TEACHER INCENTIVE ALLOTMENT (TIA) FIELD GUIDE

Passed by the 86th Texas Legislature in June 2019, through House Bill 3, TEC §48.112 set a goal that Texas classroom teachers would have access to a six-figure salary. The state **Teacher Incentive Allotment (TIA)** provides additional financial distributions directly to districts based on teacher identification, student need as identified by compensatory education allotment (see TEC §48.104), and campus location (i.e., rural vs. non-rural). Statute requires that ninety percent of TIA funds are used for compensating teachers employed at campuses with TIA-designated teachers.

Based on a locally-developed teacher designation system detailed in TEC §21.3521, teacher access to additional compensation is based on the local identification of teachers as master, exemplary, or recognized. The local system must consider teacher evaluation and student growth outcomes. Once earned, teacher identification is applied to an individual's teaching certificate and valid for a five-year period.

This field guide is intended to provide an overview of the implementation of TIA in Texarkana ISD (TISD).

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PLEASE NOTE: This is a working document; details are subject to change.

Teacher Incentive Allotment Overview

The Texas Education Agency's (TEA) Teacher Incentive Allotment (TIA) program is dedicated to recruiting, supporting and retaining highly effective teachers in all schools, with particular emphasis on high-needs and rural schools. Our implementation will begin during the 2021-2022 school year. This program provides a pathway to financially recognize top teachers and serves as a great opportunity to honor the hard work and proven success of our TISD teaching staff.

This is not a merit-pay approach to compensation and it will not replace the district's current pay structure. For those who earn a distinction based on both teacher observation and student growth data, it will be an **additional state stipend** completely separate from the current TISD pay structure. However, this stipend is credited in the Teacher Retirement System and will be used in retirement benefit calculations.

Through TIA, Local Education Agencies (LEAs) have the option to designate high performing teachers as Recognized, Exemplary, or Master, based on statewide descriptors of these designations. An alternate path to a TIA Recognized designation is through **National Board Certification**. National Board Certification is available in 25 certificate areas across 16 disciplines, with emphasis on grade levels from PK through 12th grade. TISD staff that possess a National Board Certification should contact TISD's Human Resource Department to provide the necessary documentation. Staff interested in pursuing National Board Certification are encouraged to consult the National Board for Professional Teaching Standards site for more information.

At a minimum, 90% of TIA funding is to be used for teacher compensation on the campus where the designated teacher works. Any remaining funds from TIA can be used to support teachers in working on their designations and to assist with implementing the local designation system. The total dollar amount that LEA's would receive from the state for their designated teachers will depend on the designation level of the teacher, whether the school that the educators works at is rural, and the level of socio-economic need at the campus.

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LEA's that are interested in participating in the TIA must have a designation system that includes teacher observation and student growth measures. Texas Education Agency and Texas Tech will be responsible for reviewing the quality, validity, and the reliability of the measures as a part of the LEA designation approval process.

Eligibility for TIA Designation

In order to be eligible for a TIA designation in TISD, a teacher must hold a valid SBEC teaching certification and be coded as a teacher (code 087) within our local student information system, Skyward, which is reported to TEA through the Public Education Information Management System (PEIMS). Additionally, district salary compensation should mirror PEIMS teacher coding for a minimum of 90 days at 100% of the day or 180 days at 50-99% of the day and be listed as the teacher of record.

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

TISD's participation in TIA Cohort D requires the teacher designation data to be submitted to the state entity in November 2022. Teachers not employed with the district at the November data submission, will not be eligible for submission to TEA for a designation award per TEA guidelines.

TEA Minimum Performance Standards

In order to be eligible for TIA designation, TEA has established minimum performance standards for T-TESS and student growth outcomes.

Teacher Observation Minimums

TIA establishes a priority emphasis on the Instruction (Domain 2) and Learning Environment (Domain 3) domains of the T-TESS evaluation. In order to be eligible for a TIA-designation, teachers must earn a rating of proficient or higher on each of the eight dimensions measured across Domains 2 and 3. In addition, based on an analysis of statewide T-TESS observation data, TEA has identified minimum score averages across Domains 2 and 3 of T-TESS:

- Recognized designation $\geq$ 3.7
- Exemplary designation $\geq$ 3.9
- Master designation $\geq$ 4.5

More information can be found in TEA's [Teacher Observation Performance Standards](#) document.

