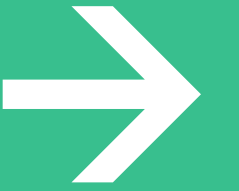


Conroe Independent School District



TEACHER INCENTIVE ALLOTMENT

March 4, 2021
Webinar #3



“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.

2021 -2022 school year



**TEACHER
INCENTIVE
ALLOTMENT**



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

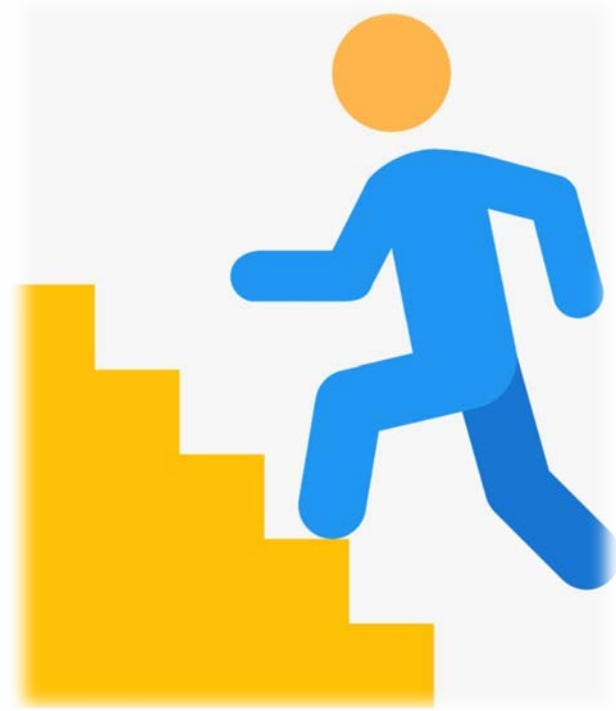
\$12K - \$32K

Exemplary

\$6K - \$18K

Recognized

\$3K - \$9K



3 FUNDING FACTORS:

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

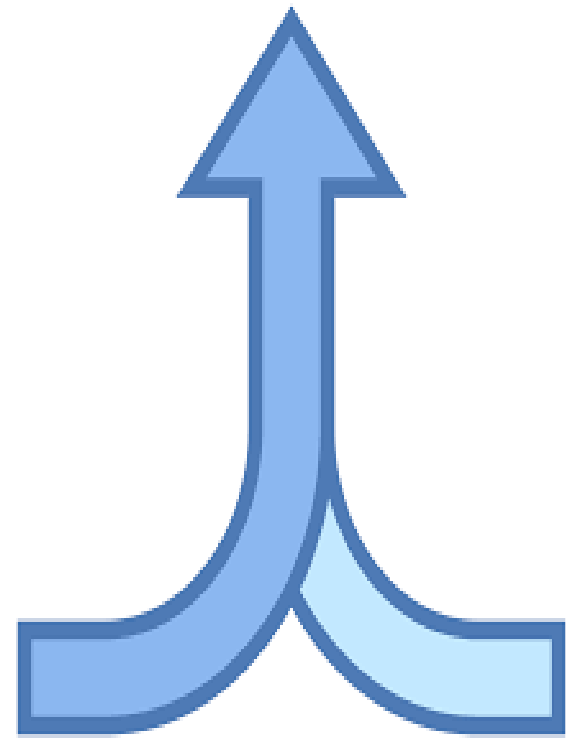
Funding per Designation



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

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

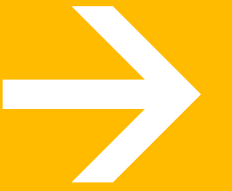
→ All CISD teachers can provide feedback.

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.

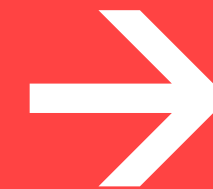
“Recruit, Retain, and Reward the best teachers at our campuses with the highest needs.”



District Developed Designation System



TEACHER INCENTIVE ALLOTMENT



TEACHER MEMBERS

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

CAMPUS ADMINISTRATION MEMBERS

Dr. Tasha Smith Conroe High School	Dr. Carlton Todd Wilkerson Intermediate
Dr. Serena Pierson Austin Elementary	Jill Houser McCullough Junior High
Christa Haymark Vogel Intermediate	Dr. Chris Povich Grand Oaks High School
Dr. Alicia Reeves Deretchin Elementary	

CENTRAL ADMINISTRATION MEMBERS

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

COMMUNITY MEMBER

Malika Bruno

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
- **State funded**



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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.

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



Eligibility for Designations under TIA

Which Positions Do Not Qualify in Phase 1?

- Instructional Coach
- Campus Reading Intervention Teacher
- Student Success Teacher
- RtI Support Teacher
- Dyslexia District Reading Intervention Teacher



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The Big

3

#1

Who Can Earn a Designation?

