

# Teacher Incentive Allotment (TIA)

Campus Teacher 2020-2021 Update Presentation  
Dr. John Jenkins, Executive Director of Talent Development  
Transformation Waco Updates  
September 30<sup>th</sup>, 2020





# Today's Objectives

- Develop an Understanding about the Framework
- Learn More about the Designation Pathways
- Be Familiar How to Overcome Barriers to Earning Teacher Designation
- Have a Sense of Next Steps for the TIA





# Quick Recap from Spring TIA Sessions

Student, Parent, and Teacher Perceptions from TEA

\* <https://tiatexas.org/about-teacher-incentive-allotment/>



# Recruitment Challenges

Do high school students want to become teachers?

**4%**

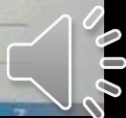
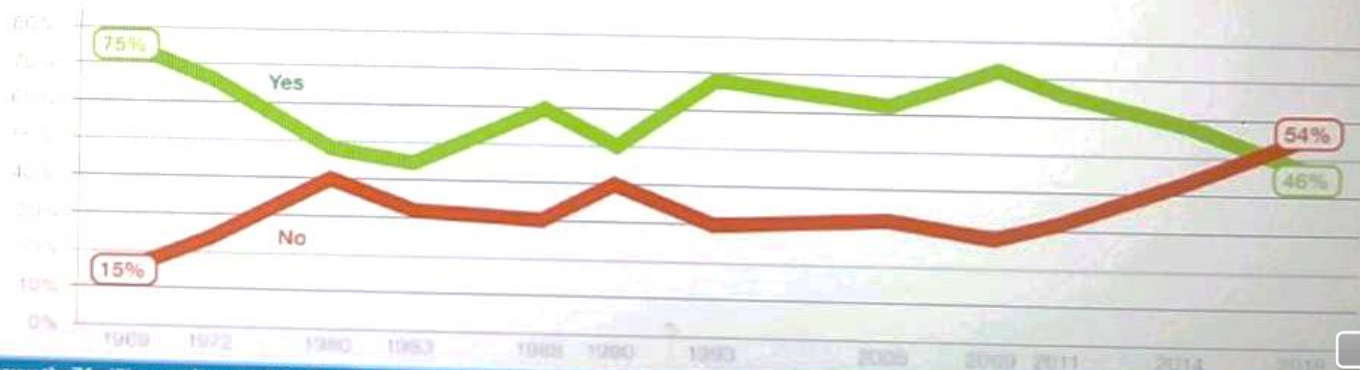
of HS students indicated interest in education major.\*



Do parents want their children to become teachers?

