

Teacher Incentive Allotment (TIA)

Overview and Updates

Spring 2024

Mary Torres, Asst. Director of Human Resources

Agenda

- Background: Teacher Incentive Allotment
- TEA Approved
- 2021-2022 Results
- 2022 – 2023 Data Capture Year Timeline
- 23-24 Criteria for Eligibility
- Statewide Performance Standards
- How Your Score is Calculated
- National Board Certification Route to Designation
- Resources

Background: Teacher Incentive Allotment



\$3K-\$9K



\$6K-\$18K



\$12K-\$32K

The Teacher Incentive Allotment (TIA) was created by the Texas Legislature as part of House Bill 3 to provide a realistic pathway for top teachers to earn **six-figure salaries** and to help **attract and retain** highly effective teachers at **traditionally hard-to staff schools**.

NBCTs receive a Recognized Designation

TEA APPROVED!

“The Texas Education Agency (TEA) is pleased to inform you that the 2022-2023 Teacher Incentive Allotment designations submitted based on 2021-2022 teacher effectiveness data have been approved.”



2021-2022 Data Capture Year Results

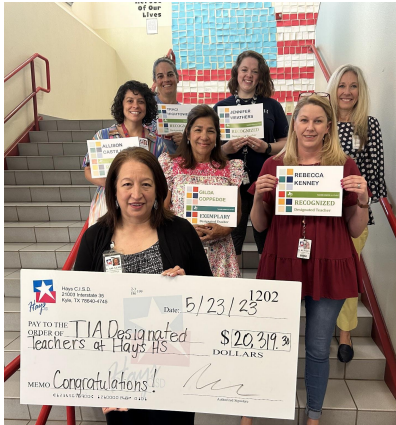
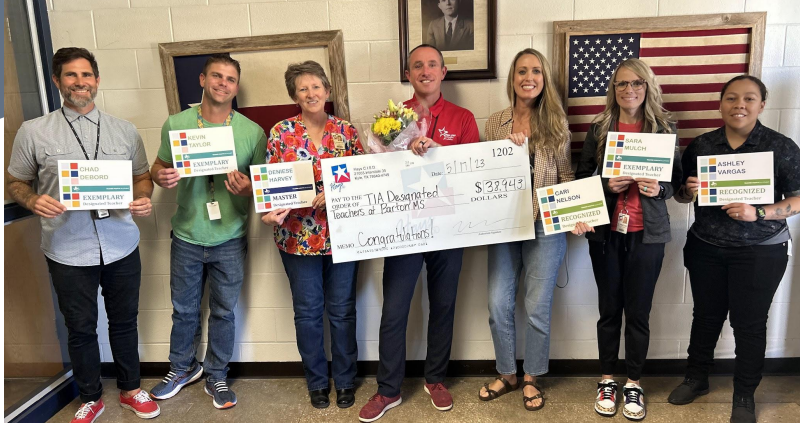
80 Recommended Designations

79 Approved

(Official Notification received February 7, 2022)

- Master-12, Exemplary-29, Recognized-37
- 269 teachers were eligible for a designation
- 21 campuses had at least one teacher with a recommended designation





Celebrating Around the District!

Upcoming Dates

- **August 2023 – May 2024** - 23-24 Data Capture Year for eligible teachers
- **November 6, 2023** – Submission finalized for 22-23 Data Capture Year
- **November 2023** - Teachers were notified by Hays CISD via email of their proposed designation or no designation
- **February 2024** – TEA notifies districts if the designations have been approved, communication will be sent to designated teachers
- **May 1** – Eligible Teachers will receive a TIA Survey sent via email.
- **May** – Designated Teachers will receive an e-mail to their Educator Certification Online System (ECOS) e-mail address with notification of their designation level and the 2022-2023 allotment amount.
- **Mid-July** – Hays CISD payroll will distribute allotments in a separate paycheck.*

* As a reminder, ninety percent (90%) of the allotment amount will be awarded directly to the designated teacher. Ten percent (10%) will be used to support and expand TIA in our district. Teachers in eligible teaching assignments and campuses will be the only individuals to receive the email.

2023-2024 Criteria for Eligibility

TEA

- Must include teacher performance measure
- Must include a student growth measure
- All teachers in eligible assignments and at eligible campus must participate
- PEIMS Role ID must be 087, must remain in 087 role the second year
- Teachers must be included in fall and winter rosters and for 90+ days or the equivalent

Hays CISD

- Must be in an eligible teaching assignment
- Must be the teacher of record
- Must be coded as 087 **full time**
- Must have a minimum of 10 students
- Must teach four sections in an eligible assignment if **secondary**

2023-2024 Eligible Teaching Assignments

- Pk-2 (Reading Only) - mCLASS or Circle
- 3rd Grade Teachers – mCLASS and MAP
- 4th - 8th Reading, Math - STAAR
- Algebra 1 Teachers - STAAR EOC
- English I and II Teachers – STAAR EOC

- PILOTING CTE Precision Exams

Statewide Performance Standards

TEA Performance Standard #1 for Teacher Incentive Allotment:

Designation Level	Minimum Average Score Across Domains 2 and 3 of T-TESS
<i>Recognized</i>	3.7
<i>Exemplary</i>	3.9
<i>Master</i>	4.5

- ◆ **TEA Recommended** standards to be designated
- ◆ **Required** to be at least Proficient in Domains 2 and 3

TEA Performance Standard #2 for Teacher Incentive Allotment:

Designation Level	Minimum Rating Required for each Dimension in Domains 2 and 3 of T-TESS
<i>Recognized</i>	Proficient
<i>Exemplary</i>	Proficient
<i>Master</i>	Proficient

These standards are subject to change by TEA at any time.

