

Teacher Incentive Allotment (TIA)

Informational Presentation for Teachers



Fort Worth
INDEPENDENT SCHOOL DISTRICT

(^ means “click the mouse”)

The opportunity to increase compensation for Fort Worth ISD teachers is exciting. Fort Worth ISD recognizes our teachers’ efforts and how vital they are in the lives of our students. Unfortunately, the responsibility on the shoulders of our teachers isn’t widely understood, and increased compensation for such an important role has long been a necessity. With the approval of HB3 in a recent Texas legislative session, progress was made in that direction.^

The Teacher Incentive Allotment (TIA) was created by the Texas Legislature as part of House Bill 3 to help retain and attract highly effective teachers at traditionally hard-to-staff schools.

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Source: <https://tiatexas.org/>

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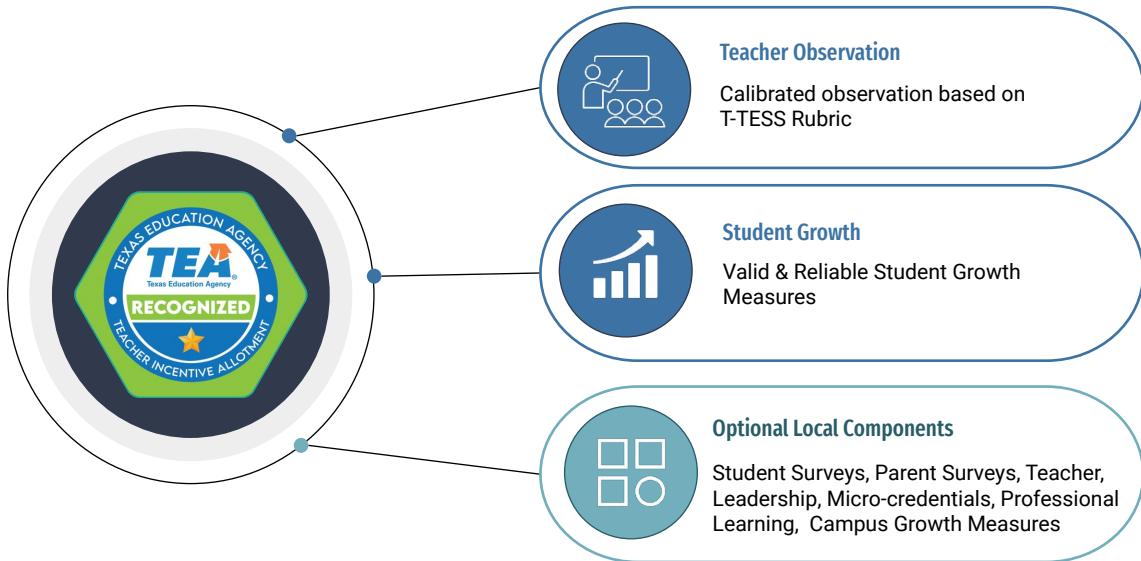
TIA provides incentive compensation as a reflection of a teacher's effectiveness and impact on student growth. The compensation is awarded IN ADDITION TO the teacher's annual salary.

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What data are used to determine
teacher **effectiveness** and
impact in the designation system?

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Components of the Designation System



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TEA has outlined two required components for determining teacher designation.

The teacher designation system must include a teacher observation component[^]. In Fort Worth ISD, our system is T-TESS[^]. Teachers in the eligible group will receive a full, formal observation in the 2021-2022 school year.

Student growth is the state's other required component. In Fort Worth ISD, we will use NWEA MAP in grades 3-8 math and reading as a valid and reliable measurement of student growth.

The data from these components must be submitted to TEA and Texas Tech to undergo a rigorous data verification process.[^]

Districts may include additional local components as part of the designation system.

What are the
designation levels
teachers can earn?

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HB 3 Established Levels of Designations

NATIONAL BOARD
for Professional Teaching Standards®



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When creating the TIA plan, TEA identified three different designations teachers can earn, each with a different level of compensation. ^

Once earned, the designation is placed on the teacher's SBEC certificate and is good for 5 years. The designation stays with the teacher and is portable within Texas districts. A teacher identified in any one of these categories can earn additional compensation between 3,000 and 32,000 annually, depending on the designation level and the campus' socioeconomic status where the teachers works.