Student Growth Minimums

In order to be eligible for a TIA-designation, teachers must earn a minimum student growth outcome. TEA established these minimum expectations based on statewide performance expectations:

- Recognized designation $\geq$ 55%
- Exemplary designation $\geq$ 60%
- Master designation $\geq$ 70%

More information can be found in TEA's [Student Growth Performance Standards](#) document.

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Teacher Evaluation: T-TESS

The Texas Teacher Evaluation & Support System (T-TESS) is the state adopted teacher appraisal instrument. T-TESS includes three components aimed at capturing the holistic nature of teaching and developing teacher habits of continuous improvement:

a. goal setting and professional development plan;
b. pre-conference, observation, and post conference (i.e., evaluation cycle); and
c. student growth

Dimension & Domain Scores

There are sixteen dimensions on the T-TESS instrument:

- **Planning (Domain 1)**
  - Standards and Alignment (Dimension 1.1)
  - Data and Assessment (Dimension 1.2)
  - Knowledge of Students (Dimension 1.3)
  - Activities (Dimension 1.4)
- **Instruction (Domain 2)**
  - Achieving Expectations (Dimension 2.1)
  - Content Knowledge and Expertise (Dimension 2.2)
  - Communication (Dimension 2.3)
  - Differentiation (Dimension 2.4)
  - Monitor and Adjust (Dimension 2.5)

- **Learning Environment (Domain 3)**
  - Classroom Environment, Routines and Procedures (Dimension 3.1)
  - Managing Student Behavior (Dimension 3.2)
  - Classroom Culture (Dimension 3.3)

- **Professional Practices and Responsibilities (Domain 4)**
  - Professional Demeanor and Ethics (Dimension 4.1)
  - Goal Setting (Dimension 4.2)
  - Professional Development (Dimension 4.3)
  - School Community Involvement (Dimension 4.4)

Each dimension is scored on a scale of 1-5: 1 (Improvement Needed), 2 (Developing), 3 (Proficient), 4 (Accomplished), and 5 (Distinguished).

Domains are scored based on the **average** scoring of the dimensions within the domain, rounded to the nearest hundredth (two decimal places).

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Total T-TESS Weighted Composite Score

The total T-TESS score is a weighted calculation; the Instruction (D2) and Learning Environment (D3) Domains have a great impact on the total T-TESS score because the identified dimensions within these domains reflect within instruction observables. Domains are weighted as follows:

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

A teacher will not be eligible for designation if they do not complete a full T-TESS observation cycle.

Student Growth Measure

Student growth performance will be associated with teachers based on the following enrollment criteria:

- teacher of record at beginning of year (mid-September)
- teacher of record at PEIMS winter enrollment (mid-February)
- teacher of record at end of year (mid-May)

For semester-only classes/courses, student growth performance will be associated with teachers based on the following enrollment criteria:

- teacher of record at beginning of semester - either beginning of year (mid-September) or PEIMS winter enrollment (mid-February)
- teacher of record at end of semester/time of assessment

Student growth will be calculated at the teacher level, combined across all assessed content area sections for which the teacher has assigned teaching responsibilities.

All courses with a PEIMS service identification number located in the most current Public Education Information Management System (PEIMS) Data Standards issued by Texas Education Agency are eligible for a student growth measure during the 2021-22 school year.

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Student Growth Instrument

TISD will utilize Student Learning Objectives (SLOs) as the process-based growth measure to determine student growth.

A Student Learning Objective is a focused and measurable goal. It describes an area of need for teachers. It is also aligned to an area of need for the students. This objective is derived from analysis of multiple data resources. The emphasis of an SLO is targeted on foundational skills and is aligned to state standards.

- Elementary, Middle School and High School teachers must complete a minimum of one Student Learning Objective (SLO).

