

# Teacher Incentive Allotment

**MISD Teacher/Staff Overview**

# Agenda

1. Goal/Purpose and Timeline
2. Eligibility & Application Components
3. What is a Designation?
4. What's in it for ME?
5. Compensation Distribution
6. MISD Weighting System
7. Student Growth Measure
8. Teacher Observations
9. Teacher Survey

Questions

# TIA Goal and Purpose

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.

# TIA Overview



## Pre-Application

System  
Development

Stakeholder  
Engagement



## Year 1

Apply for TIA

**2020-2021**



## Year 2

Capture Data

**2021-2022**



## Year 3

Designate and  
Compensate

**2022-2023**



## Post-Approval

New designations

System  
amendments or  
expansion

*What is our timeline for applying in 2020-2021?*



**Year 1**

**2020-2021**

# Year 1: Application Timeline

- Application window **November-April**
- Teacher buy-in survey **April**
- TEA evaluation and scoring **April/May**
- Feedback and revision **July**
- Notice of approval/denial **August**

# Who is Eligible?



# All teachers, all grades, all subjects...

A designated teacher must meet the following requirements to generate an allotment each year.

1. Have an active SBEC teacher certification
2. Coded as an 087 in class roster winter collection
3. Served or will serve a creditable year of service in the 087 role (full-time for one semester or at least half-time for a year)

# Application Components





# Application Components



# Local Designation System

A two-step approval process



## 1. System Review (TEA)

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Districts submit application, which could include narrative components and artifacts, to TEA to demonstrate high-quality, valid, and reliable for **eligible teaching assignments**

## 2. Data Review (TTU)

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Districts submit evidence of teacher effectiveness to TTU to ensure the relative accuracy and reliability for **eligible teaching assignments**

# What is a Designation?

A designation is a distinction issued to highly effective teachers.

Designations are displayed on teacher certificates.

National Board Certified teachers may earn a Recognized designation automatically.

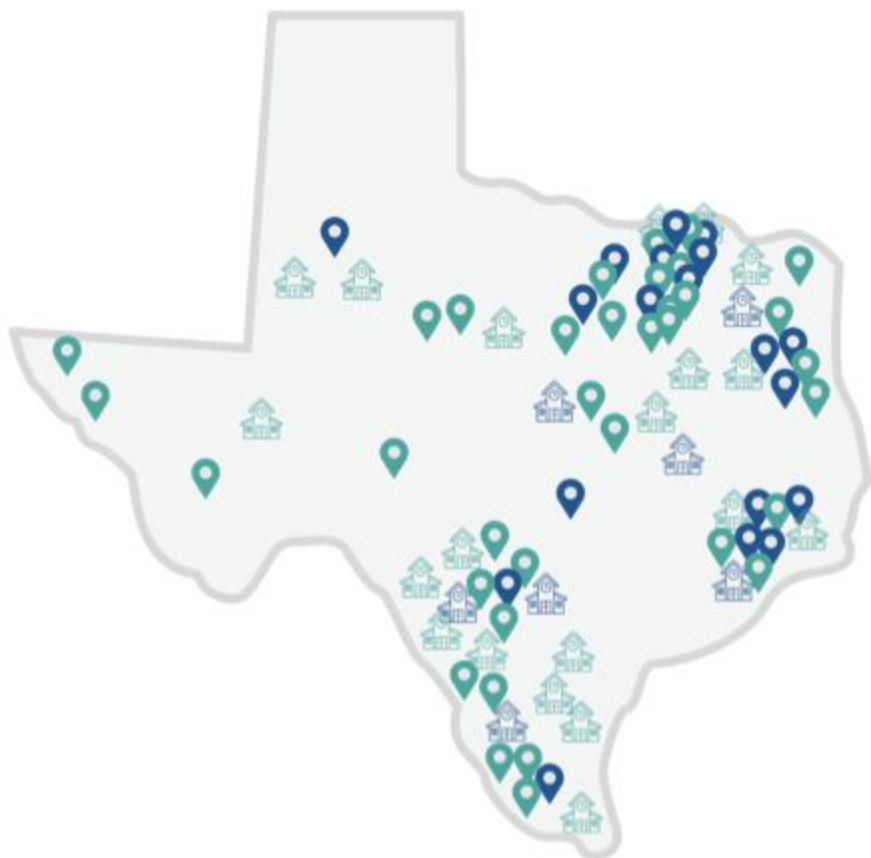
Eligible designated teachers will generate an allotment from the state each year based on their campus of employment.

