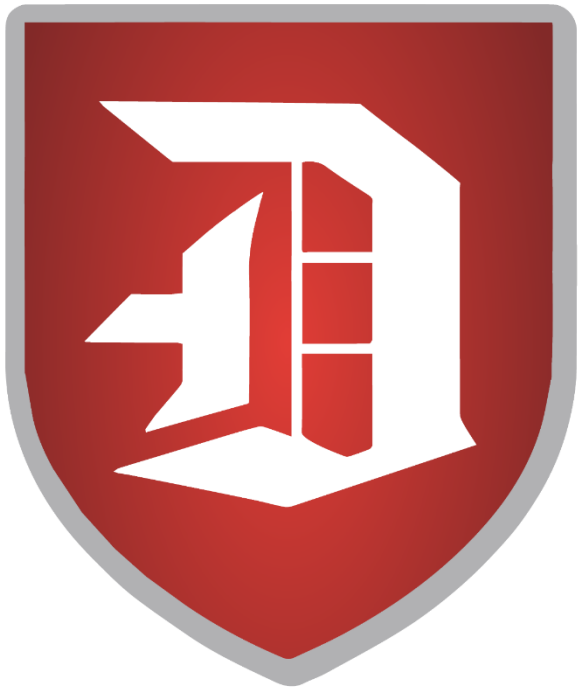

DORAL ACADEMY

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Ea
ELEMENT ARCHITECTS

Teacher Incentive Allotment Goals

"In addition to helping **attract and keep their effective educators** in the classroom, public schools implementing these [evaluation and compensation] 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

Reward

Retain

Recruit

VIDEO

https://youtu.be/Z5DmwYTgbNM

LESSONS LEARNED: PAST TX TEACHER INCENTIVE PROGRAMS

Varied Approaches

- Career Ladders (1984-1993)
- Governor's Educator Excellence Grant ('05-'08)
- Texas Educator Excellence Grant ('06-'09)
- District Awards for Teacher Excellence ('08-'11)

Lessons Learned

- ✓ Need **adequate & sustainable funding** source
- ✓ Ensure **inter-rater reliability** and use **multiple measures** including **student growth**
- ✓ Available to **ALL teachers**, and encourage **professional collaboration**
- ✓ Use it for **recruitment & retention**

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STRATEGIC COMPENSATION: SUPPORTING THE TEACHING PROFESSION

Current Challenges

High teacher turnover in first 5 years

Disproportionate placement of beginning teachers at high-needs schools

Perception of teaching as not rewarding teachers for effectiveness

Perception of lack of professional development and growth

Positive Impact

Accurate teacher appraisals lead to continued development, growth, and engagement

Recognition of teacher effectiveness leads to improving practice for other teachers

Improvement of retention of effective teachers

Improvement of recruitment into the district

Ability to reward effective teachers at high-needs schools

TEA Texas Education Agency | TEACHER INCENTIVE ALLOTMENT

GROWTH BY COHORT

Cohort A	30 approved system applications
Cohort B	7 approved system applications
Cohort C	60 approved system applications
Cohort D	186 approved system applications

Note: application counts include districts in multiple cohorts

THE TEACHER INCENTIVE ALLOTMENT (TIA) 2020-2021 TOTALS

127
School Districts

4,617
Designated Teachers

$43,046,976
2020-2021 TIA Allotment Funding

TEA® Texas Education Agency | TEACHER INCENTIVE ALLOTMENT

AVERAGE FUNDING PROVIDED FOR EACH DESIGNATED TEACHER IN 2020-2021

$6,181
Recognized

$12,576
Exemplary

$22,537
Master

ABOUT THE TEACHER INCENTIVE ALLOTMENT

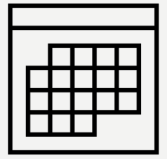
Key Points

3 Designation levels (Master, Exemplary, Recognized)

LEAs will receive $3-32K annually per designated teacher

Greater funding for designated at high-needs and/or rural campuses

LEAs must use at least 90% of funds on teacher compensation on designated teacher's campus



5- year designation validity, regardless of teacher placement (subject, school, LEA)

TEACHER ELIGIBILITY FOR DESIGNATIONS AND CONTINUED ALLOTMENTS

Requirements

1. Teacher*
2. Creditable year of service**

*Teacher is defined as being reported as an 087 in Class Roster-Winter Collection

**Creditable year of service is defined as full-time for at least 1 semester or 50-99% time for the year

DISTRICT APPROVAL PROCESS

Designations are dependent upon on two-step approval process

1. Application Approval

Districts submit application, which could include narrative components to TEA

2. System Approval

Districts submit evidence of teacher effectiveness data to Texas Tech University. TEA issues final approval.

COHORT E SYSTEM AND APPROVAL TIMELINE

Pre-Application

System Development

Year 1

2021-2022

Apply for TIA
Including Texas Tech University Survey #1

Application Approval

Year 2

2022-2023

Capture Data
Including recommended Texas Tech University Survey #2

System expansions, changes, or spending modifications

Year 3

2023-2024

Submit data to TTU and fees to TEA

Designate and Compensate

System expansions, changes, or spending modifications

Complete annual requirements
Including Texas Tech University Survey #3

System Approval

Post-Approval

New or higher designations
Requires data submission and fees

System expansions, changes, or spending modifications

Complete annual requirements

System renewal

Designation Approval

Ongoing Stakeholder Engagement

THE BIG 3: CRITICAL DECISIONS FOR LOCAL DESIGNATION SYSTEM DEVELOPMENT

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/teacher categories

3. **How and when will we compensate?**
   - Distribution of funds
   - Timing and mode of compensation

ALIGNMENT TO DORAL'S STRATEGIC PLAN

- 1. Improved Student Outcomes
- 2. Teacher Recruitment and Retention

NEXT STEPS:

- Share with all stakeholders
- Launch district website
- Create committee, include Teachers
- Maintain Communication with stakeholders

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THANK YOU