

Teacher Incentive Allotment

Forsan ISD
School Board Presentation
August 14, 2023

What is the Teacher Incentive Allotment (TIA)?



Region 18

Fully Approved Local Designation Systems:

Big Spring ISD

Coahoma ISD

Ector County ISD

Forsan ISD

Midland ISD

Rankin ISD

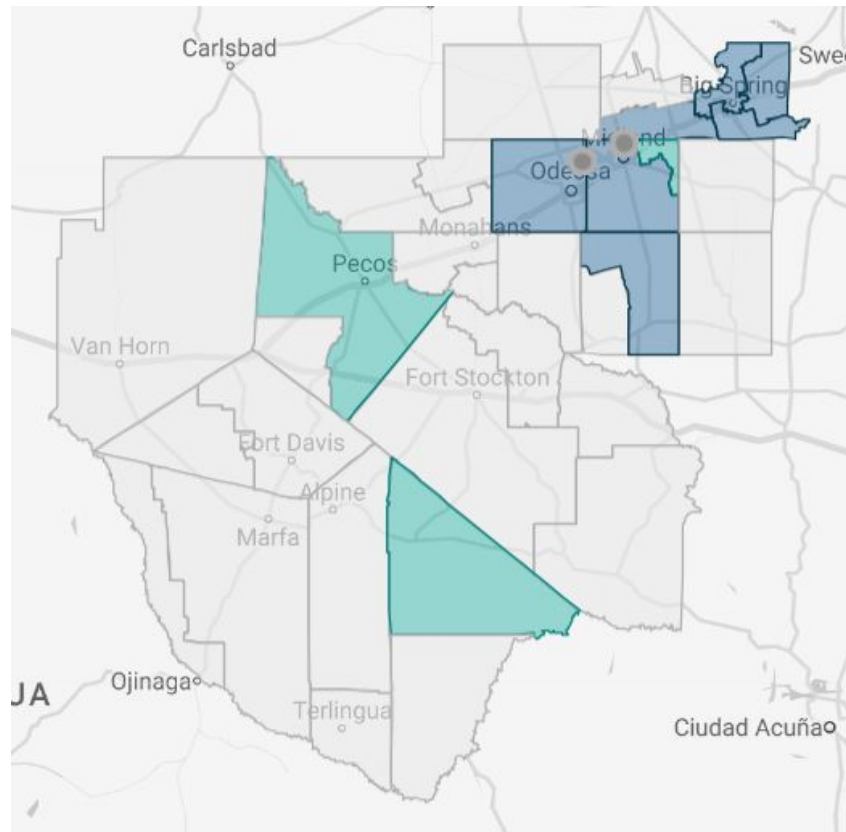
Stanton ISD

Accepted Local Designation Systems:

Greenwood ISD

Marathon ISD

Pecos-Barstow-Toyah ISD



District allotment amounts for each designation level change across different socioeconomic tiers for teachers working at rural and non-rural campuses. As the Tier designation increases, there is more need for funding. The maximum allotment funding amount is \$32,000 and the highest student tier level is 5.

	Designation	Base	Multiplier	Tier Student Point Value	Non-Eco- Dis X 0	Tier 1 X 0.5	Tier 2 X 1.0	Tier 3 X 2.0	Tier 4 X 3.0	Tier 5 X 4.0
	Recognized	\$3,000	\$1,500	Non-Rural	\$3,000	\$3,750	\$4,500	\$6,000	\$7,500	\$9,000
→	Recognized	\$3,000	\$1,500	Rural	\$4,500	\$6,000	\$7,500	\$9,000	\$9,000	\$9,000
	Exemplary	\$6,000	\$3,000	Non-Rural	\$6,000	\$7,500	\$9,000	\$12,000	\$15,000	\$18,000
→	Exemplary	\$6,000	\$3,000	Rural	\$9,000	\$12,000	\$15,000	\$18,000	\$18,000	\$18,000
	Master	\$12,000	\$5,000	Non-Rural	\$12,000	\$14,500	\$17,000	\$22,000	\$27,000	\$32,000
→	Master	\$12,000	\$5,000	Rural	\$17,000	\$22,000	\$27,000	\$32,000	\$32,000	\$32,000

