

# Conroe Independent School District

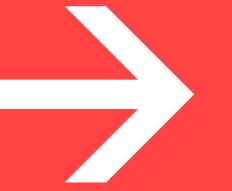


## TEACHER INCENTIVE ALLOTMENT

January 14, 2021



*“Recruit, Retain, and Reward the best teachers at our campuses with the highest needs.”*



# Teacher Incentive Allotment (TIA)

The Teacher Incentive Allotment (TIA) was created by the Texas Legislature as part of House Bill 3 to help attract and retain highly effective teachers at traditionally hard-to-staff schools. The TIA would provide additional funding to eligible teachers who earn local designations through this allotment system. In April 2021, Conroe ISD plans to submit an application to the Texas Education Agency (TEA) to participate in this process.

Cohort D

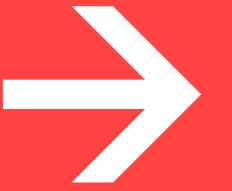
Launching during the 2021-2022 school year



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# TIA Theory of Action



“In addition to helping **attract and keep their effective educators** in the classroom, public schools implementing these systems would be able to identify their more effective educators and then provide **incentives for them to teach at their most challenged campuses**, increasing the equitable distribution of effective educators.”

- Texas Commission on Public School Finance

Cohort D

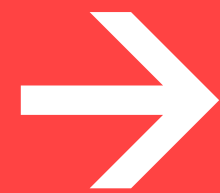
Launching during the 2021-2022 school year



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# Goal of the District



“We want to *Recruit, Retain, and Reward* the best teachers at our campuses with the highest needs.

In addition, we want to encourage the professional growth and development of teachers.”

CISD TIA Steering Committee



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# Key Points: Teacher Incentive Allotment (TIA)



*“Recruit, Retain, and Reward  
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## Key Point #1

3 new designations (Master, Exemplary, Recognized) based on teacher effectiveness, added to teacher's SBEC certificate

## Key Point #2

School districts will receive \$3-32K annually per designated teacher

## Key Point #3

Greater funding for designated teachers on high-needs and/or rural campuses

## Key Point #4

90% of funding must be spent on teacher compensation on the campus where the designated teacher works

## Key Point #5

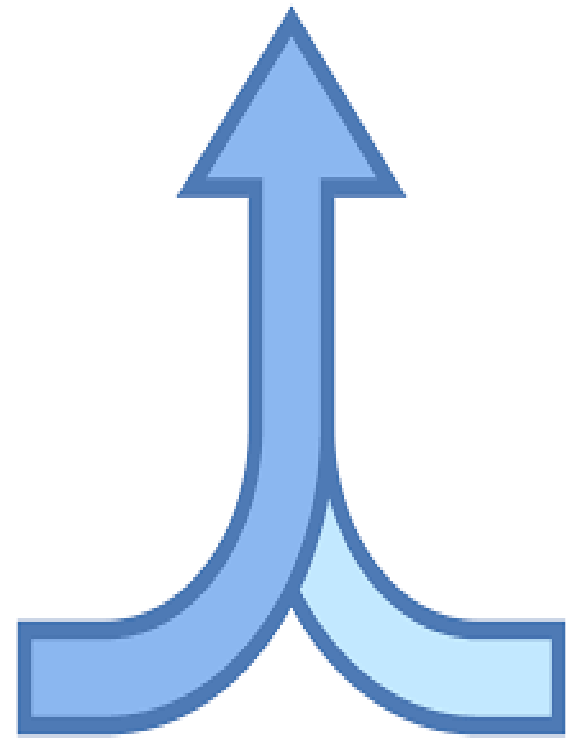
5-year designation validity, regardless of teacher placement, subject or school



## National Board Certification

- Individual teacher achieves National Board Certification
- Districts may choose to support cohorts of National Board candidates

*Automatic designation & not tied to campuses participating in the district designation system*  
*\*Beginning 2020-2021 school year.*



## District Optional Teacher Designation System

- District-created system
- District system is approved
- District determines and issues teacher designations

*application & approval process*

*"Recruit, Retain, and Reward the best teachers at our campuses with the highest needs."*



