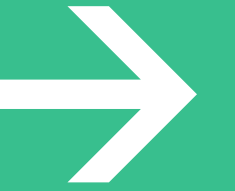


Conroe Independent School District

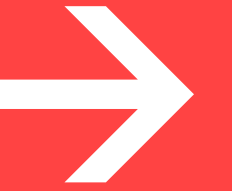


TEACHER INCENTIVE ALLOTMENT

February 11, 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.

Launching the 2021 -2022 school year



**TEACHER
INCENTIVE
ALLOTMENT**



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

Launching the 2021 -2022 school year



**TEACHER
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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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Master

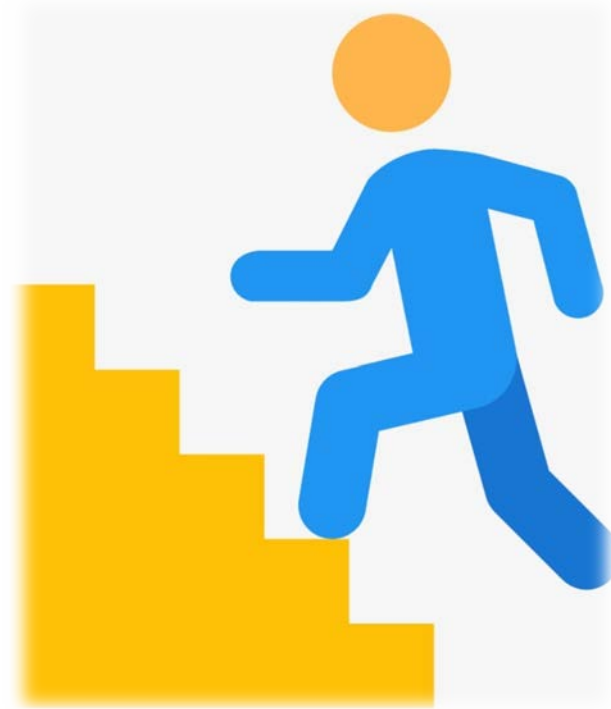
\$12K - \$32K

Exemplary

\$6K - \$18K

Recognized

\$3K - \$9K



3 FUNDING FACTORS:

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

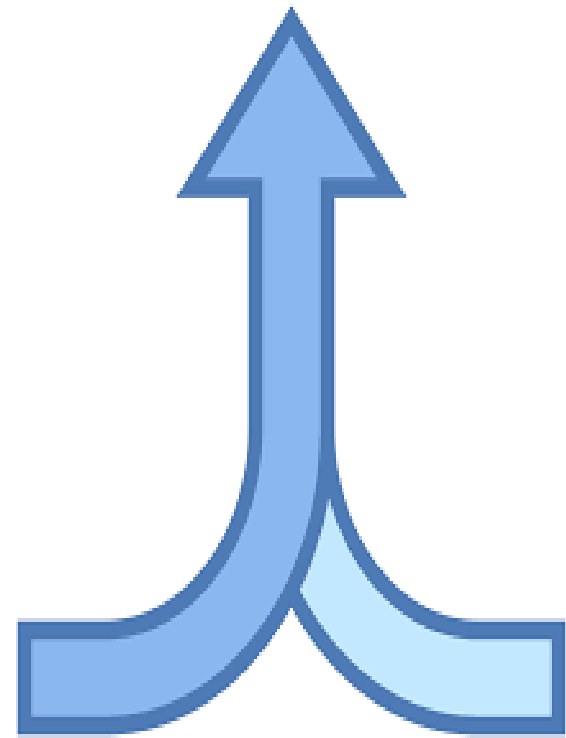
Funding per Designation



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.

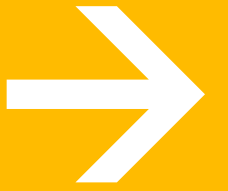


District Optional Teacher Designation System

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

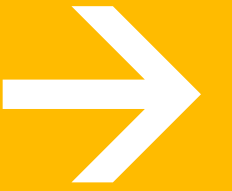
Classroom teacher at participating campuses in identified subject/grade level

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



Two Pathways to Earn Designations

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



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.

➔ Enter at the Recognized Level.

➔ Are eligible to earn higher distinctions.

National Board Certification



→ This pathway is currently being developed through the TIA process with key stakeholders.

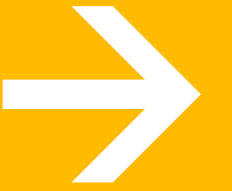
→ All CISD teachers can provide feedback.

District Optional Teacher Designation System

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

Classroom teacher at participating campuses in identified subject/grade level.

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



District Developed





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.





Eligibility for Designations under TIA

- 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),
- Classroom teacher must be at the selected campuses in eligible subject/grade level.



The Big

3

The Big Three: Critical Decisions for the Systems Application

1. Who can earn a designation?

- Eligible campuses and teaching assignments
- If not all teachers, will we expand in future years?

2. How will we designate?

- Observations, student growth measures, optional components
- Performance standards and weighting categories

3. How and when will we compensate?

- Distribution of funds
- Timing and mode of compensation



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The Big

3

#1

Who Can Earn a Designation?

1. Who can earn a designation?

- Eligible campuses and teaching assignments
- If not all teachers, will we expand in future years?

Eligible Campuses –

70% or greater

Economically Disadvantaged students



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The Big

3

#1

Who Can Earn a Designation?

