

Teacher Incentive Allotment FAQ

Purpose of the TIA

Quitman ISD will use the TIA funds in order to incentivize and retain excellence in teaching. This meets the standard set forth by House Bill 3, which was signed into law in 2019. 90% of the funds received by Quitman ISD go to teachers. 10% of funds will be used to pay for administrative costs and supplies for the program. .

Determination of Teacher Designations

Teachers' designations are determined using four indicators (scores); each indicator is listed below along with that indicator's weight (in percent).

T TESS Observation Score – 50%
Student Growth Score – 50%

Teacher (T-TESS) Observation Score – This score is determined by determining the average score of Domains 2 & 3 (Instruction and Learning Environment) from the T-TESS Evaluation. To average the 9 dimensions in these two domains, a 5-point scale is used (1-Improvement Needed, 2-Developing, 3-Proficient, 4-Accomplished, & 5-Distinguished). Teacher Observation Score averages can range anywhere from 1 to 5. Teachers must receive two informal walkthroughs a school year and one formal walkthrough per school year. A formal observation and an informal observation are conducted by two different administrators.

Student Growth Score – This score is determined by determining the percent of students that showed measurable growth on the student growth indicator. The district is using the state's growth measure for all grades and subjects across the district (e.g. 55%, 60% and 70%).

Teachers must have a minimum average Observation score of 3.5 with no development or needs improvement and a minimum average Student Growth Score of 55% or higher.

Teacher Designations and Eligibility

Q: Who is eligible to earn a designation through a local designation system?

A: LEAs must verify that each teacher meets the following eligibility requirements before submitting them for a designation:

- The teacher must be coded as 087 (Teacher) per the Public Education Information Management System (PEIMS)
- Teacher must have a valid teaching certificate,
- Have 1 year classroom teaching experience.

All QISD teachers have a pathway to become a designated teacher

Q: What if a designated teacher moves to a non-teaching role, such as an instructional coach, counselor, or administrator?

A: Designated teachers who move to a Role ID other than 087 will maintain their designation. However they will not generate annual allotment funding if they are not in a 087 teaching role for that year of service.

Q: Are designations attached to a particular grade level or subject area?

A: Unlike certificates, designations are general. The designation will be placed on the teacher's SBEC certificate and will not specify a certification area or subject/grade level. A teacher may change teaching assignments and will still generate allotment funding. The same applies to National Board Certified Teachers (NBCTs).

Q: What if a designated teacher's performance level changes within the five-year period? Can their designation level change?

A: Teacher designations are valid for five years. Within the five-year period, teachers may be put forth for a higher designation if their performance qualifies them, but they cannot be submitted for a lower designation.

Q: What happens after the five-year designation expires?

A: Designated teachers who meet performance standards and district qualifications can be put forth for a new designation in their final year of designation. Once the designation expires, it will be removed from the SBEC certificate (if applicable) and allotment funding will no longer be generated.

Q: After the required data capture year may an undesignated teacher "opt" out of the Local Designation Plan?

A: All teachers must have both pieces of data, teacher observations and student growth, for purposes of data validation. There will be no opt-in or out in the QISD local designation plan.

How Funds are Determined

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> .

How Funds are Distributed (Beyond 2021-2022)

TIA funds will be distributed to only teachers that receive a TIA designation. Of the funds generated by the TIA designated teachers, 90% of a teacher's allotment amount will be given to that teacher.

Q. When Do We Receive Payment?

A. Funds will be distributed in May of each school year starting in May 2023. In May 2022, all instructional staff (non-administrative teachers and classroom paraprofessionals) employed in QISD in the 2021-2022 school year will receive funds based on the 2021-2022 Distribution Rules

Q. Can These Funds Affect My Taxes?

Yes, your federal taxes are determined by tax rates. Tax rates are determined by gross income brackets – the amount you may expect to owe in the spring of 2023 and subsequent years may be impacted if you received a designation.

Q. Can These Funds Affect My Retirement?

A. Yes, these funds can possibly positively influence your TRS retirement pension.

Q: Will a teacher that is not returning to the district be eligible for a designation?

A: No, teachers not returning to the school district will not be submitted to receive a designation. If a teacher has already earned a designation and an allotment is generated then that teacher will receive the allotment payment.

Q. Will a teacher receive their allotment if they retire or resign?

A: 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.