Max Funding Amount per Teacher: \$32,000

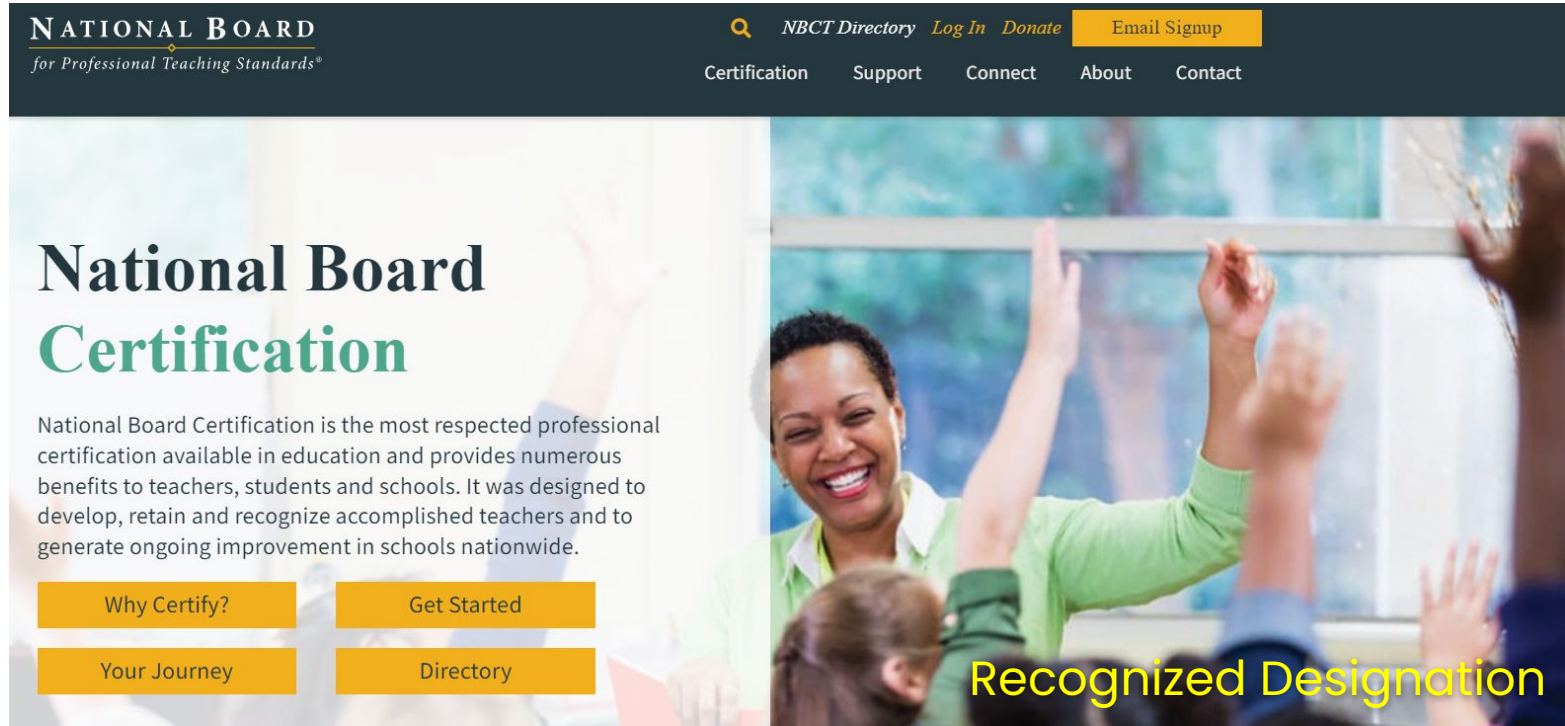
90%

Districts are required to spend at least 90% of their allotment funds on teacher compensation on the campus where the designated teacher works.

