

# Teacher Incentive Allotment

An Overview and Initial Considerations

**Updated 7/2/2020**



***A TEA Approved TIA Technical Assistance Provider***

# Where are we in our understanding of the TIA?

When I hear the words Teacher Incentive Allotment I think...

- A. I've studied the website and viewed the webinars...I've got it!
- B. I've read some about it, but I'm not sure where to even start!
- C. It sounds like a great idea, but do we even have the time to do this work?
- D. I think I'd like to be laying on a beach somewhere with a good book!
- E. Right now I'm more concerned about how I'm going to keep masks on my second graders when school starts!

Before we begin...

*JUST BREATHE...*

*Yes, this is really BIG, but you're not alone!*

# What is the TIA?

House Bill 3 (HB 3), passed by the 86th Texas Legislature in June of 2019, established a Teacher Incentive Allotment with a stated goal of a six-figure salary for teachers who prioritize teaching in high needs areas and rural district campuses.

- Districts can choose a teacher designation system (Recognized, Exemplary Masters)
- Districts will receive additional funding (\$3,000-\$32,000) for every designated teacher they employ
- Districts will receive additional funding for teachers who work on rural/high-needs campuses
- At least 90% of the funds must be used on teacher compensation on the campus where the designated teacher works
- TEA, in partnership with Texas Tech University, will approve the local designation system

# Teacher Designations

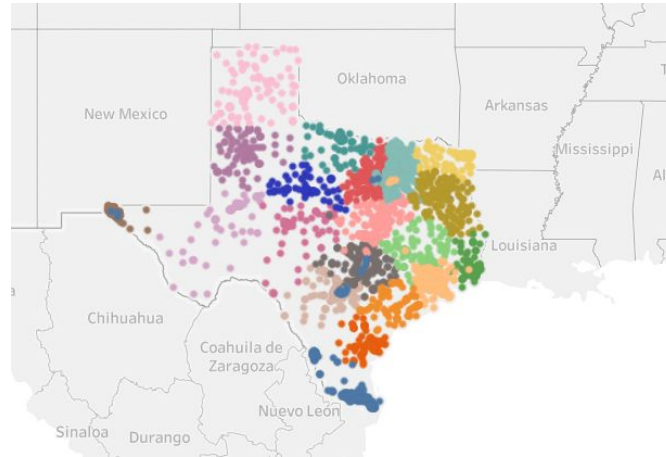
Designations are added to a teacher's SBEC certificate and are valid for five years. If a teacher moves to a new district, the allotment funding follows the teacher to the new district regardless of whether the new district has an approved designation system in place.

- *Note: When campus data is submitted, one of the data elements is the unique ID number for the teacher. This number is tied directly to a specific teacher so if he/she move to a “new” district, the money follows to that district.*

Teachers with [National Board Certification](#) may be eligible to earn an automatic Recognized designation regardless of whether the district in which the teacher works is participating in TIA.

# How much funding would eligible teachers earn?

<https://tiatexas.org/about-teacher-incentive-allotment/funding-allocations-map/>



To see the math behind the allotments: <https://tiatexas.org/about-teacher-incentive-allotment/allotments/>

Before we go on...

## **Know your WHY.**

*As a committee, with stakeholder input, take the time to define WHY your LEA wants to pursue the Teacher Incentive Allotment.*

*Let's take a brief pause and reflect on WHY we want to do this for our teachers.*

# How long does it take to complete the process?

The TIA planning and application process is not something that can be completed in just a few short weeks or even months. As the TEA graphic on the next slide depicts, there are many months that go into the initial interest and planning stage. During this phase of **EXPLORE & PLAN**, stakeholder conversations are held around key questions.

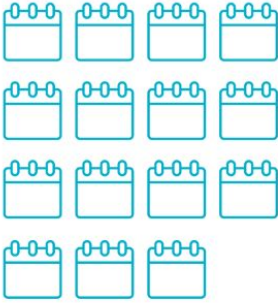
*“Good things take time. Great things take work.”*





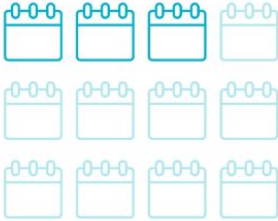
# How long does it take to complete the process?

**EXPLORE & PLAN**  
15 months



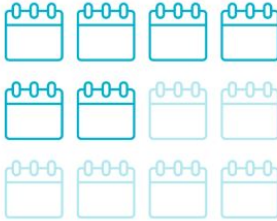
Determine interest, develop local designation system with stakeholder input, access TIA technical assistance.

**PREPARE SYSTEM**  
3 months



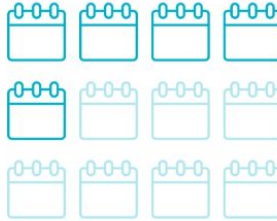
Prepare resources, policies and frameworks supporting local designation system.

**SYSTEM & DATA REVIEW**  
6 months



Submit local designation system for review, then submit observation and growth data for verification.

**DESIGNATIONS PLACED**  
0-5 months



Once verified, designations are placed on teachers' certificates lasting 5 years.

# The phases in the TIA process...

**EXPLORE & PLAN** - Is 15 months a hard timeline? The answer is no, but the process can't be rushed during what many will find are new, engaging and lively conversations around compensating teachers, teacher observation, and how student performance and growth is tied to the behaviors of the classroom teacher.

**PREPARE SYSTEM** - The graphic shows 3 months for this phase since this is the opportunity for your district to clearly organize resources and clearly articulate the policies and frameworks in place.