- Secondary teachers whose course/section changes during the academic year (i.e. semester courses) will need to complete the SLO process for both fall and spring SLO aligned sections.

- Texas Student Learning Objective (SLO) Model will be implemented.

  - Phase 1: Creating a Student Learning Objective

  - Phase 2: Monitoring Progress to Drive Instruction

  - Phase 3: Evaluating Success and Reflection

- A teacher will not be eligible for designation if they do not complete all three phases of the Student Learning Objective growth measure.

- For information regarding the Student Learning Objective Process and Guidelines see the **2021-22 TISD SLO Process and Guidelines**.

Calculating Student Growth

Student growth will be determined at an individual student level by comparing the student's actual End of Year Skill Level with the target specified for the student on the Target Skill Profile Goal.

- If the End of Year Skill Level is equal to the student's Target Skill Profile Goal, the student met expected growth.
- If the End of Year Skill Level is higher than the Target Skill Profile Goal, the student exceeded expected growth.
- If the End of year Skill Level is lower than the Target Skill Profile Goal, the student did not meet expected growth.

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Translated Student Growth Composite Score

The total percentage of students meeting/exceeding student growth across all assigned classes and content areas is translated to a 5-point rating conversion scale.

Percent Eligible Students Met/Exceed Growth	Student Growth Rating	Student Growth Composite Score
0-39%	Improvement Needed	1
40-54%	Developing	2
55-69%	Proficient	3
70-84%	Accomplished	4
85-100%	Distinguished	5

Student Growth Measure Integrity

It is important to the integrity of TISD's TIA system that student growth measure milestones are administered fairly and consistently throughout the organization. In order to ensure that all students have the opportunity to demonstrate their full potential on student growth measure milestones, the following conditions must be met. This section also covers milestone irregularities, reporting suspected educator misconduct related to TIA student growth measures, and local penalties for violating TIA student growth measure integrity.

Student Growth Measure Security and Confidentiality

Maintaining security and confidentiality of student growth measures helps to ensure that student performance is accurately measured as a part of our TIA system. In order to maintain student growth measure security and confidentiality:

- student growth measure milestone contents should not be shared/discussed in advance
- students must be actively monitored during any student growth measure milestone administration, as appropriate

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- students may not receive assistance to complete student growth measure milestones, beyond what is allowable by special program committees such as ARD, LPAC, 504, etc.
- suspected educator misconduct must be reported in a timely manner (see reporting guidance below)

Serious Student Growth Measure Milestone Violations

The following educator conduct represents serious student growth measure testing violations to security and confidentiality:

- directly or indirectly assisting students with responses to milestone questions
- tampering with or falsifying student responses
- exempting or preventing a student from participating in student growth measures
- failing to implement sufficient procedures to prevent student cheating
- encouraging or assisting an individual to engage in any conduct described above, and
- failing to report an individual that has engaged in, or is suspected of, engaging in any conduct described above

Reporting Suspected Student Growth Measures Milestone Violations

The following steps should be taken by any TISD employee to report suspected student growth measure testing violations:

- immediately report the suspected violation to their campus administrator
- campus administrator will review the information to determine report credibility and whether or not the report includes a student growth measure milestone violation
- credible student growth measure milestone violations are reported to the district leadership for further investigation
- coordination with Human Resources (HR) to continue the investigation, which could include interviews of campus staff and students, assembly of signed statements, and collection of any evidence

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Any person who violates, assists in the violation of, or solicits another to violate or assists in the violation of student growth measure integrity, as well as any person who fails to report such a violation or fails to cooperate in an investigation, is subject to local penalties, such as:

- placement of reprimand letter in personnel file

- suspension of local TIA designation eligibility for a period of up to three (3) school years,

- employment termination.

TIA Scoring & Eligibility

TIA designations are determined based on the TIA score, a weighted combination of the teacher appraisal weighted composite score and student growth composite score. In order to determine annual teacher eligibility for a TIA designation, the following steps are completed at the district-level end of year data analysis:

1. The total T-TESS teacher appraisal weighted composite score is calculated for all teachers evaluated with the T-TESS instrument.

