Teacher Incentive Allotment

- House Bill 3 (HB 3), passed by the 86th Texas Legislature in June of 2019, established a Teacher Incentive Allotment with a stated goal of a six-figure salary for teachers who **prioritize teaching in high-needs areas and rural district campuses**.

- The TIA is NOT a grant, but a state-funded pathway to a six-figure salary for teachers

Recognized – $3,000–$9,000

Exemplary – $6,000–$18,000

Master – $12,000–$32,000

The Teacher Incentive Allotment (TIA) provides an accessible pathway for effective teachers to earn a higher income while remaining in the classroom. Teacher Incentive Allotments are additional state funding for teachers that was written into statute—allowing for sustainable funding. There are no caps on teacher designations or allotment funds.

Laredo ISD's Goal for TIA

Laredo ISD is committed to closing the learning gap and ensuring equity for our students through the implementation of quality instructional programs and resources. Because we understand that teachers are the biggest influence on student growth and achievement, we want to ensure that we have highly effective teachers in every classroom. The TIA will provide incentives for effective teachers to stay in Laredo ISD and continue providing quality instruction to our students.

Recruit   **Retain**   **Reward**

Teacher Incentive Allotment at LISD

Cohort D

2021-2022 Data Capture Year 1

2022-2023 Data Capture Year 2

Expansion Approved

2023-2024 Data Capture Year 3

$9,000
Recognized Designation

$18,000
Exemplary Designation

$32,000
Master Designation

What are Teacher Designations?

Designations are distinctions awarded to highly effective teachers.

TIA established three levels of designation:

- Recognized represents the top 33%
- Exemplary represents the top 20%
- Master represents the top 5%

*An alternate path to a TIA recognized designation is through National Board Certification. All teachers are encouraged to pursue National Board Certification. Those that are interested are encouraged to consult the National Board for Professional Teaching Standards site for more information

Local Designation System Requirements

- There is no limit to the number of teachers that a district may designate as long as their teachers meet the district's designation criteria and the eligibility requirements under the rules defined by TEA.
- The data must be submitted to TEA for approval and undergo a data-validation process, which will be conducted by Texas Tech University. As part of the validation process, Texas Tech will:
  - Review alignment between teacher observation ratings and student performance ratings.
  - Review data validity by appraiser/rater, by campus, across campuses in a district, and by teaching assignment.
  - Compare district data to state data by comparing the percentage of teachers a district puts forth for designation to overall district performance.

How are designations earned?

Performance Standards

The minimum standards to meet each designation level for student growth and teacher observation.

System Weights

The weighing of teacher observation and student growth.

- 40% Teacher Observation
- 60% Student Growth

or
National Board Certification

TEACHER PERFORMANCE: T-TESS RUBRIC

The four Domains and Dimensions are shown below:

Planning
Domain

1.1	Standards and Alignment
1.2	Data and Assessment
1.3	Knowledge of Students
1.4	Activities

Instruction
Domain

2.1	Achieving Expectations
2.2	Content Knowledge and Expertise
2.3	Communication
2.4	Differentiation
2.5	Monitor and Adjust

Learning Environment
Domain

3.1	Classroom Environment, Routines, and Procedures
3.2	Managing Student Behavior
3.3	Classroom Culture

Professional Practices
Domain

4.1	Professional Demeanor and Ethics
4.2	Goal Setting
4.3	Professional Development
4.4	School Community Involvement

T-TESS Observations' Requirements

For TIA Teachers

· **To enhance calibration and inter-rater reliability activities**, the district will require campus appraisers to conduct at least two (2) informal TTESS 30-minute scored class observations in addition to the formal T-TESS 45-minute observation for the year.

· **Appraisers will be required to score all dimensions** in

Domain II: Dimensions 2.1, 2.2, 2.3, 2.4, and 2.5

Domain III: Dimensions 3.1, 3.2, and 3.3

· **The formal observation** should be done in (one of) the content areas where student growth is measured for TIA purposes ***For high school STAAR EOC teachers, if they will not be teaching a STAAR-assessed course Spring semester, ensure formal observation is conducted this Fall semester.

