

## March School Board Report



### Key Points: Teacher Incentive Allotment (TIA)



Districts, if they choose to, can develop a **local designation system** and designate high-performing teachers (Master, Exemplary, or Recognized).



Districts will receive **additional funding (\$3-32K 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**.

**90%**

**At least 90%** of TIA funds must be used on teacher compensation on the campus where the designated teacher works.



TEA in partnership with Texas Tech University will approve the local designation systems.

### Designation System Weighted Components

Category	Teacher Group	Teacher Observation	Student Growth	Other Measures
1	All Certified teachers	<b>50 %</b> T-TESS	<b>50 %</b> Pre-Post Test with guidance from campus admin prior to beginning of the school year.	<b>N/A</b>

## **Teacher Observation Component**

<b>Designation Level</b>	<b>Minimum Average Score Across Domain 2 and 3</b>	<b>Minimum Rating Required for each Dimension in Domain 2 and 3</b>
<b>Recognized</b>	3.5 (70% of possible points)	At least 3 (proficient) on all dimensions
<b>Exemplary</b>	4 (80% of possible points)	At least 3 (proficient) on all dimensions
<b>Master</b>	4.5 (90% of possible points)	At least 3 (proficient) on all dimensions

## **Student Growth Measure**

The percentages below are the statewide performance standards for student growth in each of the three-teacher designation levels, regardless of the student growth measure used.

<b>Recognized Teacher</b>	<b>Exemplary Teacher</b>	<b>Master Teacher</b>
55% of students meet or exceed expected growth	60% of students meet or exceed expected growth	70% of students meet or exceed expected growth

## **National Board Certification**

National Board Certified Teacher payouts will follow the same spending plan as recognized teachers under the local designation plan. It is the teacher's responsibility to notify the district upon receipt of NTBC certification; however, our HR department will verify and process the needed changes as soon as the certification is reported by the teacher. (The National Board Certification organization does not currently have a system for automatically notifying districts upon teacher receipt of certification.)

## **Compensation/ Spending Plans**

### Category 1

All Certified Teachers who receive designation

For any funds received by Quitman ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90 percent will be paid to the designated teacher. The remaining 10 percent will be used for training and support of the system, expansion of the system, administrative expenses, and professional development. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.

Allotment funds will be paid as a stipend in addition to the designated teacher's current salary schedule. Funds are TRS eligible. Funds distribution methods will be communicated to staff during in-service training prior to the beginning of school.

Allotment funding amounts are determined by the TEA with regard to a campus's rural status and high need status with a formula. Given that a school's student enrollment changes yearly, the campus' socioeconomic tier will be recalculated annually. Allotment funds for each designated teacher will be based on the campus, and not the individual students assigned to the designated teacher. The allotment funding for Quitman ISD in the table below can be found at <https://tiatexas.org/about-teacher-incentive-allotment/fundingallocations-map> . For more information: <https://tiatexas.or>



Campus name	District name	Region	Rural flag	Recognized	Exemplary	Master
QUITMAN EL	QUITMAN ISD	7	Rural	\$6,700	\$13,401	\$24,335
QUITMAN H S	QUITMAN ISD	7	Rural	\$6,454	\$12,907	\$23,512
QUITMAN J H	QUITMAN ISD	7	Rural	\$6,416	\$12,833	\$23,388

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## Cohort Timeline

	Cohort A	Cohort B	Cohort C	Cohort D	Cohort E	Cohort F	Cohort G
<b>Data-Capture Year</b>	2019-2020	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
<b>System Application Posted</b>	N/A	30-Mar-20	30-Mar-20	1-Nov-20	1-Nov-21	1-Nov-22	1-Nov-23
<b>System Application due to TEA (no fee required for submission)</b>	N/A	31-Jul-20	15-May-20	15-Apr-21	15-Apr-22	13-Apr-23	13-Apr-24
<b>System Application Result Final Notification</b>	N/A	28-Aug-20	15-Aug-20	15-Aug-21	15-Aug-22	13-Aug-23	13-Aug-24
<b>Data Review due to Texas Tech University (data processing fee required for each teacher put forth for designation)</b>	N/A	30-Oct-20	1-Nov-21	1-Nov-22	1-Nov-23	1-Nov-24	3-Nov-25
<b>Final Approval Notification</b>	N/A	Late February 2021	Late February 2022	Late February 2023	Late February 2024	Late February 2025	Late February 2026
<b>Final Designation and Allotment Notification</b>	N/A	Apr-21	Apr-22	Apr-23	Apr-24	Apr-25	Apr-26
<b>Initial Payout with Reimbursements for Approved Systems</b>	September 2020	September 2021 or September 2022*	September 2022 or September 2023*	September 2023 or September 2024*	September 2024 or September 2025*	September 2025 or September 2026*	September 2026 or September 2027*

\*If district chooses to hold designations