2. The student growth score is calculated for all teachers with student growth results for students meeting enrollment criteria. The percentage is calculated based on the sum of students meeting and exceeding growth expectations, and the sum of students in the SLO process. Percentages are rounded to the nearest whole percent (no decimals).

3. The student growth composite score is translated to a 5-point T-TESS aligned scale, using the Student Growth Measure Composite Score Translation Table.

4. The TIA score is calculated based on the weighted combination of teacher appraisal and student growth outcomes:

    - Total T-TESS weighted composite score component is 40% of TIA score

    - Student growth translated composite score component is 60% of TIA score

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5. TIA scores are compared across all teachers, content areas, and campuses to identify three tiers of teachers for TIA designation:

   - Masters: 4.50 - 5.00 total composite score

   - Exemplary: 3.90 - 4.49 total composite score

   - Recognized: 3.70 - 3.89 total composite score

6. Teacher appraisal and student growth outcomes are verified to ensure that the component scores meet the State's minimum performance criteria:

   - If minimum performance criteria is met, TIA designation is submitted to the State for data review; pending TEA data validation, TIA designation is attached to the teacher's teaching certificate for a period of five years.

   - if minimum performance criteria is not met, TIA designation is not submitted to the State.

Special note regarding National Board Certification: TISD staff that possess a National Board Certification should contact TISD's Human Resource Department to provide the necessary documentation. Staff with National Board Certification will automatically be submitted for a TIA Recognized designation.

TIA Annual Scorecard

Each year of the TIA evaluation cycle, teachers will be provided an annual scorecard. The purpose of the scorecard will be to provide transparency within TISD's TIA system. TIA scorecards will provide teachers with an individualized report of the annual TIA outcomes based on their performance, as well as performance aggregated at the campus and district level. Scorecard data elements will include:

- TIA pending designation level, as appropriate
- T-TESS performance by dimension, domain, and total T-TESS weighted score
- Student growth outcomes
   - number of students meeting enrollment criteria across classes, course, and content areas
   - number of students meeting student growth
   - percentage of students meeting student growth
   - translated student growth composite score

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TIA Evaluation Frequency

Evaluation of teacher eligibility for a TIA designation is considered **annually**. This means that every year a teacher receives a T-TESS evaluation and has available student growth measure data, the teacher's TIA score will be calculated and the teacher has an opportunity to meet TIA eligibility:

- Teachers with an existing TIA designation will not be annually resubmitted for designation within their five-year valid TIA designation period if they continue to meet the same designation level - example, a teacher that earned an Exemplary TIA designation during 2021-2022 would not be submitted to maintain their TIA Exemplary designation in 2022-2023, if they continue to earn a qualifying Exemplary designation TIA score and meet the minimum teacher appraisal and student growth component minimums.

- Teachers with an existing TIA designation **will be resubmitted for a higher designation** within their five-year valid TIA designation period, if a subsequent year performance earns a higher TIA designation - example, a teacher that earned a Recognized TIA designation during 2021-2022 could be submitted in 2022-2023 for a Master TIA designation, if they earn a qualifying Master TIA score and meet the teacher appraisal and student growth component minimums.

- Teachers with an existing TIA designation will not be resubmitted to lower a TIA designation within their five-year valid TIA designation period.

TIA Campus Allotment Factors

The TIA program is available to all Texas school districts and open-enrollment charter schools. The amount of TIA funds generated is determined by a formula that considers **campus characteristics**, including student socioeconomic status and campus location:

- Schools with greater student need based on socioeconomic factors generate more TIA funds per TIA designated teacher.
- Rural schools generate more TIA funds per TIA designated teacher based on a higher multiplier applied to students based on socioeconomic factors.

For more information about the TIA allotment calculations, see TEA's [Teacher Incentive Allotment](#) page. For more information about the specific amount of TIA funds generated by TIA designated teachers at every campus across the state, see TEA's [Teacher Incentive Allotment Funding Map](#).