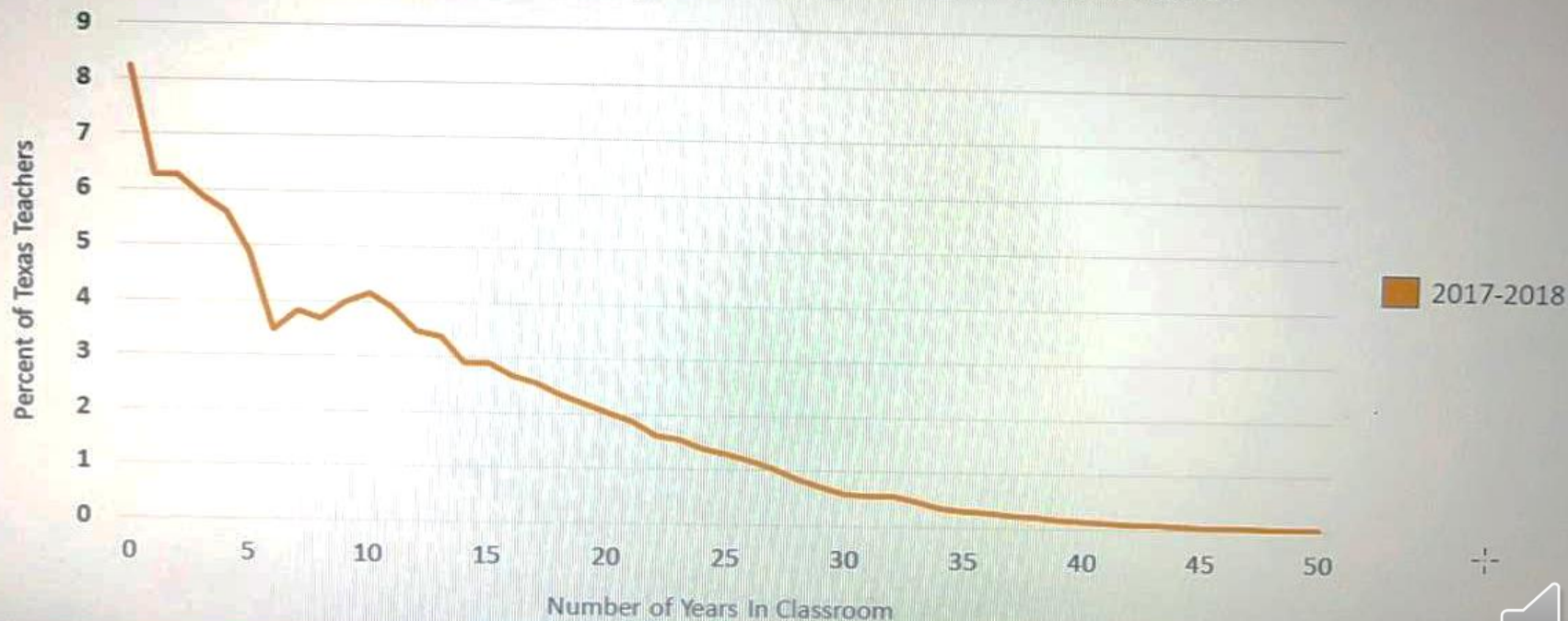
**46%**

of parents want their kids to become teachers.\*\*



# Retention Challenges

## Teacher Years of Experience As A Share of Workforce



# Challenges: Working Conditions and Pay

Salary & Compensation

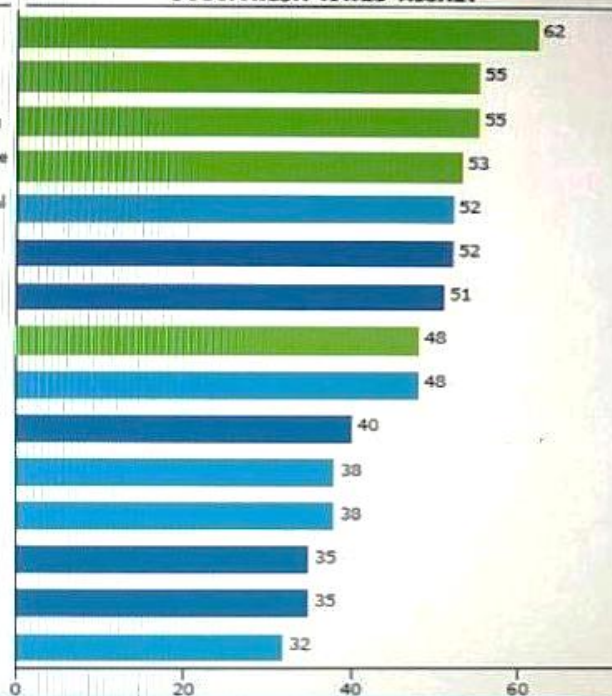
Environment/Culture

Professional Development

## JOB ATTRIBUTE

If I were to do well in this job, it would be rewarded financially
This job offers a competitive starting salary
This job pays appropriately for the skills and effort I would bring
This job offers a salary that would increase substantially over the next seven to ten years
This job would allow me to work in a well resourced, professional environment
There are opportunities to continue to advance professionally in this career
In this job, people get promoted when they do well
I could support a family with this career
People in this job are considered successful
This job would provide high quality training and support to help me improve my performance on the job
This job attracts the type of people I would want to work with
Only top students get jobs in this field
My supervisor in this job would help me improve my performance
Jobs in this career would prepare me for almost any job I might take in the future
This job would be challenging in a satisfying way

## DIFFERENCE BETWEEN TEACHING AND PREFERRED OCCUPATION IN % OF STUDENTS WHO AGREE THE OCCUPATION RATES HIGHLY





# Teacher Incentive Allotment (TIA)

House Bill 3 (HB 3), passed by the 86th Texas Legislature in June of 2019, established an optional 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.