# HB 3 Established 3 Levels of Designations



**NATIONAL BOARD**  
*for Professional Teaching Standards®*

# Participating Districts



-  **Application Accepted**
-  **Full Approval**
-  **Rural School Application Accepted**
-  **Rural School Full Approval**

**What does this mean for  
a MISD teacher?**

# Designations Generate Annual Allotments



Campus Rural Status



Campus Socio-Economic Need



\$3-\$9K



\$6-\$18K



\$12-\$32K



Region: 16  
District name: MEMPHIS ISD  
Average Allotment - Recognized: \$8,048  
Average Allotment - Exemplary: \$16,096  
Average Allotment - Master: \$28,826

Campus name	District name	Rural flag	Recognized	Exemplary	Master
AUSTIN EL	MEMPHIS ISD	Rural	\$8,309	\$16,619	\$29,698
MEMPHIS H S	MEMPHIS ISD	Rural	\$7,469	\$14,938	\$26,897
MEMPHIS MIDDLE	MEMPHIS ISD	Rural	\$7,969	\$15,938	\$28,563
TRAVIS EL	MEMPHIS ISD	Rural	\$8,848	\$17,696	\$31,493



# Compensation Distribution



## Distribution MUST Be.....

- No more than 10% to District
- Consistent on each campus--One Plan
- Defined specifically
- Sustainable



Teacher

90%



District

10%

# MISD Weighting System



# MISD Weighting System

Student Growth Measure

50%

+

Required  
Measures

Teacher Observations

50%

# Student Growth Measure



# Student Growth Measure

- Value Added Measures (VAM)
- Pre/Post Tests
  - District Created
  - 3rd Party Vendor
- Student Learning Measures (SLO)
- Portfolios
- Other

# Student Growth Measure

- Focuses on the progress a student makes between the beginning of the year and the end of the year, not necessarily on whether a student meets a predetermined benchmark.
- Considers equally students who enter behind grade level, on grade level, and beyond grade level, tailoring growth expectations to each student's context.



nwea

map<sup>®</sup>

# Examples....

- Michaela received a score of **205** on her Reading MAP test at the beginning of 4th grade and a score of **220** on her reading test at the end of 4th grade.
- Denise began the year able to complete 5/15 checkpoints on the Industry Certification list and by May had mastered 10/15. Even though Denise did not earn industry certification, she **demonstrated significant growth**.
- Bob performed at a Beginner's Level on the Guitar rubric at the **beginning** of the year **compared to the end** of the year where he performed at an Intermediate Level.

**K-12 Math, Reading,**

**5th, 8th Science &  
Biology**

NWEA MAP Growth

**CTE Classes**

Portfolios

iCEV

Certification Tests

**Social Studies/ History/ Upper  
Level Science**

Pre/Post Tests

District Created Exams

PSAT 9, PSAT 10, PSAT  
NMSQT, SAT

Other

**PK**

CLI Engage

**Speech, Theater Arts,  
Spanish**

Portfolio

Pre/Post Tests

Other

**PE**

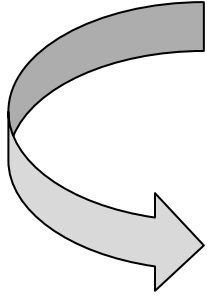
Fitnessgram-type Assessment

**Band/Music**

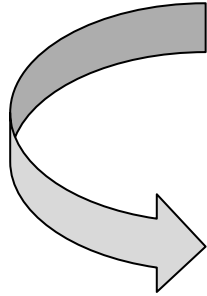
Portfolio



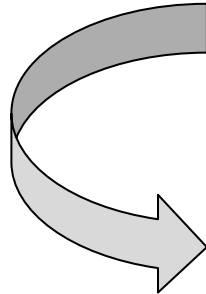
Observation



Collaboration



Reflection



GROWTH

# Growth of



# MISD Teacher Observation Schedule

1 – Formal 45 minute observation

\*completed by teacher's principal

4 – Informal scored observations (minimum of 2 each semester)

\*1 each semester done by an appraiser other than the teacher's principal

Informal walkthroughs and coaching observations throughout the year



<i>Growth standard group</i>	<i>% of students meeting or exceeding growth targets</i>
Recognized	55%
Exemplary	60%
Master	70%

<i>Observation standard group</i>	<i>Based on T-TESS</i>	<i>Based on another rubric</i>
Recognized	3.7	74% of points
Exemplary	3.9	78% of points
Master	4.5	90% of points

Recognized represents the top 33% of teachers  
 Exemplary represents the top 20% of teachers  
 Master represents the top 5% of teachers





## Teacher Buy-In Survey

1. Teacher email spreadsheet heading to Texas Tech by April 15
2. Survey link sent to teachers from Texas Tech within 2 business days of receiving the spreadsheet
3. Survey closes May 14, 2021
4. MISD receives district data and state-wide average data on June 15, 2021
5. Teachers' identifying information is NOT shared with the district.



# Questions?

