

Teacher Incentive Allotment (TIA)

Frequently Asked Questions

Allotment & Spending Questions

Q: Is the allotment for the teacher or the campus?

A: Funding for teachers designated as Recognized, Exemplary, and Master under TIA will flow to districts, which in turn must spend at least 90% of the funds on teacher compensation on the campuses where the designated teachers work.

Pursuant to Texas Education Code (TEC) Section 48.114(i)(1)(A), a district shall annually certify that funds received under this section were used as follows: At least 90% of each allotment received was used for the compensation of teachers employed on the campus at which the teacher for whom the district received the allotment is employed.

Q: If a district does not have a local designation system as part of the Teacher Incentive Allotment, but employs designated teachers, will the district receive allotment funds for those teachers?

A: Yes. Districts that employ teachers who have earned designations will receive funding for those teachers based on the TIA formula, even if the district does not have an approved designation system in place. For example, a district that does not have a designation system in place could employ a teacher that earned a designation in another district or a teacher who automatically earned a Recognized designation for having achieved National Board Certification. Districts will need to develop a plan for how to spend allotment dollars that they receive, in accordance with the requirements of House Bill 3 (HB3) of the 86th Texas Legislature.

Q: Will the campus socio-economic tier data be recalculated every year?

A: Yes. Given that a school's student enrollment changes yearly, the campus' socio-economic tier will be recalculated annually. As a reminder, this calculation uses the home address of the student that attends a particular campus.

Q: If a designated teacher moves campuses from one school year to the next, will the allotment that teacher generates be recalculated?

Checklist includes a section on community and teacher communication. This checklist and additional TIA resources can be found on [TEA's HB3 in 30 website](#). More resources will go live in early spring.

Q: What stakeholder groups should be included in developing the local teacher designation system?

A: Best practices indicate that including teachers, campus leaders, district leaders and community members in planning and reviewing a local teacher designation system results in a stronger system with more buy-in. In addition, school board input and approval are recommended. Please refer to the TIA Readiness Checklist for additional best practices in stakeholder engagement.

Timelines Questions

Q: What is the timeframe to apply and what happens after a district's local designation system is submitted for review?

A: Timeframes to apply are based on the data capture year a district plans to use when submitting the teacher observation and student growth data for the purposes of TIA. Please note there will be a two-step review process: (1) local designation system review by TEA; and (2) data submission review by Texas Tech University. For details on the timelines and next steps for each cohort, please review the [Cohort Next Steps and Timelines](#) documents.

TEA

Teacher Incentive Allotment (TIA)

TASA Midwinter Conference
January 24, 2020



Key Points: Teacher Incentive Allotment (TIA)



3 new designations (Master, Exemplary, Recognized) based on teacher effectiveness, added to teacher's SBEC certificate



LEAs will receive \$3-32K annually per designated teacher



Greater funding for designated teachers on high-needs and/or rural campuses



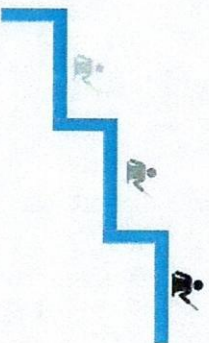
LEAs must use at least 90% of funds on teacher compensation on designated teacher's campus



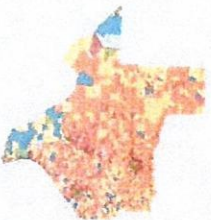
5-year designation validity, regardless of teacher placement (subject, school, LEA)