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# The “Why” of the TIA

- Attract, retain, and reward excellent educators
- Build effective practices that accelerate student outcomes
- Calibrate teacher coaching to the outcomes that matter most to Transformation Waco and Waco ISD
- Support teachers more effectively by offering differentiated professional coaching (Teacher Road Map) and National Board Certification
- Take advantage of new HB3 opportunities to secure additional funding

**Because our students deserve excellence**







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# Teacher Designations

- Transformation Waco is working to create a system for high performing teachers as **Recognized**, **Exemplary**, or **Master**. TW that employs teachers with designations can receive up to \$32,000 per year in TIA funding per designated teacher.
- Once earned, designations are added to a teacher's SBEC certificate and are valid for five years. If a teacher moves to a new campus/district, the allotment funding follows the teacher to the new campus/district.
- Teachers with National Board Certification may be eligible to earn an automatic "Recognized" designation and may be eligible for "Exemplary" or Master Teacher designation.





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# Potential Earnings with TIA

- Salary Ranges \$ 49,100 to \$ 61,350
- Stipends \$ 500 to 6,000
- TIA \$ 5,670 to \$ 28,258
- Potential Earning with Salary, Stipends, and TIA Distinction
- \$ 55, 270 up to \$ 95,608





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# Potential Compensation Available

Transformation Waco's full-time\* teachers will have access to the following compensation types:

1. **Base Salary:** Aligned to Waco ISD salary scale
2. **WISD and Campus Performance Stipends:** Teachers are still able to participate in any additional Waco ISD and campus-based performance incentive programs
3. **Content area Stipends**
4. **TIA Designation Funding**