# Two Pathways to Earn Designations

**Master**

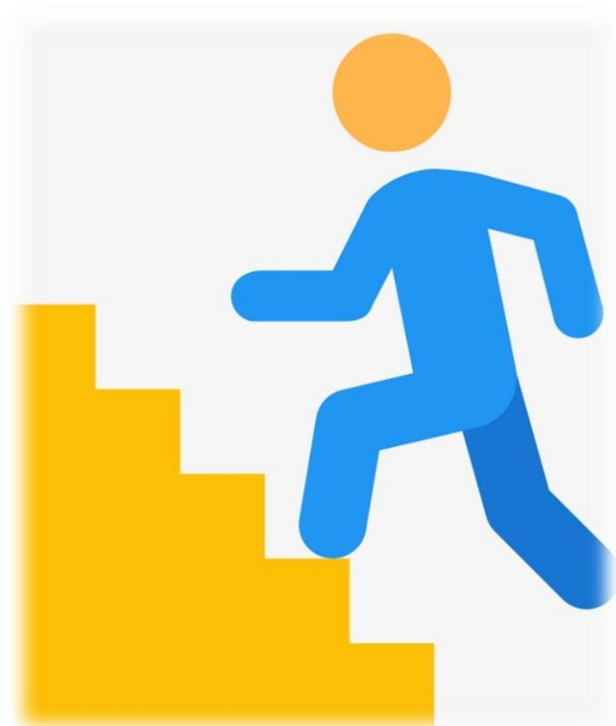
\$12K - \$32K

**Exemplary**

\$6K - \$18K

**Recognized**

\$3K - \$9K



**3 FUNDING FACTORS:**

1. Designation level
2. Campus socio-economic need
3. Campus rural status

# Funding per Designation





# Potential Funding for Various CISD Schools



Campus name	Recognized Allotment	Exemplary Allotment	Master Allotment
CONROE H S	\$5,069	\$10,137	\$18,895
CANEY CREEK H S	\$5,161	\$10,322	\$19,203
MOORHEAD J H	\$5,253	\$10,506	\$19,511
GRANGERLAND INT	\$5,332	\$10,664	\$19,773
TRAVIS INT	\$7,555	\$15,111	\$27,184
AUSTIN EL	\$5,210	\$10,420	\$19,367
HOUSTON EL	\$7,927	\$15,854	\$28,424



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# District Designation System Components

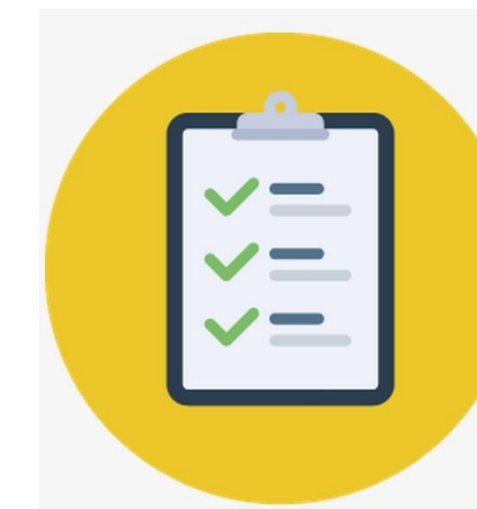
Teacher Observation



Student Growth



Optional:  
Additional Factors



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# District Designation System Components

## Teacher Observation



- Observation based on T-TESS
- District application must show evidence of **validity & reliability**
  - Differentiate teacher performance
  - Calibration of raters to the rubric



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# District Designation System Components

## Student Growth



- Student growth measures determined by district
- District application must show evidence of **validity & reliability**
  - Individual teacher
  - One or more standards-aligned measures
    - Value-added measures
    - Student learning objectives (SLOs)
    - Portfolios
    - Pre-tests and Post-tests



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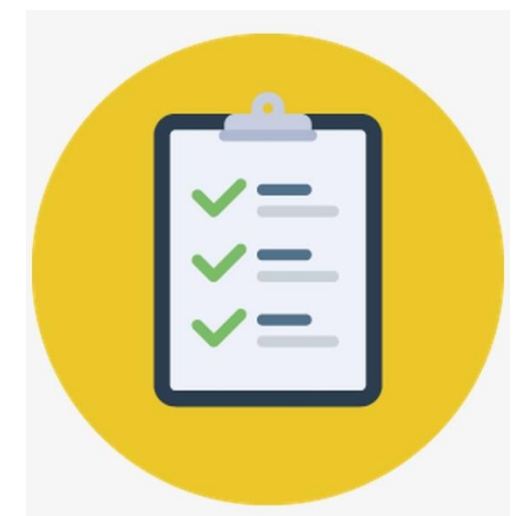


*“Recruit, Retain, and Reward the best teachers at our campuses with the highest needs.”*



# District Designation System Components

## Optional: Additional Factors



- Districts *may* consider additional factors in making designations (e.g., ongoing professional learning, mentoring other teachers, teacher leadership, surveys, etc.).