10%

Districts may set aside up to 10% for costs associated with implementing a local designation system or supporting teachers in getting designated.

National Board Certification

The image shows the top portion of the National Board for Professional Teaching Standards website. The header is dark blue with the organization's name and logo on the left, and navigation links on the right. The main content area features a large background image of a smiling teacher with her arms raised in a classroom. On the left side of this area, there is a large heading, a descriptive paragraph, and four yellow buttons arranged in a 2x2 grid. On the right side, the words 'Recognized Designation' are written in large yellow text over the background image.

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Recognized Designation

TIA Eligibility Requirements

Coded as a Teacher, 087, in PEIMS

Work at least 90 days at 100% of the day or 180 days at 50-99% of the day

At least 10 students with growth data

Classroom student growth is based on all tests taken for each eligible course. For example, if a teacher teaches both English I and English II, then the growth measure will consist of all students in both courses. If a teacher is self-contained in 4th grade, then the growth measure would consist of all student scores for both math and reading.

At junior high and high school, teach at least three class periods in an eligible teaching assignment

Duration of Designations

A designation is in place for 5 years and cannot be revoked or lowered by the district during the 5-year period.

A designated teacher can move to a higher designation level during the 5-year period. If this happens, the 5-year clock resets.

Teachers can change teaching assignments or move to another district and retain their designation.

Important Reminders

Designated teachers who move to a role other than 087 (Teacher) will maintain the designation if their teaching certificate remains valid but will not generate funding.

The designation is placed on teachers' certificates, and the information is available publicly online.

Deductions from the allotment amount include withholding tax, Medicare tax, Teacher Retirement System (TRS) deposit, TRS insurance, TRS salary reduction, employer Medicare tax, and employer TRS Care contribution

Required measures

Teacher observations

T-TESS Domains 2 and 3

20% of the score

Classroom student growth measures

CIRCLE: Pre-K

NWEA MAP Growth: K-1 reading and math; 2-3 reading, math, and science; 4-8 science; English I, III, and IV; Algebra II; Geometry

STAAR Progress or NWEA MAP Growth: 4-8 reading and math, Algebra I, English II

STAAR/STAAR Alt 2 Progress or NWEA MAP Growth: Special education teachers other than life skills, dyslexia teachers

80% of the score

Teacher Observation Minimum Average Ratings

Designation Level	Minimum Average Score Across Domains 2 and 3	Minimum Rating Required for each Dimension in Domains 2 and 3
Recognized	3.7	At least 3 (proficient) on all dimensions
Exemplary	3.9	At least 3 (proficient) on all dimensions
Master	4.5	At least 3 (proficient) on all dimensions

Student Growth Minimum Average Ratings

Recognized Teacher	Exemplary Teacher	Master Teacher
55% of students meet or exceed expected growth	60% of students meet or exceed expected growth	70% of students meet or exceed expected growth

Scoring for Student Growth

Percentage of Students that Met or Exceeded Expected Growth Target	Classroom Student Growth Scale Score
Less than 30%	1
31%-40%	3
41%-50%	3.25
51%-55%	3.5
56%-60%	3.75
61%-65%	4
66%-70%	4.25
71%-75%	4.5
76%-80%	4.75
Greater than 80%	5

Calculating Final TIA Score

TIA Designation	Eligibility Criteria
Master	Top 5%
Exemplary	Top 20%
Recognized	Top 30%

Next Steps

Data for 2022-23 to Texas Tech in November

TEA notifies districts of approval/denial of designations in April

Stakeholder meetings to expand eligibility to all teachers

Continued calibration of appraisers

Continuous improvement of system based on feedback from Texas Tech, TEA, and stakeholders

Gather 2023-24 data (T-TESS observations and walkthroughs, student growth measures) for submission in fall 2024

Designation System FAQs (Frequently Asked Questions)

<https://tiatexas.org/designation-system-faqs/>

Local Teacher Designation Systems

Stakeholder Engagement

System and Data Submission Review

Teacher Designations and Eligibility

Allotment and Spending

Fees and Reimbursements