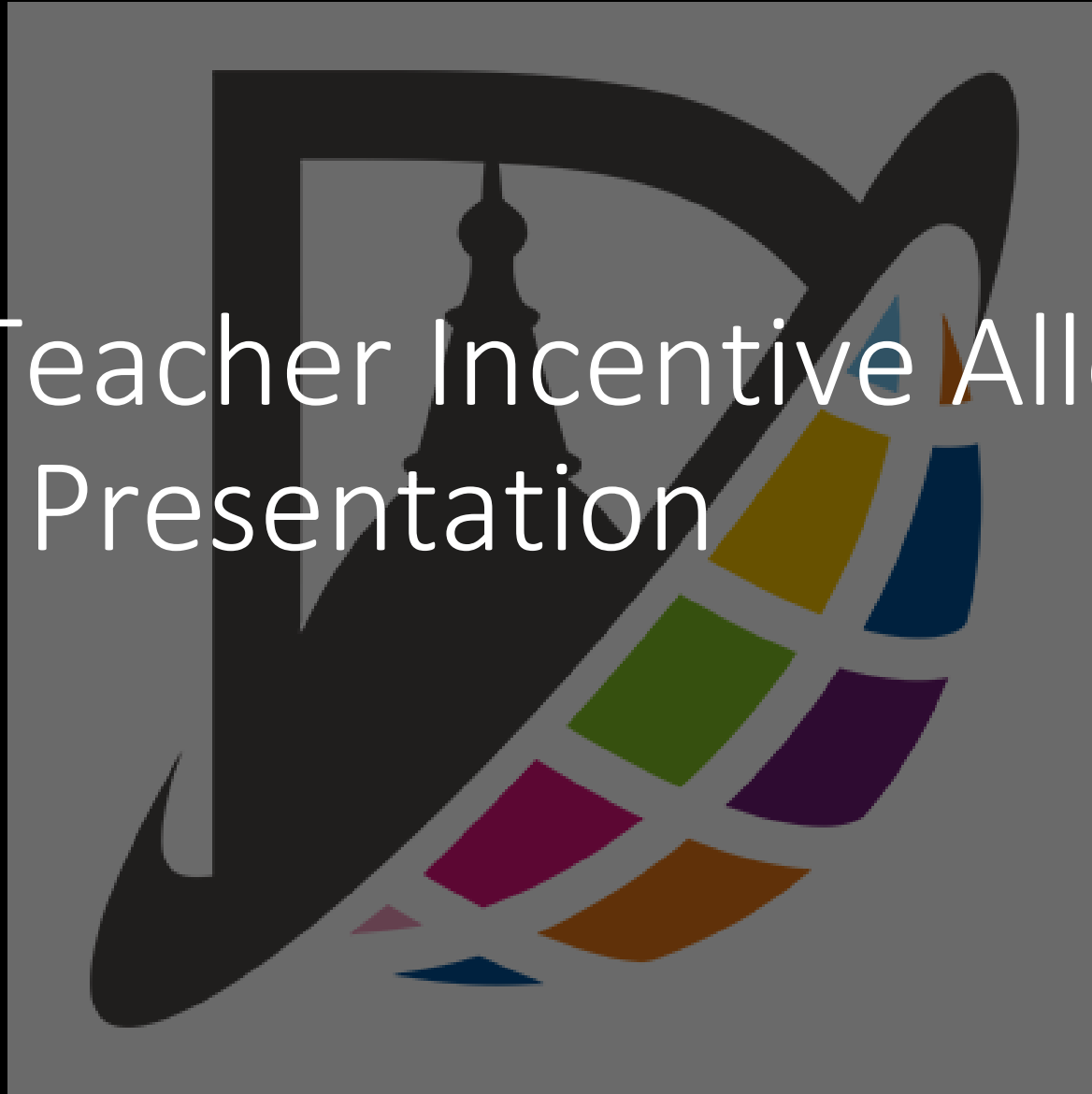


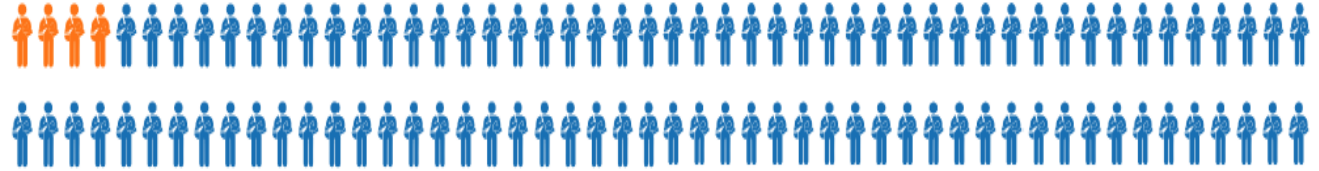
HB 3 Teacher Incentive Allotment Board Presentation



Do high school students want to become teachers?

