

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: February 21, 2023

Agenda Item: N.1

Board Goal: Board/Staff/Community Relations
Student Achievement

Subject: Update on Hays CISD Teacher Incentive Allotment (TIA)

Administrator Responsible/Position: Dr. Fernando Medina, Chief Human Resources Officer

A. Purpose of Agenda Item:

☐ Action needed

☒ Information only

☐ Receive input

B. Authority for This Action:

☐ Local Policy

☐ Law or Rule

☒ N/A

C. Goal or Need Addressed: To provide the Board of Trustees with an update on the Teacher Incentive Allotment.

D. Summary:

☐ Previous board action relating to this item

☐ Future action anticipated -

☒ Background information – The Teacher Incentive Allotment (TIA) was funded in House Bill 3 by the 86th Texas Legislature in June 2019. HB3 provides districts with local control and flexibility in choosing how to evaluate teacher performance, measure student growth, and recommend designations to TEA. Designations are posted on a teacher's state certificate once they are declared official by TEA. Designations also generate an allotment that is provided to the district to reward top performers.

Hays CISD formed a steering committee in the spring of 2021. The committee elected to participate in the TIA and developed a district-wide plan. The plan was implemented in 2021-22 SY and the district's recommended teacher designations were submitted to TEA on October 20, 2022. The district received TEA's official notification of approved designations on February 6, 2023. Official allotment amounts will be communicated to the district by TEA in April 2023. Designated teachers will receive ninety percent (90%) of the official allotment in June 2023. Ten percent (10%) of the allotment will be used to continue expanding TIA throughout the district.

E. Comments Received:

☒ Cabinet

☐ DLT

☐ FBOC

☐ Teacher Org. Reps.

☒ Other -TIA Steering Committee

F. Administrative Recommendation:

☒ Advantages/benefits of this proposal – TIA provides financial rewards to high performing teachers who are eligible for participation.

G. Fiscal Impact and Cost: Amount: N/A

☐ Budget

☐ Bond

☐ Grant/Special Funds

☒ Other

Prior Year Spending -

Future/Ongoing -

H. Monitoring and Reporting Timeline:

The TIA Steering committee will convene later this spring to review the existing TIA plan and consider modifications and expansion of the program for 2023-2024. The committee will also receive an update on the current award distribution scheduled for June. Updates may be provided to the Board of Trustees as requested.

I. Suggested Motion:

No action needed. This item is presented for information only.