A note on T-TESS Waivers:

The following assignments ARE NOT ELIGIBLE FOR A WAIVER DUE TO PARTICIPATION IN 2023-2024 TEACHER INCENTIVE ALLOTMENT.

- ○ Elementary school Grades 3rd – 5th (ELAR, Mathematics, Science 5TH)
- ○ Middle school Grades 6th -8th ESL, ELAR, Math) (Grade 8th - Social-Studies & Science)
- ○ High school Grades 9-12 (Algebra I, Biology, English I, II, & United States History Since 1877)

Student Growth Component

- TIA requires districts to identify effective teachers using student growth data.

- TIA performance standards for each designation level align with teacher effectiveness based on the teacher's percentage of students who meet or exceed an expected growth target over the course of a single school year

Growth Versus Achievement
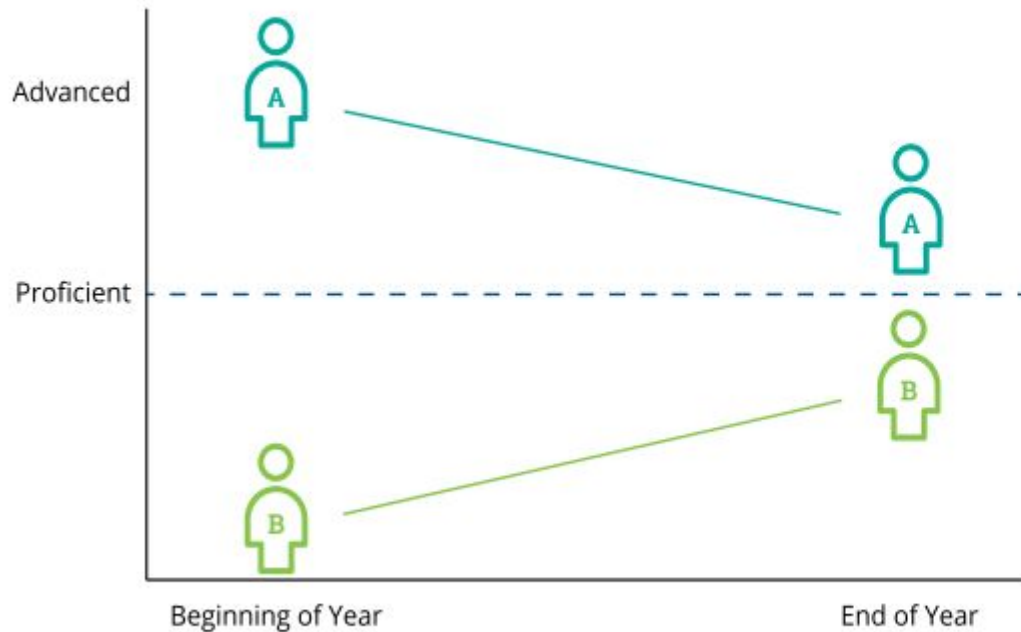
In the graph to the left, student A starts the year Advanced in their growth measure and ends Proficient. While they still scored high enough for achievement goals, they would not meet or exceed their student growth measure. Student B starts out the year less than Proficient and still ends the year less than Proficient. However, the student has moved closer to Proficient and therefore would meet or exceed their student growth measure.

Calculating Student Growth

To calculate the percentage of a teacher's students who met or exceeded expected growth, districts will divide the number of students who met or exceeded their expected growth target by the total number of students with an expected growth score who completed the final assessment.

$$\text{percent of students who met or exceeded growth targets} = \frac{\text{total number of students who met or exceeded growth target}}{\text{total number of students with an expected growth score}}$$

To be included in a teacher's total number of students, the student must have an expected growth target and must complete the assessment, portfolio, or Body of Evidence at the end of the year.