TEA understands that it's especially challenging to recruit highly effective teachers to some schools with high percentages of economically disadvantaged students. This incentive model is intended to attract AND retain teachers to areas with the greatest need by providing increased compensation.

There are two paths for teachers to obtain the Recognized designation:

1. National Board Certification ^
2. Local Designation System ^

The exemplary and master designations can be earned through a local designation system ^, which must show validity and reliability in the data verification process. ^

State TIA Requirements

Designation Level

Teacher effectiveness is considered to be...



Recognized

Top 33% or National Board Certified



Exemplary

Top 20%



Master

Top 5%

The designation is added to the teacher's SBEC certification and is valid for 5 years.

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TEA has also identified the percent of expected teachers at each designation level. Recognized designation represents that a teacher's effectiveness is in the top 33% of the state. Exemplary designation represents that a teacher's effectiveness is in the top 20% of the state. Master designation represents that a teacher's effectiveness is in the top 5% of the state. Once a teacher earns a designation, it is added to the teacher's SBEC certification and is valid for 5 years. That means the teacher will continue to earn incentive pay for the full 5 years regardless of the district or campus where he/she teaches.

Is there an
approval process?

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District & State Role in Designation System



District Role

Develop & Implement a designation system

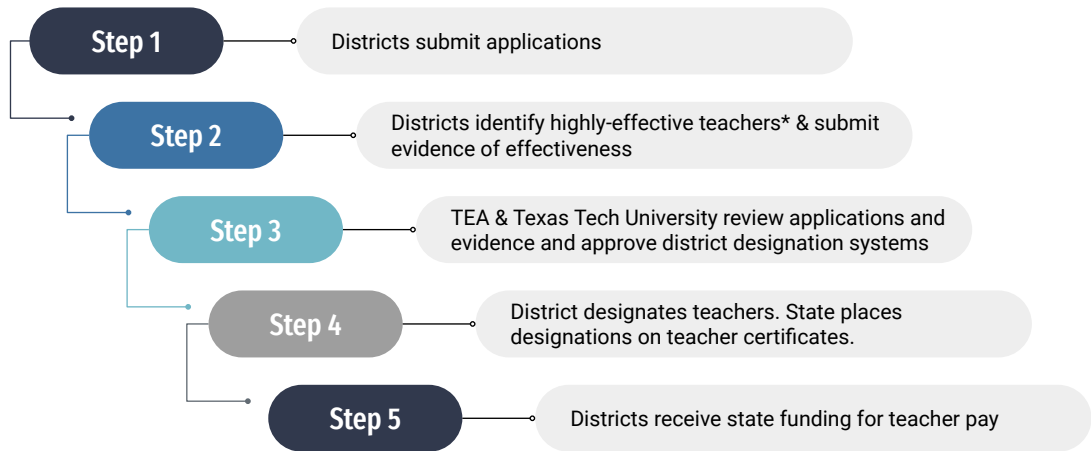


State Role

Approve district systems based on their validity and reliability

Yes! Districts must follow strict guidelines for the development of a designation system, using parameters defined by TEA, and submit that application for approval. TEA then determines if the district plan meets outlined criteria.^