4%

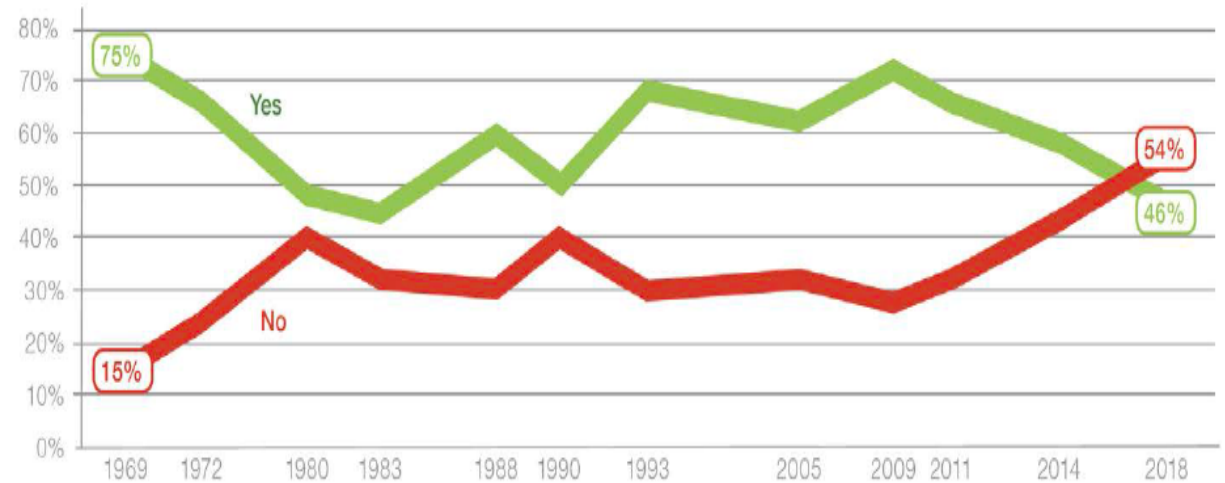
of HS students indicated interest in education major.*



Do parents want their children to become teachers?

46%

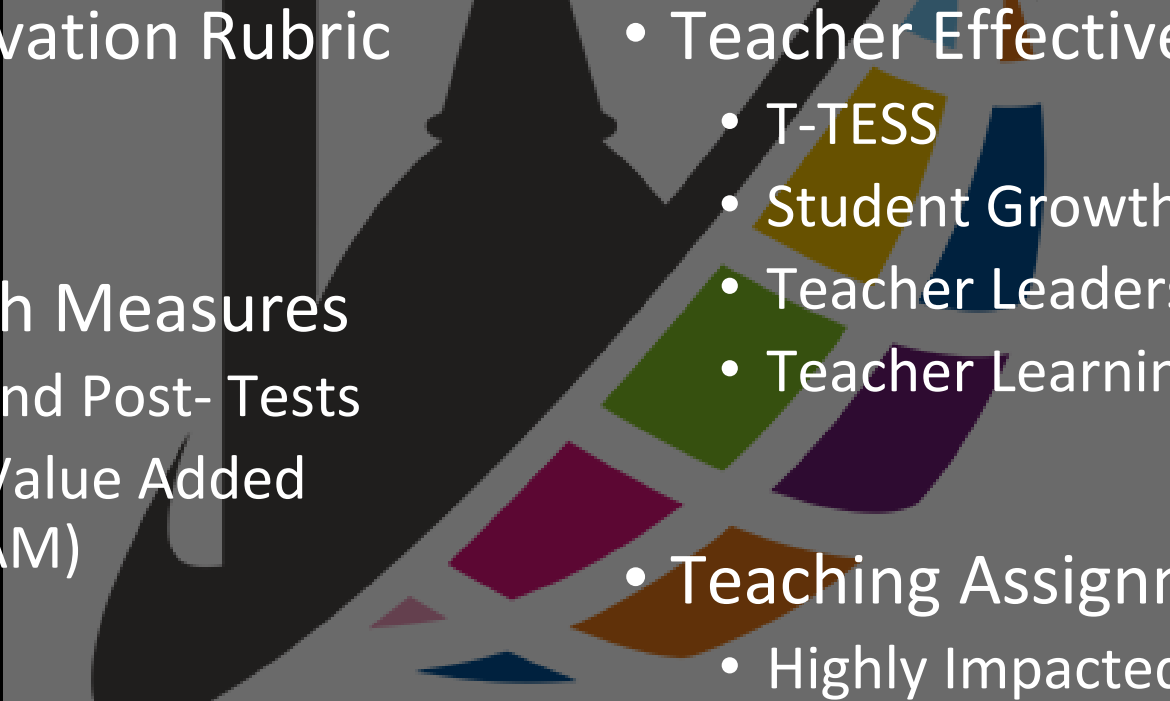
of parents want their kids to become teachers.**