2022 Designation Overview

# of Master Teachers	Master Allotment
2	$58,681
# of Exemplary Teachers	Exemplary Allotment
20	$326,637
# of Recognized Teachers	Recognized Allotment
17	$138,720

Total of 39 Designated Teachers

ATTENTION:
2022-2023 DATA CAPTURE YEAR
Data Submission Will Be November 2023
Same Local Designation System Applies
- 6th – 8th Grade RLA & Mathematics
- 40% T-TESS
- 60% Student Growth: STAAR Transition Tables

ATTENTION
ATTENTION
ATTENTION
ATTENTION

TEACHER
INCENTIVE
ALLOTMENT

EXPANSION
was
APPROVED

Expanding to Elementary & High School

Expansion Data Capture Year: 2023-2024
Data Submission: November 2024

TEACHER INCENTIVE ALLOTMENT EXPANSIONS MODIFICATIONS 2023

SYSTEM WEIGHTING

Category	Eligible Teacher Category	Teacher Observation	PRE-TEST-POST-TEST: A 3rd party or district-created assessment that compares student performance at the beginning of the year to student performance at the end of year to measure growth.		
Category	Description:	Rubric	Pre-Test	Who sets expected growth targets?	Post-Test
1	4th-8th Grade Reading and Mathematics, Algebra I, English I, English II	T-TESS	Previous year STAAR result	TEA (STAAR Transition Tables)	End of year STAAR result
		Weight	Weight		
		40%	60%		
Category	Description:	Rubric	Pre-Test	Who sets expected growth targets?	Post-Test
2	3rd Grade Reading and Mathematics, 5th and 8th Grade Science, Biology	T-TESS	NWEA MAP	NWEA MAP	NWEA MAP
		Weight	Weight		
		40%	60%		
Category	Description:	Rubric	Pre-Test	Who sets expected growth targets?	Post-Test
3	8th Grade Social Studies, U.S. History	T-TESS	STAAR Released	District	End of year STAAR result
		Weight	Weight		
		40%	60%		

Student Growth Measures

- Eligible Teacher Category #1: 4th – 8th Grade Reading & Mathematics
  - STAAR Transition Tables
- Eligible Teacher Category #2: 3rd Grade Reading & Mathematics, 5th & 8th Grade Science, Biology
  - NWEA MAP (Measure of Academic Progress) RIT Scale Score
- Eligible Teacher Category #3: 8th Grade Social Studies & U.S. History
  - TBD: Gap Closure Model, Graduated Percent Increase Model, or Quartile/Quintile Model

STAAR Transition Tables

Annual Growth Points Methodology

Prior Year	Current Year					
	Low Did Not Meet Grade Level	High Did Not Meet Grade Level	Low Approaches Grade Level	High Approaches Grade Level	Meets Grade Level	Masters Grade Level
Low Did Not Meet Grade Level	0	1	1	1	1	1
High Did Not Meet Grade Level	0	1/2	1	1	1	1
Low Approaches Grade Level	0	0	1/2	1	1	1
High Approaches Grade Level	0	0	0	1/2	1	1
Meets Grade Level	0	0	0	0	1	1

Annual Growth: STAAR Alt 2

2022 Performance	2023 Performance			
	Low Level I: Developing	High Level I: Developing	Level II: Satisfactory	Level II: Accomplished
Low Level I: Developing	0	1	1	1
High Level I: Developing	0	1/2	1	1
Level II: Satisfactory	0	0	1	1
Level II: Accomplished	0	0	0	1

