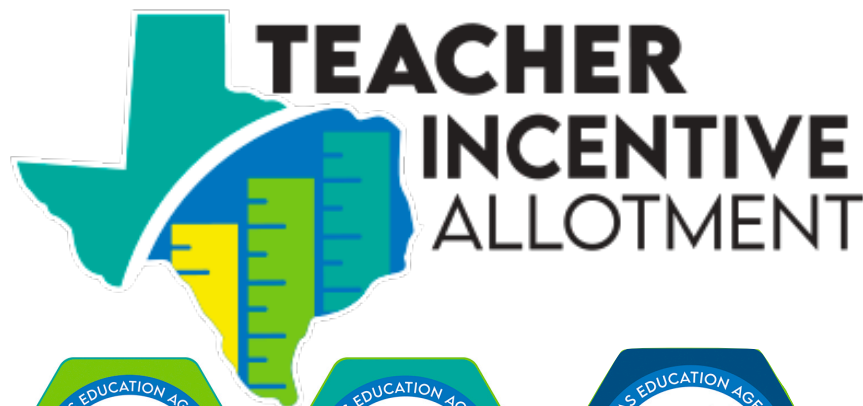




Teacher Incentive Allotment

Memphis ISD



\$8,247



\$16,494



\$29,491

Average Allotments for Memphis ISD

Purpose of TIA

The Teacher Incentive Allotment (TIA) was created by the Texas Legislature as part of House Bill 3 to provide a realistic pathway for top teachers to earn six-figure salaries and to help attract and retain highly effective teachers at ***traditionally hard-to-staff schools***.

WHO IS ELIGIBLE?

All MISD teachers who are fully certified, are coded a 087 in PEIMS, and earn a creditable year of service are eligible to earn a designation.

- ~ALL Teachers
- ~ALL Campuses
- ~ALL Grades
- ~ALL Subjects

HOW ARE FUNDS DISTRIBUTED?

Once a teacher earns a designation, he/she will receive an annual check for 5 years corresponding to the amount of the designation earned. First payouts for MISD were made in the May of 2023 for designations earned from data collected during the 2021-2022 school year. Twenty MISD teachers earned a designation. Total allotment for the district was \$351,810! Based on data from the 2022-2023 year, 13 teachers earned or increased their allotment, making the total number of designated teachers as 27. Payout for year 2 was \$548,166. Data is collected each year for possible teacher designations. Of the funds generated by the TIA designation, 90% of the allotment goes to the teacher and 10% will be used to cover TIA administrative fees at the district level.

WHAT IS A DESIGNATION?

A designation is a distinction issued to highly effective teachers based on a local designation system that has been approved by the Texas Education Agency. Designations are displayed on teacher certificates and are applicable for 5 years. The 3 levels of designations are: Recognized, Exemplary and Master. Each level of designation corresponds to a monetary amount based on the socioeconomic status of the campus where the teacher is assigned.



Determination of Teacher Designations

Teachers' designations are earned using two indicators with each indicator having an equal weight (50%) in the final score.

- 1) Teacher Observation Score (T-TESS)
- 2) Student Growth Score

The T-TESS score is determined by finding the average score of Domain 2 (Instruction) and Domain 3 (Learning Environment). Each teacher will have the scores averaged from 5 scored observations (4 informal and 1 formal). To average the 9 dimensions in these two domains, a 5-point scale is used (1-Improvement Needed, 2-Developing, 3-Proficient, 4-Accomplished, and 5-Distinguished). Teacher Observation Score averages can range anywhere from 1 to 5.

The Student Growth Score is determined by the percent of students that met or exceeded their individual growth goal. Methods of measuring student growth vary across different teaching assignments.

How Did We Get Here?

2020-2021: TIA stakeholder meetings & Application Completion

2021-2022: Data Collection Year

2022-2023: Designate and Compensate first payouts Spring 2023; Collect Data for New Designations

2023-2024 & Beyond: Designate & Compensate; Collect Data for New Designations

FREQUENTLY ASKED QUESTIONS

Q: This is my first year teaching with MISD. Will I have the opportunity to earn a designation?

A: Yes, as long as you meet the following criteria: 1) Fully certified; 2) Categorized as an 087 in PEIMS; 3) Earn a year of credible service from MISD.

Q: Can these funds affect my retirement?

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

Q: Can these funds affect my taxes?

A: Yes, your federal taxes are determined by tax rates. Tax rates are determined by gross income brackets. Therefore, receiving TIA funds may change your income bracket.

Q: Are administrative or non-teaching positions eligible for TIA designation?

A: No. The Teacher Incentive Allotment program is designed to reward TEACHERS for their hard work.

Q: If I change teaching assignments within MISD after I have earned a designation, will I continue to receive the allotment?

A: Yes, you will continue to receive the allotment payment each spring for 5 years as long as you stay in an 087 teaching position.

Q: Can my designation level move up after I have earned a designation?

A: Yes. Teachers who have already received a designation of Recognized or Exemplary may be put forth for a higher designation if their performance qualifies them.

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.