TEA Approval Process

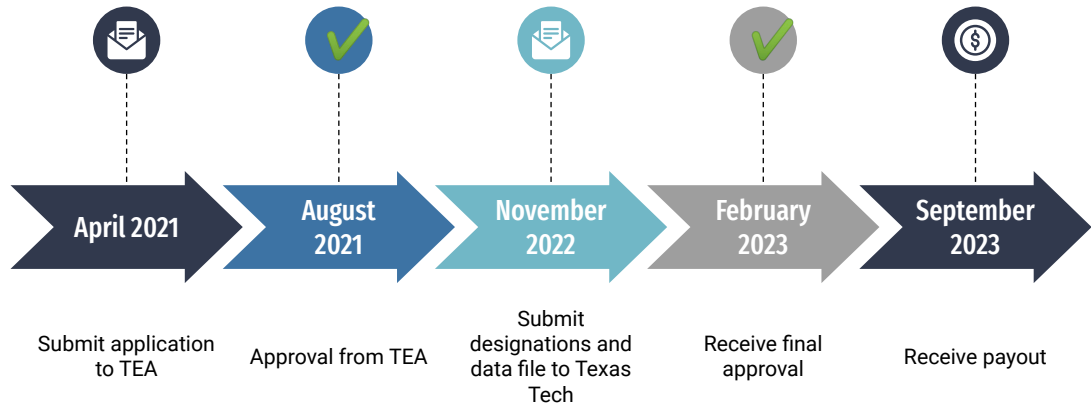


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Here is the outline for the TEA approval process.

*If TEA approves the outlined system, the district then submits recommended teacher designations and accompanying data to Texas Tech University. The University is collaborating with TEA to conduct a data verification process to ensure district data is calibrated with state data. Once those designations are approved, the state places designations on teacher certificates, and the district then receives the state funding to be used for teacher pay.

Next Steps in the Approval Process



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In April, after reviewing teacher feedback and making adjustments, Fort Worth ISD will submit the application to TEA. TEA will send approval notification in August. The first year to collect data and identify teacher designation will be the 2021-2022 school year. Then, the designations and data file will be submitted to Texas Tech in November 2022 for validation. Final approval would come in February 2023, and subsequent payouts will then be provided to the District in September 2023.

So with that process in mind, let's talk about the actual TIA plan and what it entails.

How are the designation levels **calculated?**

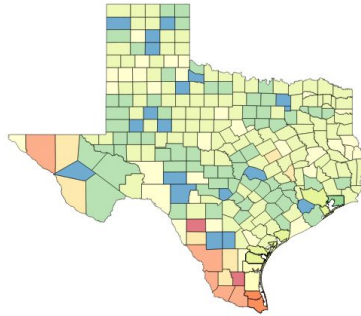
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Allotment Calculation Factors

Designation Level



Socio-Economic Level



Rural Status

Rural

or

Not Rural

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**See Appendix for more details.*

The allotment calculation factors are reflected here. The teacher's designation level (recognized, exemplary, and master) is combined with the **campus socioeconomic level** and the **rural vs. non rural status** of the campus, and those three factors then determine that teacher's incentive pay. TEA is responsible for the calculation of the teacher allocations. If a teacher changes school assignments from one school year to the next, the designation does not change, **but the incentive pay changes based on the campus' socioeconomic status and then rural vs. nonrural status.**

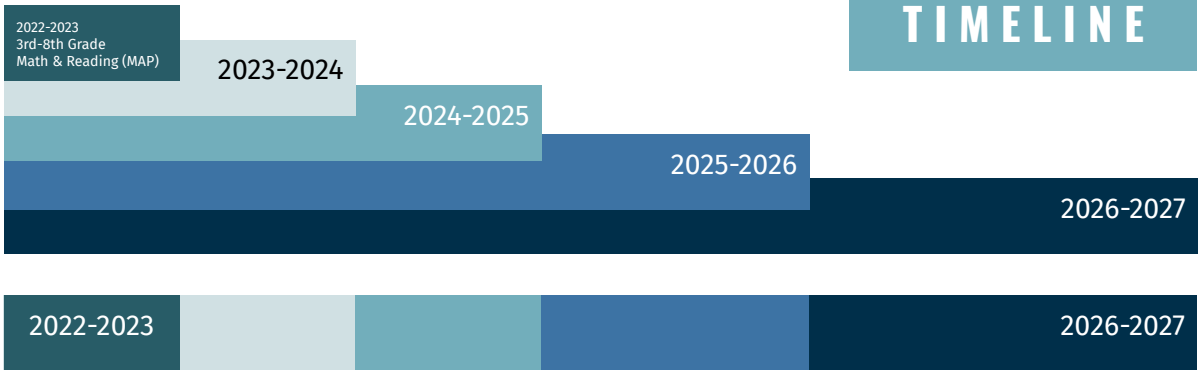
Who will be **eligible** to earn the TIA in Fort Worth ISD?

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FWISD Implementation Plan

2020-2021: Planning Year | 2021-2022: Data Capture Year

PHASE-IN TIMELINE



Add teaching assignments annually to increase eligibility for all teachers.