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# Eligibility for Designations under TIA

- Districts may only submit employees for designation who are classified as a Classroom Teacher in the state reporting system
  - 90 days at 100% of the day (equivalent to four and one-half months or a full semester) or
  - 180 days at 50-99% of the day and compensated for that employment.
- Are **NOT** required to be a teacher of record or a campus-based classroom teacher (i.e. special education teachers that support in class instruction)
- Goal: All eligible designated teachers generate annual allotment







*“Recruit, Retain, and Reward the best teachers at our campuses with the highest needs.”*

## Timeline for Cohort D

**Begin planning to develop a strategic compensation plan with stakeholder input. This plan must be based on, at minimum, teacher observation and student growth.**

- Data Capture Year - 2021-2022
- Teacher designation determinations – Spring 2023
- District distributes funding to designated teachers by Summer 2023



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# CISD Timeline





*“Recruit, Retain, and Reward the best teachers at our campuses with the highest needs.”*

## **Big Picture Timeline**

- District Submitted Letter of Intent – January 23, 2020
- School Board Information Meeting – February 4, 2020
- DLPDMC Meeting – April 22, 2020
- School Board Information Meeting – October 6, 2020
- DLPDMC Meeting – October 21, 2020
- DLPDMC Meeting – January 13, 2021
- Stakeholder Committee Meetings (February – April 2021)
- School Board Information Meeting - February 16, 2021
- School Board Meeting - March 23, 2021
- Application Deadline – April 15, 2021



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# **CISD Timeline for Application Process**





*“Recruit, Retain, and Reward the best teachers at our campuses with the highest needs.”*

## Application Key Points

- CISD is in the process of developing the district designation system
- School Board and State approval required
- Dependent upon State funding
- Focused at high priority schools



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# CISD Timeline for Application Process





# TEACHER INCENTIVE ALLOTMENT

## Stay Informed



### Webinar #1

January 14, 2021  
@6:00 p.m.

### Webinar #2

February 11, 2021  
@ 6:00 p.m.

### Webinar #3

March 4, 2021  
@ 6:00 p.m.

*\*All webinars will be recorded and posted on the CISD TIA Website.*

# District Stakeholder Committee



TEACHER MEMBERS	
<b>Suzanne Bond</b> <i>Anderson Elementary</i>	<b>Claire Salmon</b> <i>The Woodlands High School</i>
<b>Tiesha Johnson</b> <i>Bush Elementary</i>	<b>Gannon Rust</b> <i>Caney Creek High School</i>
<b>Rachel Rapee</b> <i>Bradley Elementary</i>	<b>Valerie Kubiak</b> <i>Knox Junior High</i>
<b>Norma Lewis</b> <i>Travis Intermediate</i>	<b>Shannon "Chris" Hayhurst</b> <i>Peet Junior High</i>
<b>Karen Bray</b> <i>Moorhead Junior High</i>	<b>James Smith</b> <i>Grand Oaks High School</i>
<b>Sarah Page</b> <i>Irons Junior High</i>	<b>Della Richhart</b> <i>Wilkinson Elementary</i>
<b>Celey Badger-Cook</b> <i>York Junior High</i>	<b>Chiante Deal</b> <i>The Woodlands College Park High School</i>



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# District Stakeholder Committee



## CAMPUS ADMINISTRATION MEMBERS

**Dr. Tasha Smith**  
*Conroe High School*

**Dr. Serena Pierson**  
*Austin Elementary*

**Christa Haymark**  
*Vogel Intermediate*

**Dr. Alicia Reeves**  
*Deretchin Elementary*

**Dr. Carlton Todd**  
*Wilkerson Intermediate*

**Jill Houser**  
*McCullough Junior High*

**Dr. Chris Povich**  
*Grand Oaks High*



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# District Stakeholder Committee



CENTRAL ADMINISTRATION MEMBERS	
<b>Dr. Chris Hines</b> <i>Deputy Superintendent of Schools</i>	<b>Karen Garza</b> <i>Business &amp; Accounting Manager</i>
<b>Gregg Colschen</b> <i>Assistant Superintendent, High Schools</i>	<b>Sarah Blakelock</b> <i>Director of Communications</i>
<b>Dr. Shellie Winkler</b> <i>Assistant Superintendent, Middle Schools</i>	<b>Shawn Creswell</b> <i>Director of Curriculum, Instruction and Assessment</i>
<b>Dr. Debbie Phillips</b> <i>Assistant Superintendent, Elementary Schools</i>	<b>Lisa Garrison</b> <i>Director of Elementary Education</i>
<b>Dr. Hedith Upshaw</b> <i>Assistant Superintendent, Teaching and Learning</i>	<b>Dr. Kendra Wiggins</b> <i>Director of Special Education</i>
<b>Paula Green</b> <i>Director of Human Resources</i>	<b>Dayren Carlisle</b> <i>Director of Bilingual and ESL Programs</i>
<b>Dr. Tamika Taylor</b> <i>Executive Director, School Improvement and Transformational Leadership</i>	<b>Dr. Robert Horton</b> <i>Coordinator of Fine Arts</i>
<b>Dr. Pam Zoda</b> <i>Director of Federal Programs and Grants</i>	<b>Tally Stout</b> <i>Director of Career and Technology Education</i>
<b>Teri Ross</b> <i>Director of Information Systems</i>	

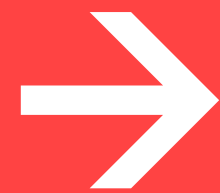


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Learn more  
or  
submit questions at

<https://www.conroeisd.net/teacher-incentive-allotment/>

**Thank you!**