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Compensation

Distribution of Compensation

Statute requires that 90% of TIA funds be distributed directly to teachers:

- TIA-designated teacher = 90% of the teacher TIA dollars will be distributed directly to the individual TIA-designated teacher

The District shall retain 10% of the TIA dollars to use as follows:

- 10% will be collected at the district level to support district oversight of the implementation of TIA and ongoing development of TIA resources.

Frequency of Compensation:

TIA compensation is an annual allotment provided by the State and subject to availability of state funding allocations.

- TIA-designated teachers will receive TIA compensation **annually** based on their TIA designation and TIA state funding for their campus of assignment at the time TIA funds are disbursed.

Impact of Compensation

TIA compensation stipends **will** be included in the annual wages reported to the Teacher Retirement System (TRS) and will be used when calculating retirement benefits.

Annual TIA Evaluation Cycle

The T-TESS evaluation cycle will be critical to ensure that teachers are provided sufficient support in achieving and maintaining high levels of instructional effectiveness. Therefore, the following evaluation cycle provides the structure necessary for an efficient feedback structure:

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Process Step	Timeline	Description
Teaching & Orientation	August	• Training on TIA, SLO, and T-TESS • Principal communicates school & district goals to inform teacher goal setting
Goal Setting Conference	September	• Evaluator and teacher review and agree on goals and professional learning plan
Student Learning Objective (SLO)	September-October	• Evaluator and teacher review and agree on SLO statement, initial skill profile, and target skill profile
T-TESS Walkthrough Observations	September-April	• 10-15 minute observation • Focus on T-TESS Domains 2 & 3 and their eight dimensions • Written feedback required
Formal Observations w/ Pre and Post Conference	September-March	• One 45-minute observation • Pre and Post Conference required • Written feedback
Student Learning Objective (SLO) Milestone	October-November	• Teacher assesses and records in SLO portfolio
Student Learning Objective (SLO) Milestone	December-January	• Teacher assesses and records in SLO portfolio
Student Learning Objective (SLO) Milestone	February-March	• Teacher assesses and records in SLO portfolio
Summative Evaluation	March- April	• Includes review of all four T-TESS domains • Focus on T-TESS Domains 2 & 3 and their eight dimensions • Written feedback
Student Learning Objective (SLO) Milestone	April-May	• Teacher assesses and records in SLO portfolio
End of Year Data Review	May	• Teachers review and reflect on student growth goals and student growth outcomes
Evaluation Rating & TIA	June-July	• District analyzes T-TESS and student growth data • District finalizes TIA scores and determines TIA designation eligibility • Teachers receive final TIA scores and designation eligibility

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TIA Cohort D Timelines

Participation in the State's TIA compensation program requires that districts follow a series of activities to seek TEA approval of the locally developed program implementation. As part of TIA Cohort D, the district has completed, or will be completing in the future, the following activities:

- ☒ Access the TIA system application and additional guidance posted by TEA (November 1, 2020)

- ☒ Submit TIA application detailing locally developed system (by April 15, 2021)

- ☒ Receive TEA approval of TIA application (August 15, 2021)

- ☐ Data collection (SY 2021-2022)

- ☐ Data submission to Texas Tech for review (November 1, 2022)

- ☐ Final designation and allotment notification (April 2023)

- ☐ Initial TIA fund payout (September 2023)

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Helpful Resources

TISD Resources

If you have general TIA questions, please email Autumn Thomas, Deputy Superintendent at autumn.thomas@txkisd.net or Amy Nix, Executive Director of Human Resources at Amy.Nix@txkisd.net

For specific questions about the TIA **Appraisal Scoring** or **Student Learning Objective (SLO)** information, please reach out to Holly Tucker, Chief Academic Officer at Holly.Tucker@txkisd.net or Christy Tidwell, Executive Director of Curriculum and Instruction at Christy.Tidwell@txkisd.net

TISD Teacher Incentive Allotment Webpage under the TISD Human Resources Department page:

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

External Resources

TEA HB3: Teacher Incentive Allotment Details

TEA HB3: Teacher Incentive Allotment FAQ

TEA Teacher Incentive Allotment

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