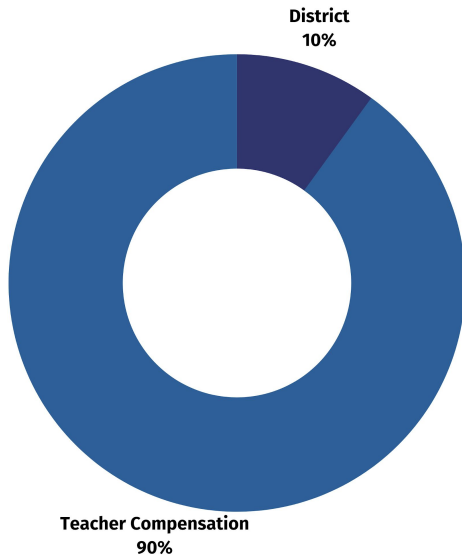
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Fort Worth ISD envisions every teacher ultimately to be eligible for this additional funding. However, Fort Worth ISD does not currently have growth measures in all grades and subjects. Therefore, Fort Worth ISD will follow a **phased-in approach, i.e., adding grade levels and assignments incrementally. Each year, different teaching assignments and grade levels will be added until all levels and assignments are included.** For Phase 1, teachers in grades 3-8 who teach math and reading will be submitted for eligibility. Once the data is submitted and reviewed by TEA and Texas Tech and the Fort Worth ISD's designation system is approved, teachers will receive notice of eligibility for designation.

How is the **funding**
disbursed to teachers?

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TEA Guidelines: Distribution of Funds



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FROM THE TIA APPLICATION RUBRIC

The District has a clear, written plan to abide by the spending requirements in TEC 48.112 including spending at least 90% of TIA funds awarded to the district on **teacher compensation** on the campus where the designated teacher works, a maximum of 10% of the district's allotment on implementing TIA and/or supporting teachers in earning designations.

Source: <https://tiatexas.org/>

Fort Worth ISD follows our **phased-in approach** and the guidelines of TEA. TEA has provided guidelines to inform **how** TIA funds should be disbursed. At least 90% of the funds must be used for teacher compensation on the campus where the designated teacher works. That means districts have the flexibility to provide a portion of that incentive compensation to other teachers on the campus beyond the teacher with the designation. 10% of the funds shall be retained by the district for administrative costs and fees.

FWISD Distribution of Funds

Year of Phased-In Approach	Allotment Going to Designated Teachers <i>A significant portion of TIA to the teacher that has earned the designation</i>	Allotment Going to Non-Eligible Teachers on the Campus (other 087 teachers at campus not part of the qualifying designation group, i.e., specials) <i>Recognize and reward the contributions of the other teaching staff that support the designated teacher but who may not be eligible to earn a designation in current year.</i>	Allotment Going to District (Allowables: instructional coaches, paras, mentor stipends, assessments, professional learning, all components with specific trace-back to TIA. No supplant rule applies.) <i>Professional Learning, administrative costs associated with TIA, and consideration for a reward system for non-teaching campus personnel.</i>
Year One	70%	20%	10% (Max %)
Year Two	75%	15%	10% (Max %)
Year Three	80%	10%	10% (Max %)
Year Four	85%	5%	10% (Max %)
Year Five*	90%	0%	10% (Max %)

*By Year 5, all teacher groups will be eligible to participate.

