



FREQUENTLY ASKED QUESTIONS

What is the TIA?

The Teacher Incentive Allotment (TIA) is a key part of HB3, dedicated to recruiting, supporting and retaining highly effective teachers in all schools, with particular emphasis on high need and rural schools. Districts, if they choose, can develop a local designation system and designate high-performing teachers (Master, Exemplary or Recognized). Districts will receive additional funding (\$3,000-\$32,000 per year) for every designated teacher they employ. Districts will receive greater funding for designated teachers who work on rural and/or high needs campuses. At least 90% of TIA funds must be used on teacher compensation where the designated teacher works. Texas Education Agency (TEA), in partnership with Texas Tech University, will approve the local designation systems

Who is eligible to earn a designation?

- The teacher must have a valid SBEC certificate. Eligible types of certificate include: Standard, Professional and Provisional. Eligible classes of certificates include: Classroom Teacher (Chapter 233), Reading Specialist (Chapter 239), Legacy Master Teacher

The teacher must be coded as 087 (Teacher) per the Public Education Information Management System (PEIMS) description codes for 90 days at 100% of the day (equivalent to four and one-half months or a full semester) or 180 days required at 50-99% of the day and compensated for that employment.

What are the components of the TISD TIA local designation system?

TTESS Appraisal - 40%

TTESS Domains:

- Domain 1 (Planning) - 15%
- Domain 2 (Instruction) - 35%
- Domain 3 (Learning Environment) - 35%
- Domain 4 (Professional Development) - 15%

Student Learning Objective (SLO) - Student Growth Measure - 60%

- SLO Process with the ability to incorporate the Pre and Post Test within the SLO for applicable grade levels and subject areas

How does a teacher earn a designation?

Following the data collection year, based on the two measurement components and weightings, as well as meeting the TEA minimum scoring requirements on appraisal and student growth, the district will submit eligible teachers and data to TEA/Texas Tech for review against state measures. Texas Education Agency (TEA) will have final approval, and it is possible that not all teachers submitted for designation by the district will be approved by TEA.

How are the components for determining teacher designations weighted?

TTESS Appraisal - 40%

Student Learning Objective (SLO) - 60%

What is the financial impact of the TIA per teacher?

Amounts vary by campus and by designation. Please see the 2020-2021 amounts on the TISD website, listed under TISD TIA Resources Allotments by Campus.

https://www.txkisd.net/departments/tia_campus_allotments.asp

How will the allotments be paid?

Spending Plan:

- 90% of TIA funds will be provided to the teacher earning the designation and will be TRS eligible.
- 10% of TIA funds maintaining at district to support TIA and provide assistance and support with obtaining National Board Teacher Certification

How was the TISD TIA Plan developed?

Over the past year and half, the district has been working on the development of the TISD TIA plan gathering feedback and working with development teams. These development teams consisted of teacher representatives from both elementary and secondary schools, campus administration, district department personnel from Human Resources, Instructional Services, Business Operations and Student Information. We also utilized TxCee Consulting Services to assist us with learning more about the TEA requirements for the TIA program.

From this stakeholder engagement and feedback, the plan was developed with a clear purpose in mind to further enhance our focus on the growth of teachers to improve student outcomes as well as to recruit, retain and reward master, exemplary and recognized teachers. It will also help us retain and impact hard to staff areas or schools with attracting and retaining highly effective teachers to these campuses.

Teachers can earn a Recognized TIA Teacher Designation by becoming Nationally Board Certified. How do I find out more about National Board Teacher Certification?

NBTC National Website: <https://www.nbpts.org/get-certified/>

More information coming soon on local and regional opportunities for cohorts and other support. Please contact Amy Nix, Executive Director of Human Resources, at Amy.Nix@txkisd.net for additional information.

Is the TIA payment only one time?

TIA money will be paid annually, as long as the teacher maintains the designation. TIA money is also in addition to the teacher's base salary and any stipends that the teacher already receives. TIA stipends are TRS Eligible.

How long does a teacher's TIA designation last?

A teacher's TIA designation is good for 5 years. During that time, the teacher may work to achieve a higher designation if interested.

What if a designated teacher moves to a non-teaching role, such as an instructional coach, counselor, or administrator?

- Designated teachers who move to a Role ID other than 087 will maintain their designation if their teacher SBEC certificate is valid, however they will not generate annual allotment funding if they are not in a 087 teaching role for that year of service. However, if a teacher returns to a PEIMS code 087 teaching position, they will begin generating their allotment for the remainder of their designation period. For example:
 - Year 1: Teacher (087) = \$\$
 - Year 2: Instructional Coach ≠ \$\$
 - Year 3: Instructional Coach ≠ \$\$
 - Year 4: Teacher (087) = \$\$
 - Year 5: Teacher (087) = \$\$

Are designations attached to a particular grade level or subject level?

- Unlike certificates, designations are general. The designation will be placed on the teacher's SBEC certificate and will not specify a certification area or subject/grade level. A teacher may change teaching assignments and will still generate allotment funding. The same applies to National Board Certified Teachers (NBCTs).

What if a designated teacher's performance level changes within the five year period? Can their designation level change?

- Teacher designations are valid for five years. Within the five year period, teachers may be put forth for a higher designation if their performance qualifies them, but they cannot be submitted for a lower designation.

What happens after the five-year designation expires?

- Designated teachers who meet the performance standards and district qualifications can be put forth for a new designation in their final year of designation. Once the designation expires, it will be removed from the SBEC certificate and allotment funding will no longer be generated.

If a designated teacher moves campuses from one school year to the next, will the allotment that teacher generates be recalculated?

- Yes. There will be set points in time at which TEA will calculate the allotment for a teacher based on the teacher's designation and school characteristics (socio-economic tiers).

Who funds TIA?

- TIA was established as part of House Bill 3 (HB3) during the 86th Texas Legislative Session in 2019. Funding for teacher allotments will be distributed to each school district using state funds.

Does every district have the same Local Designation System?

- No. Districts have the flexibility to develop their own Local Designation System (LDS). Every LDS is evaluated by Texas Tech University on behalf of TEA to ensure they are valid, reliable, and fair.