

House Bill 3 Teacher Incentive Allotment

AN OVERVIEW OF THE TIA PROPOSAL SUBMITTED TO TEA

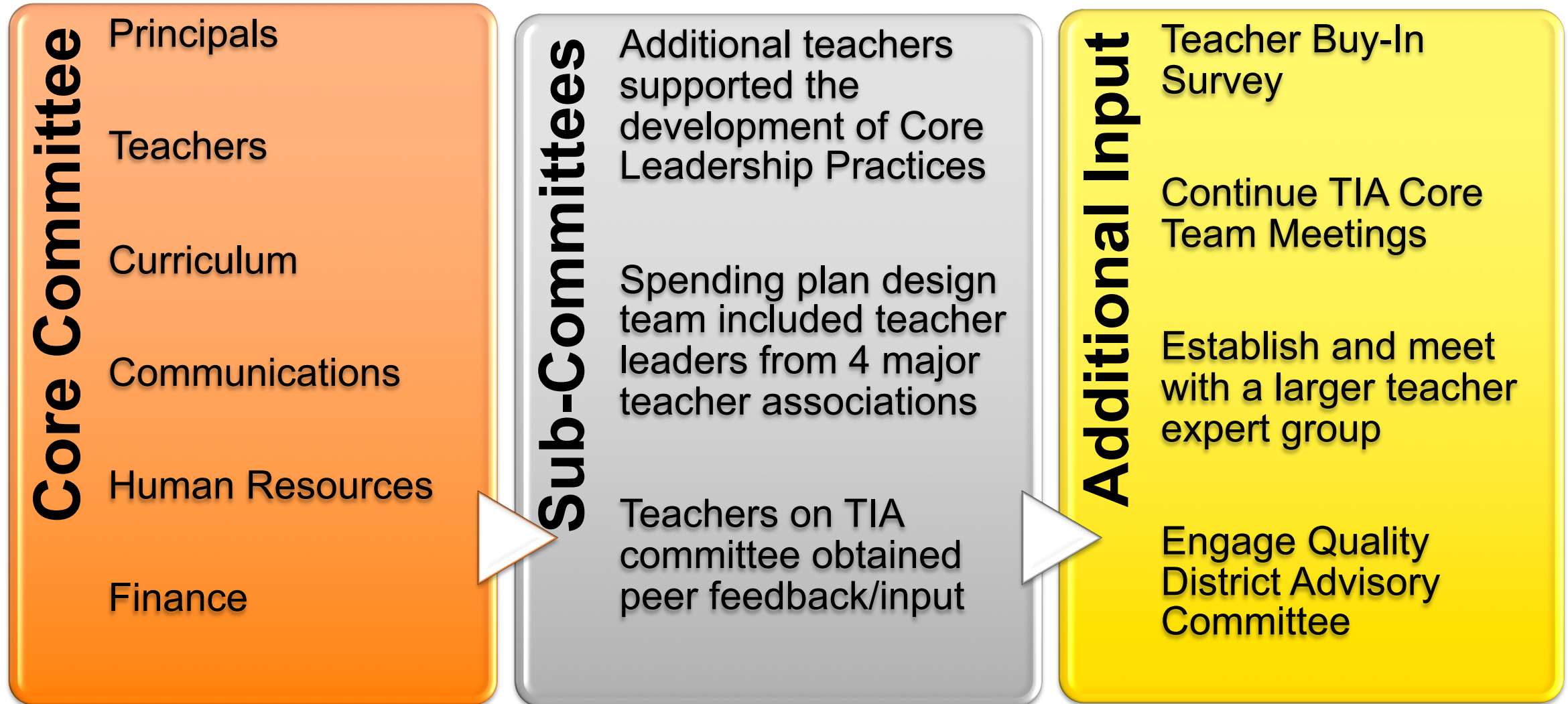
Board of Trustees Workshop
May 21, 2020



Review: Teacher Incentive Allotment

- TIA is a key part of HB3, dedicated to **recruiting**, **supporting** and **retaining** highly effective teachers in all schools, with particular emphasis on **high need** and rural schools
- TIA Districts will implement a **strategic evaluation system** that is based on multiple measures and leads to meaningful differentiation of evaluation ratings
- **Data** acquired from strategic evaluations can be used **to inform** strategic staffing, PD, compensation, career pathways, hiring, supporting and retaining the best teachers

Stakeholder Engagement



Core Committee

Principals
Teachers
Curriculum
Communications
Human Resources
Finance

Sub-Committees

Additional teachers supported the development of Core Leadership Practices
Spending plan design team included teacher leaders from 4 major teacher associations
Teachers on TIA committee obtained peer feedback/input

Additional Input

Teacher Buy-In Survey
Continue TIA Core Team Meetings
Establish and meet with a larger teacher expert group
Engage Quality District Advisory Committee

Why should we engage in this work?