*From SAT/ACT Interest Survey **<https://www.the74million.org/new-poll-for-first-time-ever-a-majority-of-american-parents-do-not-want-their-children-to-become-public-school-teachers/>



HB 3 Teacher Incentive Allotment

- 
- Teacher Observation Rubric
 - T-TESS
 - Student Growth Measures
 - District Pre- and Post- Tests
 - Researching Value Added Measures (VAM)
 - Teacher Effectiveness Ratings
 - T-TESS
 - Student Growth Measures
 - Teacher Leadership
 - Teacher Learning
 - Teaching Assignments
 - Highly Impacted Campuses

OVERVIEW OF THE TEACHER INCENTIVE ALLOTMENT



- Purpose: Recruitment, Equitable Distribution of Effective Teachers, Retention
- Local Education Agencies (LEAs), if they choose, can designate high performing teachers as Master, Exemplary, or Recognized based on statewide performance descriptors for these designations.
- LEAs will receive \$3,000 - \$32,000 per year for every designated teacher they employ.
- LEAs receive greater funding for designated teachers who work on rural and/or high-needs campuses.
- At least 90% of the Teacher Incentive Allotment funds must be used on teacher compensation on the campus where the designated teacher works. The remaining funds could be used for costs associated with implementing the local designation system or to support teachers in obtaining designations.
- National Board Certified Teachers will automatically earn a Recognized designation.
- There will be fees associated with the designation system (and there are fees currently for teachers to obtain National Board Certification). All fees are now reimbursed out of the Foundation School Program.



District Designation System Components



Teacher Observation

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



Student Performance

- 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.).





Teacher Incentive Allotment Funding

→ More Need

Designation	Base	Multiplier	Tier	Non Eco-Dis	Tier 1	Tier 2	Tier 3	Tier 4	Tier 5
			Student Point Value	X 0	X 0.5	X 1.0	X 2.0	X 3.0	X 4.0
Recognized	\$3,000	\$1,500	Non-rural	\$ 3,000	\$ 3,750	\$ 4,500	\$ 6,000	\$ 7,500	\$ 9,000
			Rural	\$ 4,500	\$ 6,000	\$ 7,500	\$ 9,000	\$ 9,000	\$ 9,000
Exemplary	\$6,000	\$3,000	Non-rural	\$ 6,000	\$ 7,500	\$ 9,000	\$ 12,000	\$ 15,000	\$ 18,000
			Rural	\$ 9,000	\$ 12,000	\$ 15,000	\$ 18,000	\$ 18,000	\$ 18,000
Master	\$12,000	\$5,000	Non-rural	\$ 12,000	\$ 14,500	\$ 17,000	\$ 22,000	\$ 27,000	\$ 32,000
			Rural	\$ 17,000	\$ 22,000	\$ 27,000	\$ 32,000	\$ 32,000	\$ 32,000

Max funding amount = \$32,000

→ More Funding



Possible Initial Approval: District Cohorts



18-19	19-20	20-21	21-22	22-23
Data Capture (A)	Final Approval	State \$\$		
	Data Capture (B)	Final Approval	State \$\$	
		Data Capture (C)	Final Approval	State \$\$
			Data Capture (D)	Final Approval State \$\$

HB 3 Teacher Incentive Allotment



- Stakeholder Engagement
 - Campus and Central Focus Group Transcend
 - Fall 2019 – 2 meetings
 - District Leadership debriefing
 - Focus Group Survey
 - Data review with Leadership
 - Letter of Intent Submitted – January 24, 2020
 - Campus Principal Roundtables
 - February 11, 2020
 - Campus Presentations
 - Faculty Meetings
 - Campus Leadership Meetings
 - District-wide Committee
 - Spring 2020
 - Follow-up surveys



DISCUSSION & QUESTIONS