# Teacher Incentive Allotment Funding

—————> More Need

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

Max funding amount = \$32,000

—————> More Funding



Funding Formula by Tier 1-5 for 2019-2020 School Year \* Snapshot Example Only\*

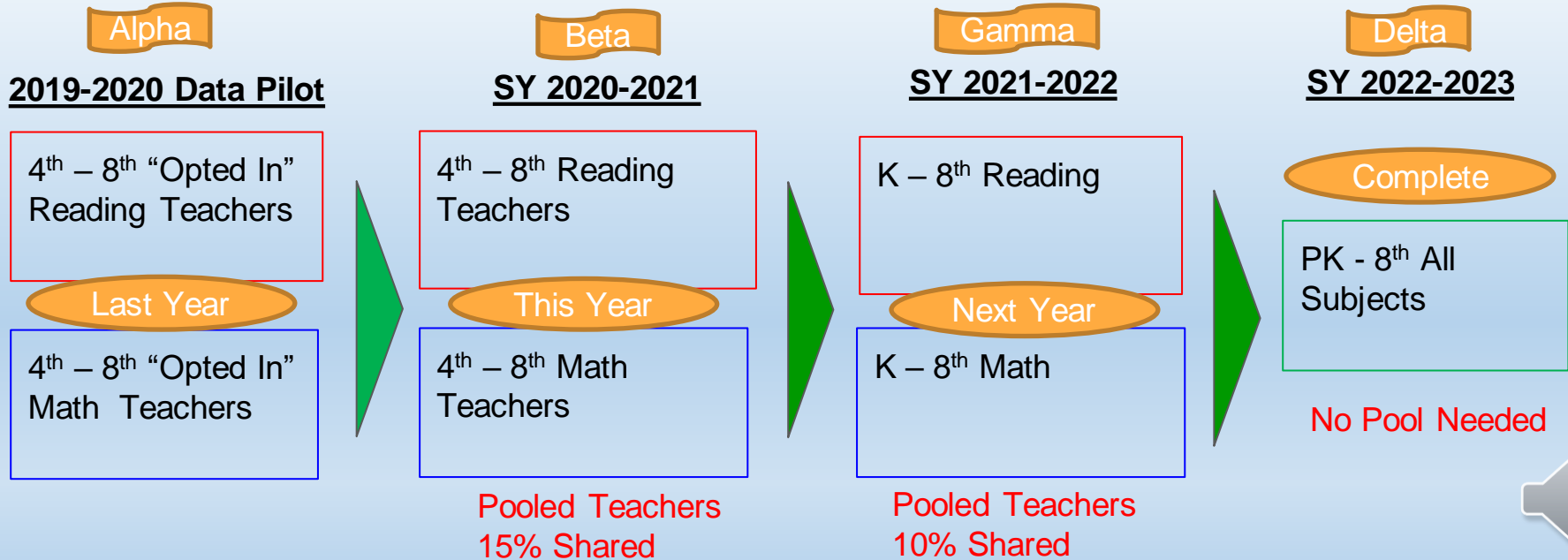
TIA Campus Funding Estimates	Potential Campus Funding for TIA Teacher (Tier 1-5) Zip Code / Counts	Transformation Waco Administrative Cost (10%)	Campus Funding for TIA Teacher (75%)*	Campus Funding for Pooled Teachers from TIA Teacher (15%)	Pooled funding By TIA Qualified Teacher to Share with Campus Qualified Teachers
<b>Alta Vista Elementary</b>					
Recognized	\$6,300.00	\$630.00	\$4,725.00	\$945.00	TBD
Exemplary	\$12,601.00	\$1,260.10	\$9,450.75	\$1,890.15	TBD
Master	\$23,001.00	\$2,300.10	\$17,250.75	\$3,450.15	TBD
<b>Brook Avenue Elementary</b>					
Recognized	\$8,819.00	\$881.90	\$6,614.25	\$1,322.85	TBD
Exemplary	\$17,638.00	\$1,763.80	\$13,228.50	\$2,645.70	TBD
Master	\$31,397.00	\$3,139.70	\$23,547.75	\$4,709.55	TBD
<b>J. H. Hines Elementary</b>					
Recognized	\$8,505.00	\$850.50	\$6,378.75	\$1,275.75	TBD
Exemplary	\$17,010.00	\$1,701.00	\$12,757.50	\$2,551.50	TBD
Master	\$30,350.00	\$3,035.00	\$22,762.50	\$4,552.50	TBD
<b>G.W. Carver</b>					
Recognized	\$8,082.00	\$808.20	\$6,061.50	\$1,212.30	TBD
Exemplary	\$16,165.00	\$1,616.50	\$12,123.75	\$2,424.75	TBD
Master	\$28,943.00	\$2,894.30	\$21,707.25	\$4,341.45	TBD
<b>Indian Spring Middle School</b>					
Recognized	\$8,154.00	\$815.40	\$6,115.50	\$1,223.10	TBD
Exemplary	\$16,309.00	\$1,630.90	\$12,231.75	\$2,446.35	TBD
Master	\$29,182.00	\$2,918.20	\$21,886.50	\$4,377.30	TBD