# The phases in the TIA process...

**SYSTEM & DATA REVIEW** - This is the step where the local designation system is submitted for review, followed by observation and growth data. Texas Tech University is working in partnership with TEA during this phase.

**DESIGNATIONS PLACED** - The final (and likely the easiest step) will be to place the designations on the teachers' certificates. This lasts 5 years.

# Who should lead this work in our district?

The person leading this work is highly encouraged to have a partner, both of whom need to be

- Highly organized
- Committed to digging in to resources and information
- Articulate in written and spoken language
- Skilled in team dynamics
- Willing to seek assistance from a technical assistance provider

**TIP:** One or two people cannot **(should not)** complete this work. It isn't simply a task we can "check off the list." Next, consider who will be on the committee.

# Who do we call upon to engage in this work?

Who are your stakeholders who engage in the following...

- Classroom observation
- Teacher appraisal
- Compensation planning
- Human resources
- Strategic planning/campus & district planning
- Data analysis
- Wordsmiths (While not a formal “role,” these people can help bring processes into language that is both articulate and clearly understood by all stakeholders.)
- Other?

These individuals will need to be perceived as leaders and experts in their work.

# Who else do we need on the committee?

We need someone who will challenge us and make us think really hard about what we believe about teacher excellence and current practices in our district.



*Who can help us say, “Remember how we...?”*

*Who will step forward and say, “But most of the time we...?”*

*Who will say, “Well sometimes we do that, but most of the time we allow...?”*

# What if we go through all this work and we don't get approved?

The process and application are intense. They require thoughtful responses to the important work we do in our schools. TEA is committed to providing feedback and support throughout the process to ensure those LEAs who are interested in pursuing this opportunity are able to receive the funding and successfully implement the system.

[System Scoring Rubric](#)



# Getting Started

1. Gather your committee.
2. Become familiar with the TEA website, read and study the information provided. <https://tiatexas.org/>
3. Determine Readiness - Engage your committee in a review of the success criteria. Self-assess and identify gaps. *If you can't instantly produce evidence or artifacts of the success criteria, note this as a gap for next steps.*

## Timelines and Readiness Checklists

4. Craft a backwards planning timeline for deliverables.
5. Reach out to your ESC Region 12 partners.



# Letter of Intent (LOI)

- The LOI is not binding
- LOI for Cohort D not required, but helpful for TEA to have LEA name for planning purposes

[LOI TEA Survey](#)

# Using the Information from the LOI

Which **teacher observation rubric** do you plan to use in your local teacher designation system for the 2021-22 school year?

- T-TESS
- Framework for Teaching (Danielson Group)
- NIET Rubric
- Marzano Focused Teacher Evaluation Model
- District Created Rubric (describe)
- Other (describe)

# Using the Information from the LOI

Which **Student Growth Measures** do you plan to include as part of your teacher overall summative rating during the 2021-22 school year or beyond? Select all that apply.

- Student Learning Objectives (SLOs)
- District Pre- and Post-Tests
- Value Added Measures (VAM)
- Student Portfolios
- Other (please describe)

# Using the Information from the LOI

As your district creates a designation system what types of measures do you plan on using to rate overall teacher effectiveness? Select all that apply.

- Teacher Performance
- Student Growth
- Other Measure 1 (please describe)
- Other Measure 2 (please describe)
- Other Measure 3 (please describe)
- Other Measure 4 (please describe)
- Other Measure 5 (please describe)

# Using the Information from the LOI

Which teaching assignments are you **planning** to include in your local designation?

- All teachers will be included
- Specific groups: please briefly explain (e.g. only STAAR tested subjects, only certain campuses, etc.)

# Using the Information from the LOI

What stakeholder engagement strategies did you use or are you planning to use to prepare to create a local teacher designation system? Select all that apply.

- Teacher Focus Groups
- Community Advisory Groups
- District or Campus wide town hall meetings
- Other (please describe)
- We do not plan to use any stakeholder engagement strategy

# Key Resources

General Info and Program Requirements <https://tiatexas.org/general-info-and-program-requirements/>

[Readiness Checklists](#)(engage in the self-assessment and gap analysis **FIRST**)

Allotment and Designation FAQ <https://tiatexas.org/about-teacher-incentive-allotment/allotment-designations-faq/>

Statute and PROPOSED Commissioner Rules

<https://tiatexas.org/about-teacher-incentive-allotment/statute-and-commissioner-rules/>

[Student Growth Performance Standards](#)

[Teacher Observation Performance Standards](#)

# Student Growth Measures ([TEA GUIDANCE DOC](#))

1. Assessments (state-approved or nationally normed) used with value-added measures (VAM)
2. Pre- and Post-tests
3. Student Learning Objectives (SLO) - [Rating Rubric](#)
4. Portfolios - [ASCD Portfolio Types](#)
5. “Other” e.g. STAAR Student Progress Measure



# Application and Directions

Note the system application, instruction manual and system approval rubric for Cohort C at [Application and Directions](#)

Print, read, study, and highlight the instruction manual and system approval rubric.

## Cohort D timeline...

- Application available: November 1, 2020
- Application submission date: April 1, 2021

***Still not ready? Consider cohort E, F, G, H, etc.***

# TEA Approved Provider

ESC Region 12 is a TEA approved provider for the following areas of support:

- General Application
- Teacher Observation and Appraisal
- Student Growth Measures
- Data Analysis
- Human Capital and Compensation
- Change Management/Communication
- National Board Certification

# ESC 12 Contacts

ESC 12 Contacts

Contacts for Readiness Checklist Cohorts C and D

How can we help?

<https://bit.ly/2NKtyko>