TEA Performance Standard #3 for Teacher Incentive Allotment:

Designation Level	Minimum % of Students Who Meets or Exceeds Expected Growth
<i>Recognized</i>	55%
<i>Exemplary</i>	60%
<i>Master</i>	70%

T-TESS Score - Summative

- From our Evaluation software, we turn T-TESS Dimensions into 1-5 with 5 being Distinguished.
- Calculate an average

◆ **Required** to be at least **Proficient** in Domains 2 and 3

1.1 =	1.2 =	1.3 =	1.4 =	2.1 =	2.2 =	2.3 =	2.4 =	2.5 =	3.1 =	3.2 =	3.3 =	4.1 =	4.2 =	4.3 =	4.4 =	1-4 Avg =	2-3 Avg =
3	3	3	2	3	3	3	3	2	3	2	3	3	3	3	3	2.8	2.8
3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3.0	3.0
3	3	3	3	4	4	3	4	3	3	3	3	3	3	4	4	3.3	3.4
3	3	4	4		3	4	3	4	4	4	4	4	4	3	3	3.6	3.7
2	3	3	2	2	3	3	3	3	3	4	3	5	4	3	4	3.1	3.0
4	4	4	3	4	4	4	3	4	3	4	4	3	3	3	3	3.6	3.8

Example: $4 + 4 + 3 + 4 + 3 + 3 + 3 + 3 = 27/8 = 3.375$

Transition Tables and Student Growth

Academic Growth - TIA

Annual Growth		2024 STAAR					
		Low Does Not Meet GL	High Does Not Meet GL	Low Approaches GL	High Approaches GL	Meets GL	Masters GL
2023 STAAR	Low Does Not Meet GL	0	1	1	1	1	1
	High Does Not Meet GL	0	0	1	1	1	1
	Low Approaches GL	0	0	0	1	1	1
	High Approaches GL	0	0	0	0	1	1
	Meets GL	0	0	0	0	1	1
	Masters GL	0	0	0	0	0	1

Half Points and 4545 Bonus Points are not used in the TIA calculation.

15 out of 20 met growth: $15/20 = 75\%$

1 = Met expected growth 0 = Did not meet expected growth

Transition Tables and Student Growth

mCLASS Growth - TIA

Annual Growth		mCLASS EOY			
		Well Below Benchmark	Below Benchmark	At Benchmark	Above Benchmark
mCLASS BOY	Well Below Benchmark	0	1	1	1
	Below Benchmark	0	0	1	1
	At Benchmark	0	0	1	1
	Above Benchmark	0	0	0	1

Composite Scores are compared BOY to EOY.

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Example: A teacher who attains a **Master** average score of 4.5 on Domains 2 & 3 of T-TESS and attains **Exemplary** on Student Growth would be recommended for an **Exemplary** designation.

Note 1: The recommended **Exemplary** designation reflects the minimum of the two scores attained.

Note 2: Teachers must be rated at least **Proficient** on all 8 Dimensions of T-TESS.



National Board Certification

Additional Pathway to Designation

- Recognized Designation from TEA
 - \$3,130 - \$5,601
- Hays CISD NBCT Stipend
 - \$2,000
- Hays CISD reimburses fees upon certification
- Hays CISD pays costs for TXNBCT Cohort

Certifications available in most areas!

- Fine Arts
- CTE
- Special Education
- General Education content areas

CERTIFICATE					
DISCIPLINE	DEVELOPMENTAL LEVEL	STUDENT AGE RANGE			
		3-8	7-12	11-15	14-18+
Art	Early and Middle Childhood	●	●		
	Early Adolescence through Young Adulthood			●	●
Career and Technical Education	Early Adolescence through Young Adulthood			●	●
English as a New Language	Early and Middle Childhood	●	●		
	Early Adolescence through Young Adulthood			●	●
English Language Arts	Early Adolescence			●	
	Adolescence and Young Adulthood				●
Exceptional Needs Specialist	Early Childhood through Young Adulthood	●	●	●	●
Generalist	Early Childhood	●			
	Middle Childhood		●		
Health Education	Early Adolescence through Young Adulthood			●	●
Library Media	Early Childhood through Young Adulthood	●	●	●	●
Literacy: Reading-Language Arts	Early and Middle Childhood	●	●		
Mathematics	Early Adolescence			●	
	Adolescence and Young Adulthood				●
Music	Early and Middle Childhood	●	●		
	Early Adolescence through Young Adulthood			●	●
Physical Education	Early and Middle Childhood	●	●		
	Early Adolescence through Young Adulthood			●	●
School Counseling	Early Childhood through Young Adulthood	●	●	●	●
Science	Early Adolescence			●	
	Adolescence and Young Adulthood				●
Social Studies-History	Early Adolescence			●	
	Adolescence and Young Adulthood				●
World Languages	Early Adolescence through Young Adulthood			●	●

- 2 TXNBCT Cohorts
- 20 per cohort
- Application Process
- [View 23 – 24 Criteria Flyer](#)
- Upcoming information on awareness session and application process – Spring 2024



Resources

- www.tiatexas.org
- [TIA Funding Map](#)
- [Hays CISD TIA Webpage](#)
- Hays CISD TIA Schoology Course 2023-2024, Course Code: MCD8-N4TZ-26MTD
- [Hays CISD NBCT Webpage](#)



Thank you!