NWEA MAP: RIT Scale

The **RIT** (Rasch Unit) scale helps you measure and compare academic achievement and growth. Specifically, the scale measures levels of academic difficulty. The RIT scale extends equally across all grades, making it possible to compare a student's score at various points throughout their education.
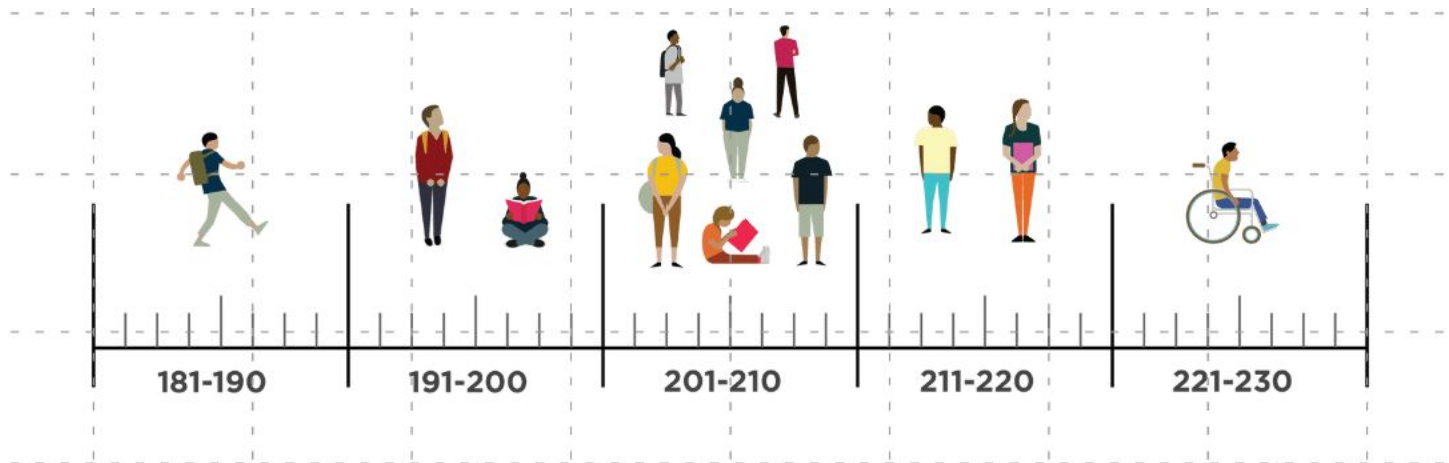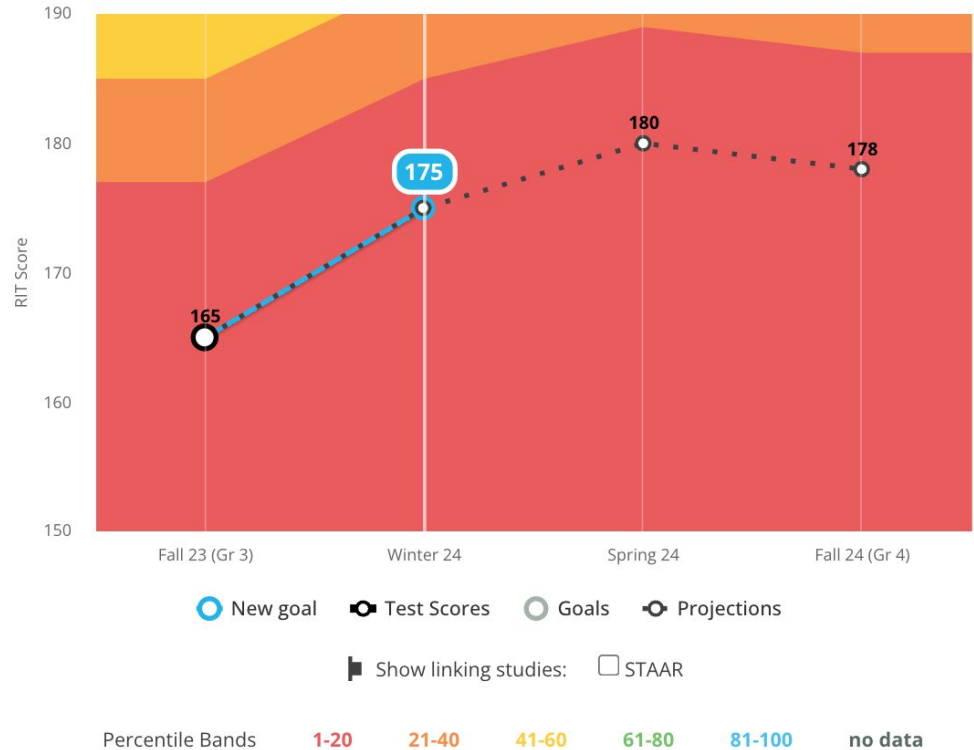