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

Eligible Teaching Assignments Phase 1

Teaching Assignments	Subject Areas
K, 1, 2	Reading
3 rd – 8 th	Reading and Math
5 th and 8 th	Science
8 th	Social Studies

Algebra I, English I, English II, U.S. History, Biology

Yes, the plan will expand in future years.

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

District Designation System Components

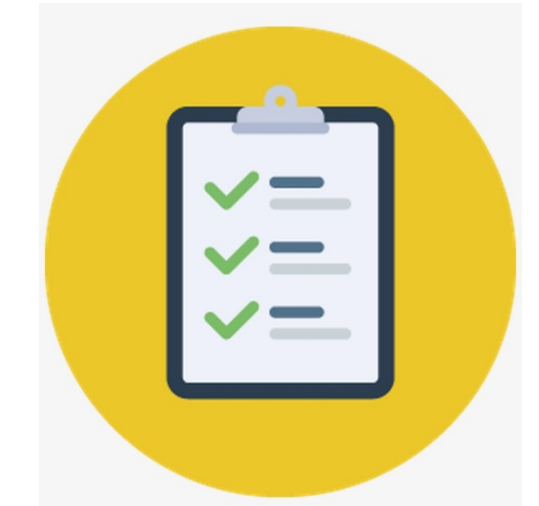
Teacher Observation
(Required)



Student Growth
(Required)



Optional:
Additional Factors



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The Big


3

#2

How Will We Designate?

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. There is also a circular logo on the right side of the header featuring an apple and a bar chart.

The Big

3

#2

How Will We Designate?

Observations, student growth measures, optional components

Observation Measure Phase 1

T-TESS

(All participating teachers must be appraised.)

Student Growth Measure Phase 1

Pre-tests/Post-tests

Optional Components will not be included in Phase 1

District Designation System Components

TIA designations are determined based on the TIA score.

The TIA score is a weighted combination of the teacher appraisal weighted composite score and student growth composite included in the plan.



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3

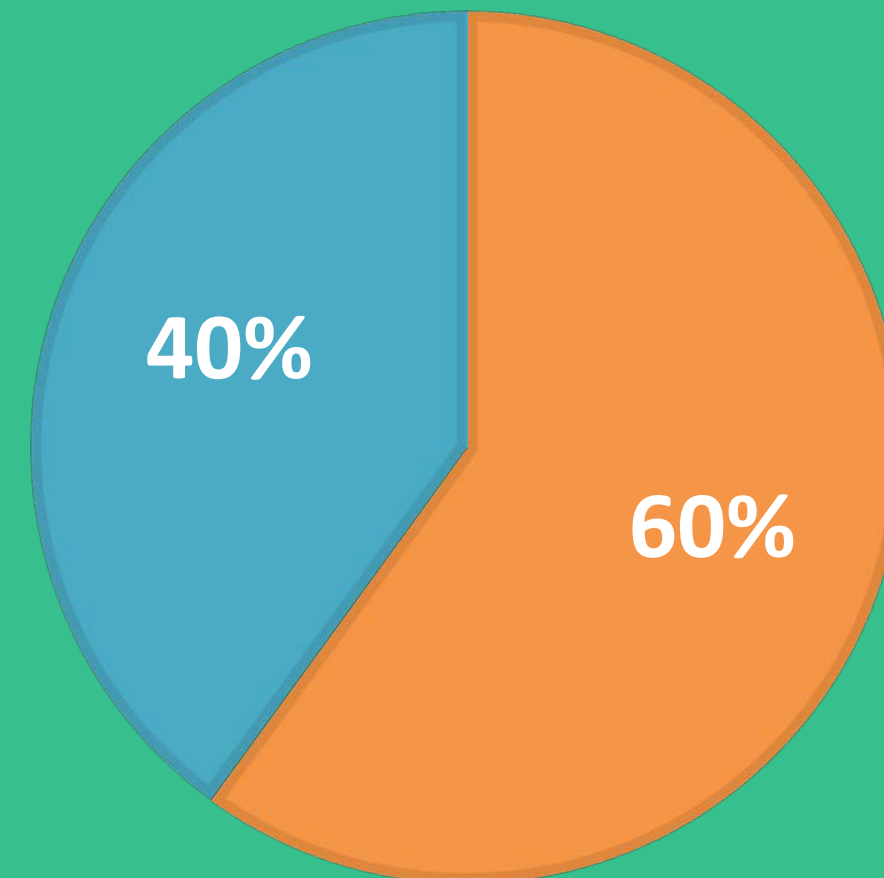
#2

How Will We Designate?