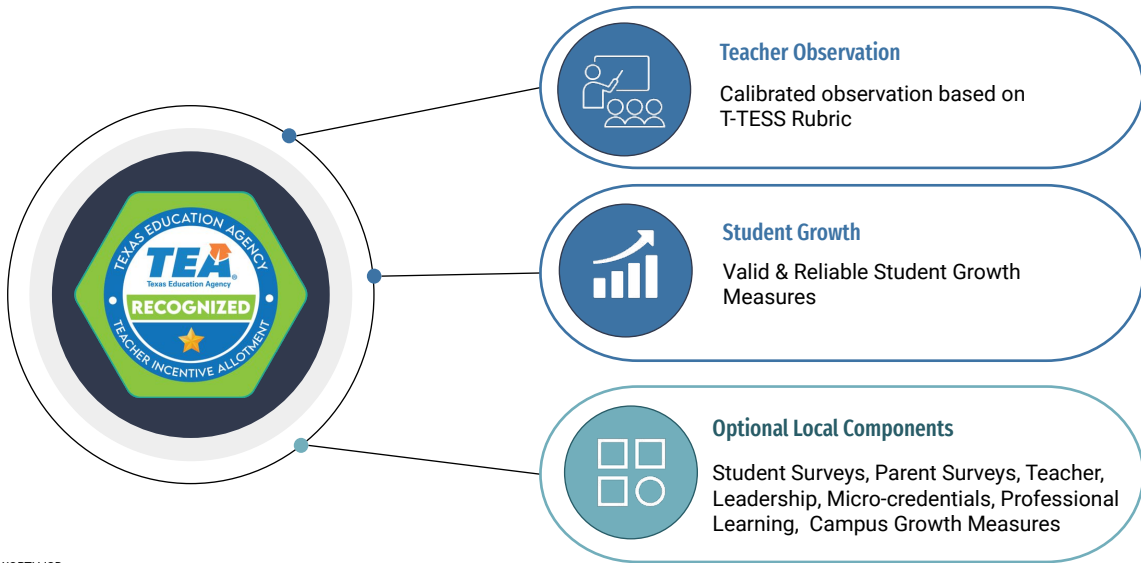
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Fort Worth ISD will distribute funds through a ***phased-in approach***. Every year, beginning in 2023, teachers earning the designation will receive a percentage of the 90% while the district remains constant at 10%. The percentage of the 90% will **increase annually** as the number of teachers eligible in the district increases. The remainder of the 90% will be used to **recognize and reward the contributions of other teachers**, as coded 087 in PEIMS, who support the designated teacher but may not be eligible to earn a designation in the current year.

We need your voice!

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Components of the Designation System



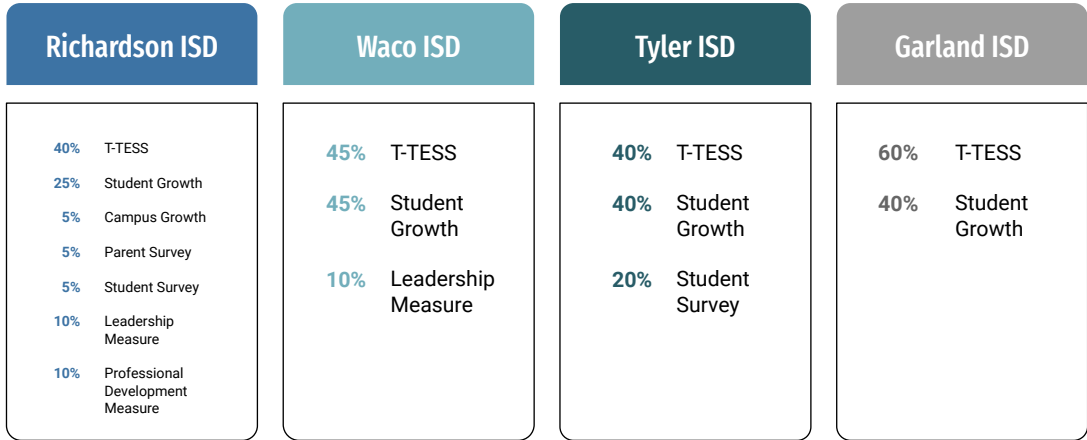
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As a reminder, the designation system requires the Teacher Observation and Student Growth components.^

Districts may include additional local components as part of the designation system.^

Examples of other districts are provided in the next slide.

Components from Earlier Cohorts



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These are the components being used in districts who are in earlier participating cohorts of TIA.

Please take a moment to complete the survey about the designation system components.

FOR ADDITIONAL INFORMATION, GO TO
tiatexas.org



<http://bit.ly/tchrtia>

We want your feedback as stakeholders on the components to use in the designation system. You will have an opportunity to note how much weight should be put on the required components as well as an opportunity to rank other possible components and provide commentary.

Please take a few moments and complete the survey about the designation system components.

Thank you for your time and consideration.