181-190   191-200   201-210   211-220   221-230

RIT Score Example

Laredo Independent School District
TIA Eligible Elementary School Courses
2023-2024

Grade Lvl.	Service ID	Course ID	Assessment	Course Description
3	02625030	E00132	STAAR	Reading 3
3	02625030	E00133		English Language Arts 3
3	02640030	E00332		Math 3
4	02625040	E00142	STAAR	Reading 4
4	02625040	E00143		English Language Arts 4
4	02640040	E00342		Math 4
4	02625040	ES0143	STAAR ALT 2	English Language Arts and Reading 4
4	02640040	ES0342		Math 4
5	02625050	E00152	STAAR	Reading 5
5	02625050	E00153		English Language Arts 5
5	02640050	E00352		Math 5
5	2650500	E00451		Science 5
5	02625050	ES0153	STAAR ALT 2	English Language Arts and Reading 5
5	02640050	ES0352		Math 5

Laredo Independent School District
TIA Eligible Middle School Courses
2023-2024

Grade Lvl.	Service ID	Assessment	Course Description
6	03210530	STAAR	English as a Second Language, Grade 6
6	03200510		English Language Arts and Reading, Grade 6
6	2820000		Mathematics, Grade 6
6	2820000	STAAR ALT 2	Mathematics, Grade 6
6	03200510		English Language Arts and Reading, Grade 6 (ELA WRITING 6)
7	03200400	STAAR	English as a Second Language, Grade 7
7	3200520		English Language Arts and Reading, Grade 7 (ELA WRITING 7)
7	03103000		Mathematics, Grade 7
7	3200520	STAAR ALT 2	English Language Arts and Reading, Grade 7
7	03103000		Mathematics, Grade 7
8	03200500	STAAR	English as a Second Language, Grade 8
8	03200530		English Language Arts and Reading, Grade 8 (ELA WRITING 8)
8	3103100		Mathematics, Grade 8
8	3060800		Science, Grade 8
8	03343100		Social Studies, Grade 8
8	03200530	STAAR ALT 2	English Language Arts and Reading, Grade 8
8	3103100		Mathematics, Grade 8

Laredo Independent School District
TIA Eligible High School Courses
2023-2024

Grade Lvl.	Service ID	Assessment	Course Description
9-12	03220100	STAAR EOC	English I
9-12	03200600		English I for Speakers of Other Languages
9-12	03220200		English II
9-12	03200700		English II for Speakers of Other Languages
9-12	3220107	STAAR EOC ALT 2	English I
9-12	03220207		English II
9-12	03100500	STAAR EOC	Algebra I
9-12	03100507	STAAR EOC ALT 2	Algebra I
9-12	3010200	STAAR EOC	Biology
9-12	03340100	STAAR EOC	United States History Studies Since 1877

Compensation Timing and Structure

- Designated teachers capture year 22-23 will receive their allotment in **May and June 2024.**
  - STAAR: Reading & Math 6th-8th Grade
- Designated teachers capture year 23-24 will receive their allotment in **May and June 2025.**
  - STAAR: 4th-8th Grade Reading & Math, English I , English II, & Algebra I
  - NWEA MAP: 3rd Grade Reading & Math, 5th & 8th Science, Biology
  - STAAR Released Assessment: 8th Social Studies & U.S. History

The payment will not be part of the employee's base salary but paid as a two-lump sum payment. It will be eligible for inclusion in the Texas Teacher Retirement System (TRS) and subject to required contributions.

For any funds received by Laredo ISD for a designated teacher under TIA, 90 % will be paid to the designated teacher. The remaining 10 % will be used for administrative expenses to support the program.

Thank You

SEND US YOUR QUESTIONS

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