Eligible Campuses – **70%** or greater Economically Disadvantaged Students in Year 1 2021-2022

Campus	Building	Eco Dis	All Stds	Percent
Houston	104	560	616	90.91%
Travis	70	554	613	90.38%
Armstrong	107	538	599	89.82%
Creighton	106	645	763	84.53%
Hope	134	320	389	82.26%
Milam	105	541	672	80.51%
Austin	102	809	1,018	79.47%
Anderson	101	451	568	79.40%
San Jacinto	115	458	577	79.38%
Runyan	103	456	576	79.17%
Moorhead	51	963	1,254	76.79%
Grangerland	68	904	1,187	76.16%
Reaves	124	511	688	74.27%
Caney Creek HS	11	1,521	2,144	70.94%
Stockton	55	921	1,306	70.52%

The Big

3

#1

Who Can Earn a Designation?

1. Who can earn a designation?

- Eligible campuses and teaching assignments
- If not all teachers, will we expand in future years?

Teaching assignments: TBD

Next point of discussion for the Stakeholder Committee

Will we expand in the future? Yes



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District Designation System Components

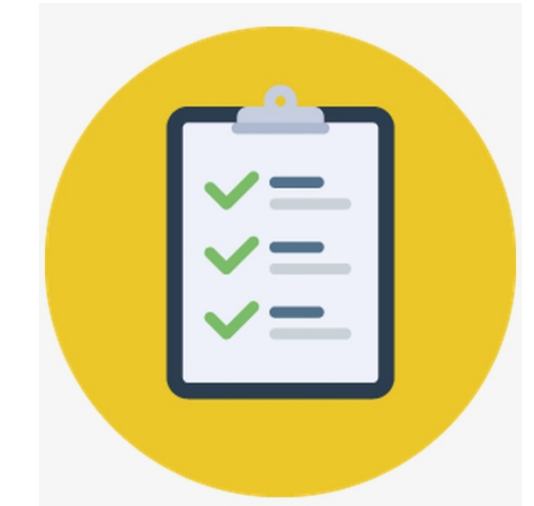
Teacher Observation



Student Growth



Optional:
Additional Factors



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



The Big

3

#2

How Will We Designate?

2. How will we designate?

- Observations, student growth measures, optional components
- Performance standards and weighting/teachers categories



HOME // TEACHER INCENTIVE ALLOTMENT

Teacher Incentive Allotment

The Teacher Incentive Allotment (TIA) was created by the Texas Legislature as part of House Bill 3 to help recruit, retain, and reward effective educators in the classroom at high needs campuses. 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.

- > Provide Plan Feedback
- > Application Scoring Rubric
- > Texas TIA Website

The screenshot shows a website header with the text 'HOME // TEACHER INCENTIVE ALLOTMENT' and a large title 'Teacher Incentive Allotment'. Below the title is a paragraph of text explaining the TIA. To the right of the text is a navigation menu with three items: 'Provide Plan Feedback', 'Application Scoring Rubric', and 'Texas TIA Website'. A green arrow points from the text area to the 'Provide Plan Feedback' menu item.

The Big

3

#2

How Will We Designate?

Teacher Incentive Allotment - Plan Elements

1. In addition to teacher observation and student growth measures, what components should be included in the District's designation plan? (Select all that apply.)

- Professional learning (presenting and attending)
- Demonstration of leadership (i.e. department chair, team leader, etc.)
- Mentoring others, supervising student teachers
- Other (please specify)

2. In your teaching area, what are some effective ways to measure student growth? (Select all that apply.)

- Value-added models: Calculating value added based on prior student performance (i.e. STAAR, mClass, SAT/PSAT etc.)
- Student Learning Objectives (SLOs)
- Portfolios (i.e. student work artifacts)
- Pre-Test/Post-Test (Pre-K Circle, District created pre-test and spring STAAR, AP exams, etc.)
- Other (please specify)

The Big

3

#3

How and When Will We Compensate?

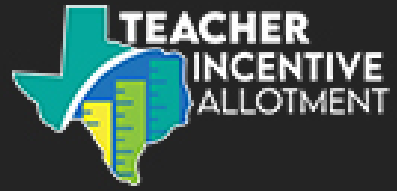
- Statute requires that 90% of TIA funds generated be spent on teacher compensation at the campus of the designated teacher.
- The District's local designation system spending plan will determine how and when that 90% is distributed to designated teachers.
- The remaining 10% will be used for training, support, and expansion of the system, administrative expenses, and professional development.

More information to come...



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Designation System Approval Timeline



Pre-Application

Year 1

Year 2

Year 3

Post-Approval

System
Development

Stakeholder
Engagement

2020-2021

Apply for TIA

2021-2022

Capture Data

Capturing data in 2021-2022

2022-2023

Designate and
Compensate

New Designations

System
Amendments or
Expansion



“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



CISD Timeline for Application Process



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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.*

Goal of the District



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

CISD TIA Steering Committee



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WE NEED YOUR FEEDBACK

Please remember to provide feedback on
Question 2 of The Big Three on our website by

February 23, 2021



CONROE
INDEPENDENT
SCHOOL DISTRICT

CISD Apps

Student Apps

District Quick Links

My Links

Search Applications...



Teacher Incentive
Allotment

Access through
the SSO





**TEACHER
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ALLOTMENT**



Learn more
or
submit questions at

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

THANK YOU!