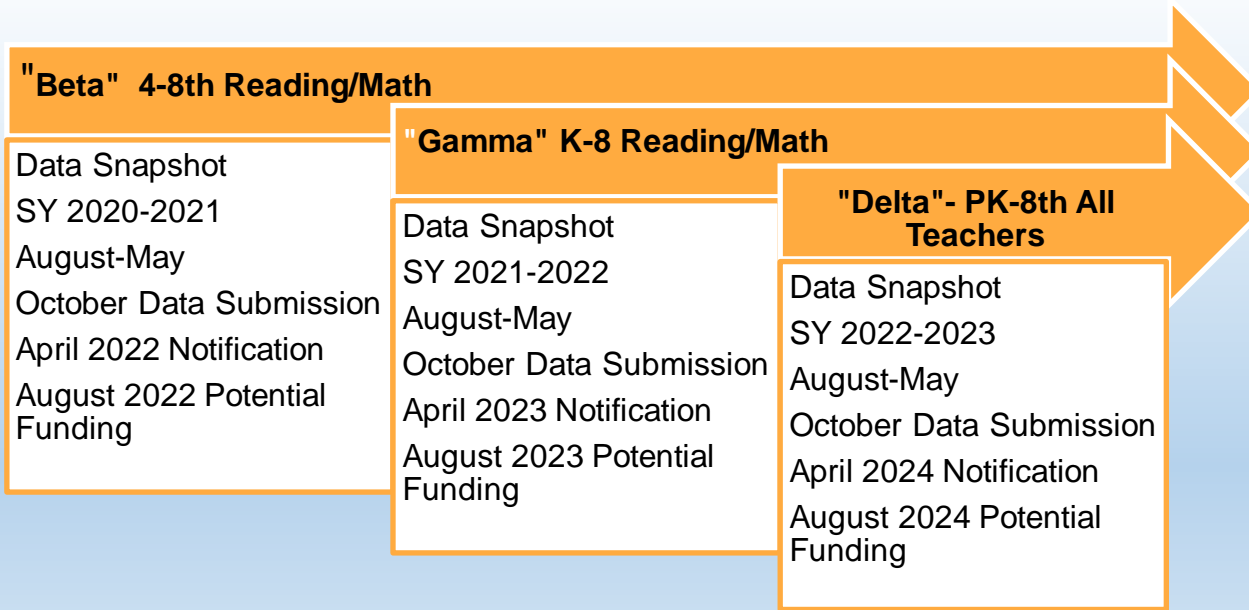


# How to Get All Teachers Eligible

## The Phase-In Time Line Plan



# Timeline Program Data



Transformation Waco seeks to get "Alpha" 4<sup>th</sup>-8<sup>th</sup> grade Math and/or Reading Teachers from 2019-2020 pilot year a One-Year Provisional Distinction

Pooled funding (15%) will be split by the total number of eligible Teachers on the campus where designated teachers work based on (3.60/4.00 ) Dimension II and Dimension III T-TESS Minimum Scores ( August 2021 Potential Payout)

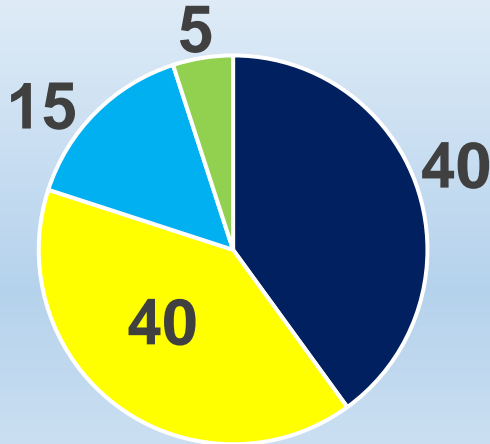


# Teacher Example



## Four Areas of Consideration for Distinction

### Formula Areas for Distinction



■ T-TESS ■ Student Growth ■ Student Survey ■ Leadership Activity

### Summary

Student Achievement (Growth): 40%  
Measure: NWEA MAP BOY and EOY, or STAAR, or Circle, or Student Learning Objectives (SLOs)

T-TESS: 40%  
Measure: Appraiser Observations

Student/Parent Survey Instrument: 15%

Campus Leadership Activities: 5%

<https://tiatexas.org/wp-content/uploads/2020/06/Teacher-Observation-Performance-Standards.pdf>







# TIA Approved Framework

## “Beta” Designation Pathway

NWEA MAP Student  
Achievement(Growth) 40%

Student Areas for Growth  
Measure:

