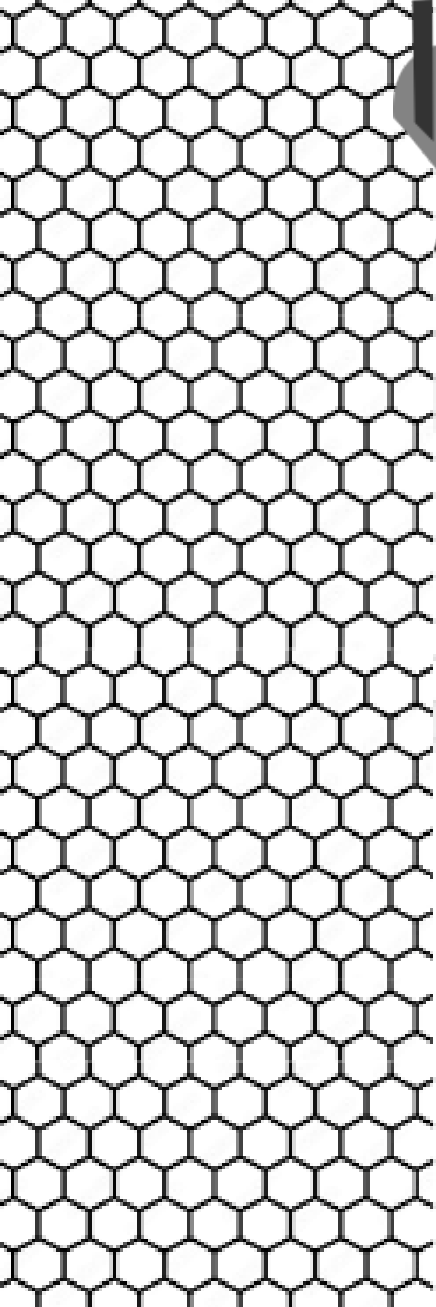
DISTRICT IMPROVEMENT PLAN

- **DIP Goal 1 - HQ Instruction**
 - Domain 2 - Instruction
 - PLC's
 - Purposeful Planning
- **DIP Goal 2 - HQ Staff**
 - Domain 2 & 3 - Instruction and Learning Environment
 - Targeted Professional Development



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CHALLENGES

- Planning Phase
- Initial Payout
- TIA Lead Position



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LEARNING CURVE

- Clear process and procedures
- Have a team
- Training is Necessary
- Designee Meeting



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NEXT STEPS

- Submit Expansion and Modifications to plan
- Revise Handbook



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Q&A



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