Performance standards and weighting/teachers categories

TIA WEIGHTED COMPONENTS

- Student Growth
- Teacher Observation



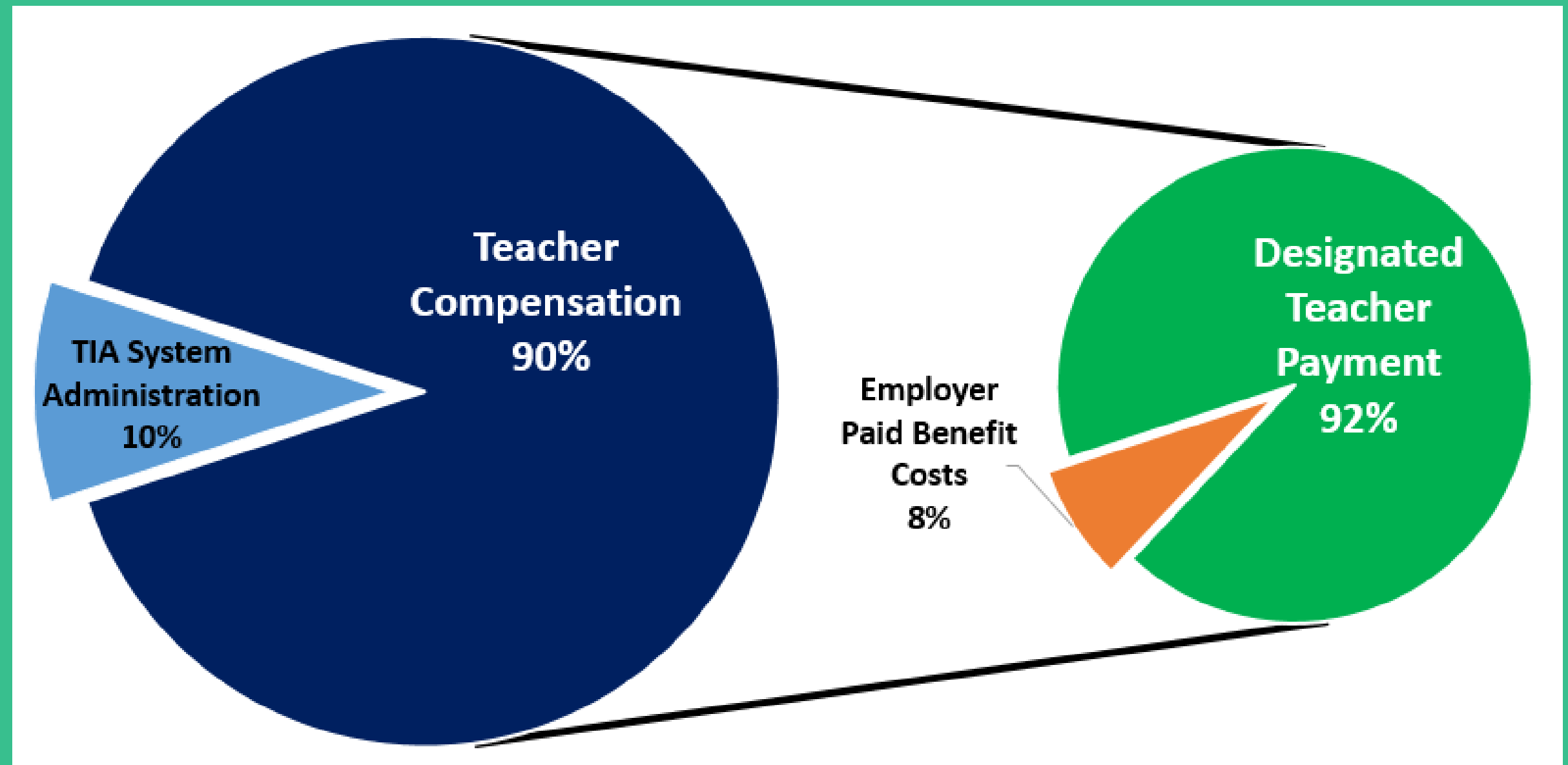
The Big

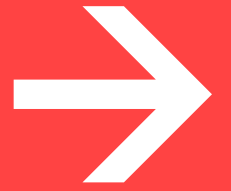
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#3

How and When Will We Compensate?

Distribution of Funds





ABC Elementary (Sample Campus)

Based on 2019-2020
allotment data

50 Eligible Teachers (PEIMS code 087)

Designated Teachers:

- 2 Master Teachers
- 3 Exemplary Teachers
- 5 Recognized Teachers

TIA Allotment Generated

Master Teachers	2 x \$28,424 = \$56,848
Exemplary Teachers	3 x \$15,854 = \$47,562
Recognized Teachers	5 x \$7,927 = \$39,635