Texas and other States have districts that are implementing strategic evaluation systems that are differentiating ratings and using the data to achieve strong results. These systems have proven to:

- Increase retention of higher performing teachers
- Improve student outcomes
- Close opportunity gaps

Timeline

**Spring & Summer
2020**

2020-21 SY

2021-2022 SY

**2022-23 SY
or (2023-2024)**

Design

Align &
Implement

Support
Excellence

Reward
Excellence

- TIA Committee model design
- Submit application
- Conduct teacher buy-in survey
- TIA Committee refines model
- TEA final approval
- Board support/approval

- Launch communications
- Meetings with Campus TIA Expert members
- Provide teacher and principal PD
- Spring Data Collection

- Nov – Data Review due to TX Tech
- Data - Final approval Feb 2022
- Implement differentiated PD
- Implement Phase 2
- Refine and improve model

- Implement Phase 3
- State funding flows to districts Spring 2022 or Fall of 2022
- Teacher payouts begin Sept 2022 or Sept 2023
- Refine model

Teacher Incentive Allotment Funding

➔ More Need

Designation	Base	Multiplier	Tier	Non Eco-Dis	Tier 1	Tier 2	Tier 3	Tier 4	Tier 5
			Student Point Value	X 0	X 0.5	X 1.0	X 2.0	X 3.0	X 4.0
Recognized	\$3,000	\$1,500	Non-rural	\$ 3,000	\$ 3,750	\$ 4,500	\$ 6,000	\$ 7,500	\$ 9,000
			Rural	\$ 4,500	\$ 6,000	\$ 7,500	\$ 9,000	\$ 9,000	\$ 9,000
Exemplary	\$6,000	\$3,000	Non-rural	\$ 6,000	\$ 7,500	\$ 9,000	\$ 12,000	\$ 15,000	\$ 18,000
			Rural	\$ 9,000	\$ 12,000	\$ 15,000	\$ 18,000	\$ 18,000	\$ 18,000
Master	\$12,000	\$5,000	Non-rural	\$ 12,000	\$ 14,500	\$ 17,000	\$ 22,000	\$ 27,000	\$ 32,000
			Rural	\$ 17,000	\$ 22,000	\$ 27,000	\$ 32,000	\$ 32,000	\$ 32,000

Max funding amount = \$32,000

➔ More Funding

Who is eligible?

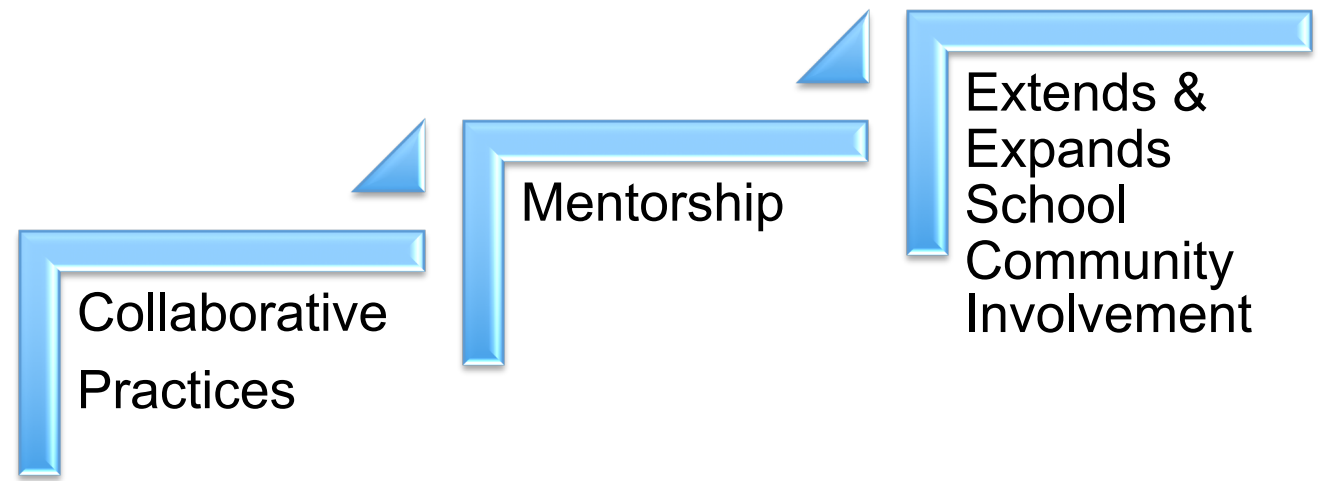
Goal: All Teachers & All Schools

Data Collection Year	Teacher Groups
<i>2020-2021 SY</i>	All Schools Reading & Math only
<i>2021-2022 SY</i>	All Schools (Reading, Math, Science and Social Studies)
<i>2022-2023 SY</i>	All Schools/All Subjects

What measurements and weights will we use to determine teacher designations?

Measures	Weights
T-TESS / Observations	45%
Growth Renaissance 360 and Circle/TX KEA	45%
Core Leadership Practices	10%

Core Leadership Practices



How will we distribute the funds for teachers who earn the designation?

Allotment going to Designated Teachers	Allotment going to other Teachers	Allotment going to District
75%	15%	10%

**Note: Allotments going to other teachers will change once the phase-in is complete*

Questions