Funding is Dependent Upon Three Factors

Designation Level



Socio-Economic Level



Rural Status

Rural
or
Not Rural

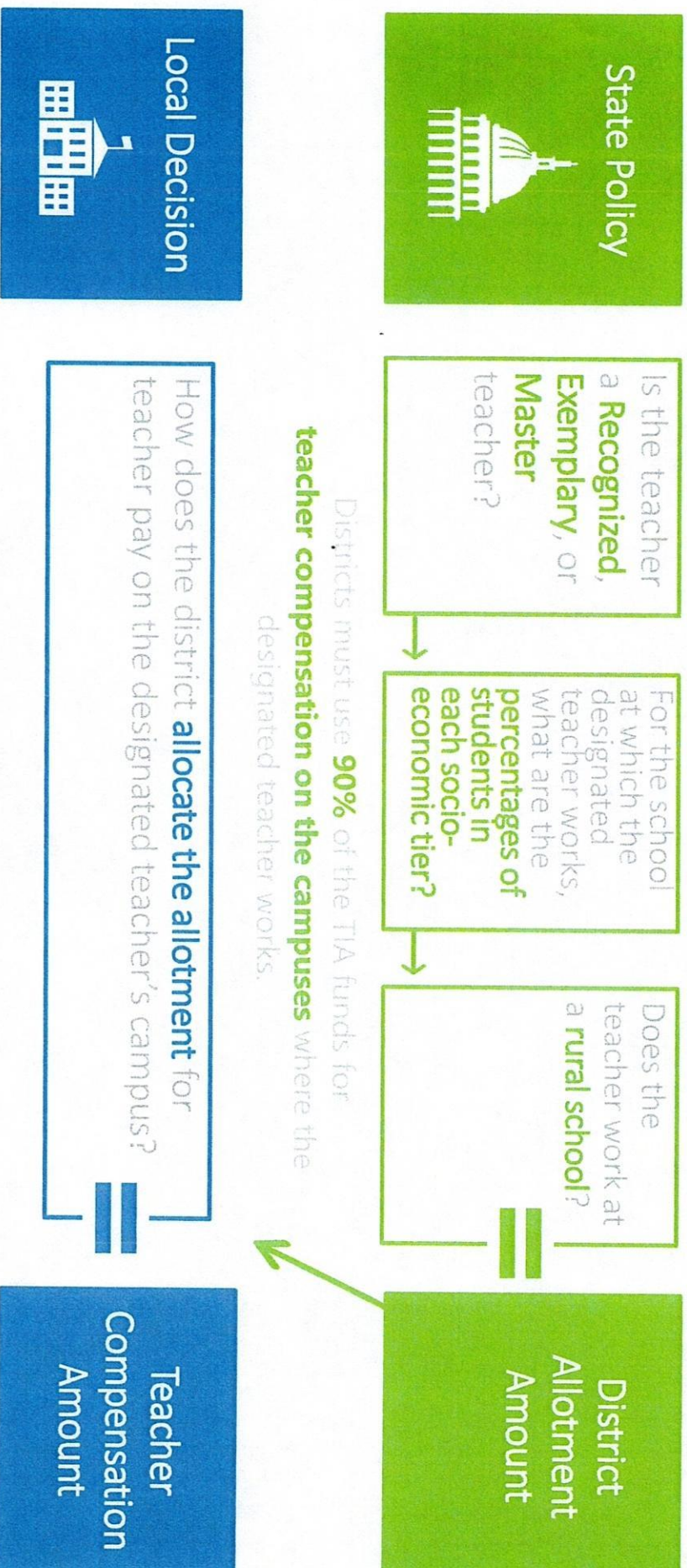
Master

80% Eco. Dis.

Not Rural

For this one teacher, the district receives **\$22,000** per year
Reminder: at least 90% of these funds must be spent on teacher compensation on this campus.

Factors Impacting Teacher Payout



District Designation System Components



Teacher Observation

- Observation based on T-TESS or locally-developed rubric
- District application must show evidence of **validity & reliability**



Student Growth

- Student performance measures determined by district
- District application must show evidence of **validity & reliability**



Optional: Additional Factors

- Districts *may* consider additional factors in making designations (e.g., **mentoring other teachers**, **student surveys**, etc.)



Application & Approval Process

District Approval Process



Funding is **dependent upon** on two-step approval process



1. System Review (TEA)



2. Data Review (TTU)

Possible System Review Components (Qualitative)



1. System Review (TEA)

- ✓ Teacher Observation Data
- ✓ Student Performance Data
- ✓ Teacher Survey
- ✓ Local Designation Plan
- ✓ Communication Plan
- ✓ Spending Plan

Possible Data Review Process (Quantitative)



- ✓ Alignment between teacher observation ratings and student performance ratings
- ✓ Alignment between student performance ratings and value-add ratings for applicable teachers
- ✓ Data validity by appraiser/rater, campus, across campuses in a district, and by teaching assignment
- ✓ Comparison of the percentage of teachers a district puts forth for designation to overall district performance
 - ✓ Student growth (Value add and Domain 2A)
 - ✓ District overall rating relative to peers (Domain 2B)

2. Data Review (TTU)

TIA Readiness Checklist



LEA Use of Readiness Checklist

- Assess district readiness
- Develop vision for best practice
- Decide when to apply for TIA
- Determine next steps

District Cohorts

18-19	19-20	20-21	21-22	22-23	23-24
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Data Capture (A)

Final Approval

State \$\$

Data Capture (B)

Final Approval

State \$\$

State \$\$

Data Capture (C)

Final Approval

State \$\$

State \$\$

Data Capture (D)

Final Approval

State \$\$

State \$\$