Total Allotment: \$144,045

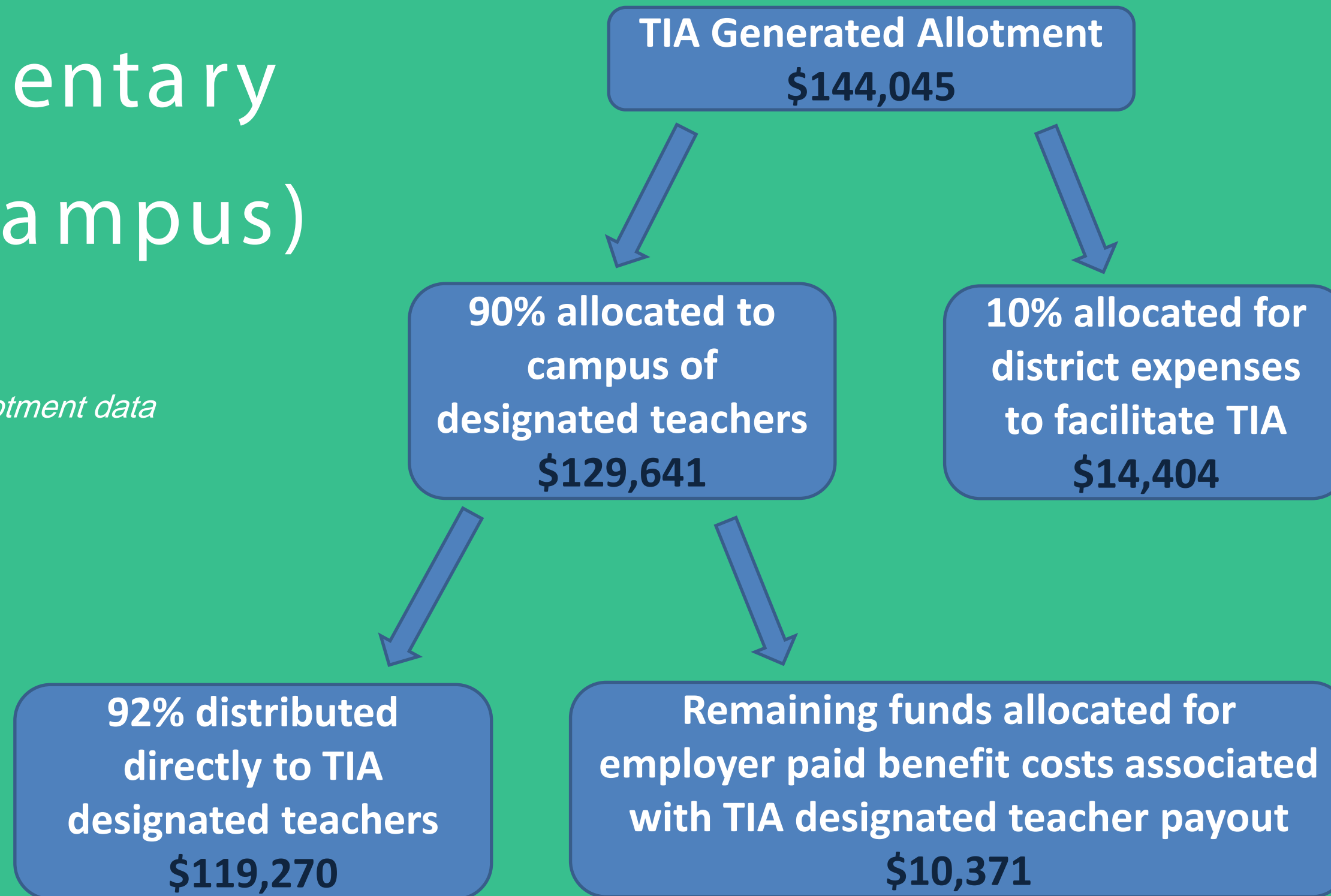


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ABC Elementary (Sample Campus)

Based on 2019 -2020 allotment data



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Individual Designated Teacher Payment

Recognized Teacher at ABC Elementary

Based on 2019 -2020 allotment data

Compensation will be in the form of a one time stipend paid in late spring/early summer of the designation year.

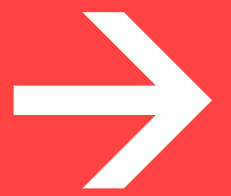
TIA Generated Allotment
\$7,927

90% allocated to campus of designated teacher
\$7,135

10% allocated for district expenses to facilitate TIA
\$792

92% distributed directly to TIA designated teacher
\$6,564

Remaining funds allocated for employer paid benefit costs associated with TIA teacher payout
\$571



TEACHER INCENTIVE ALLOTMENT





“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 23, 2021
- School Board Meeting - March 23, 2021
- Application Deadline – April 15, 2021

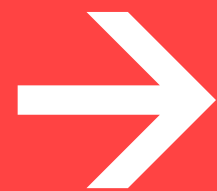


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CISD Timeline for Application Process

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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Learn more
or
submit questions at

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

THANK YOU!