4<sup>th</sup> Grade Reading / Math  
5<sup>th</sup> Grade Reading / Math  
6<sup>th</sup> Grade Reading / Math  
7<sup>th</sup> Grade Reading / Math  
8<sup>th</sup> Grade Reading / Math  
55% / 60% / 70%

Teacher Evaluation and  
Support System: 40%

T-TESS  
Dimension Two at 3.60  
or greater (5.00 Scale)

**(and)**

Dimension Three at  
4.00 or greater (5.00  
Scale)

Student Survey:  
15%

Panorama Survey  
to Students of 15  
Teacher  
Questions

Scale is TBD

Leadership  
Activity: 5%

Campus  
Based  
Leadership  
Activity  
Competed

Scale is TBD





# 2021-2022 TIA Proposed Framework

## “Gamma” Designation Pathway

NWEA MAP Student  
Achievement(Growth)40%

Student Areas for Growth  
Measure:

Kindergarten  
Reading / Math through  
8<sup>th</sup> Grade  
Reading / Math

55% / 60% / 70%

Teacher Evaluation and  
Support System: 40%

T-TESS  
Dimension Two at 3.60  
or greater (5.00 Scale)

**(and)**

Dimension Three at  
4.00 or greater (5.00  
Scale)

Student Survey:  
15%

Panorama Survey  
to Parent/  
Students of 15  
Teacher Questions

Scale is TBD

Leadership  
Activity: 5%

Campus  
Based  
Leadership  
Activity  
Competed

Scale is TBD





# 2022-2023 TIA Proposed Framework

## “Delta” Designation Pathway

NWEA MAP Student Achievement (Growth) or SLOs 40%

Student Areas for Growth Measure:  
Pre-Kindergarten Reading / Math through 8<sup>th</sup> Grade  
Reading / Math  
55% / 60% / 70%  
PK: Circle Assessment  
All Others: SLOs

Teacher Evaluation and Support System: 40%

T-TESS  
Dimension Two at 3.60 or greater (5.00 Scale)

**(and)**

Dimension Three at 4.00 or greater (5.00 Scale)

Student Survey: 15%

Panorama Survey to Students of 15 Teacher Questions

Scale is TBD

Leadership Activity: 5%

Campus Based Leadership Activity Completed

Scale is TBD





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# Barriers and How to Address

## Potential Barriers to a Teacher Designation:

- Understanding of T-TESS and how to obtain scores ( 3.60 / 4.00) or greater
- Proper use of coaching feedback to improve ( Road Map Instrument)
- Clear understanding of how to obtain 55% or greater student growth (instrument)
- What to do for positive student/parent survey score (15 Qs)
- Successful completion of leadership activity (5 pts.)
- Correct use of the T-TESS rubric ( Calibration to the State of Texas)
- Teacher and Campus Administrator goal set to reach designation



# Next Steps



<p>October 21<sup>st</sup>, 2020 Teacher Focus Team</p>	<p>Elementary Team to start work on Panorama Student Survey Instrument</p>
<p>October 22<sup>nd</sup>, 2020 Teacher Focus Team</p>	<p>Secondary Team to start work on Panorama Student Survey Instrument</p>
<p>October 31<sup>st</sup>, 2020 Texas Tech Data Submission 19-20</p>	<p>Transformation Waco Team with Julie Pyle, Data Coordinator Leading Project</p>
<p>November 14<sup>th</sup>, 2020 Campus Leadership</p>	<p>Final approved submission of Teacher Leadership Activities to TW Team</p>
<p>April 2021 TEA Notification</p>	<p>Final Notification of Approval for Submission</p>





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# TIA Teacher Resources

TEA Website on TIA <https://tiatexas.org/>

5 Year State Plan <https://bit.ly/3mFJF2W>

Funding Maps <https://bit.ly/2FGxrXv>

Texas TIA Information Presentation <https://bit.ly/2ZWmO9O>

Transformation Waco TIA Information <https://bit.ly/3iQiZuh>





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# Thank You For Being a Teacher!

## Questions?



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