



# Teacher Incentive Allotment Application Update

---

April 29, 2021

**GOAL 3**  
**EMPOWERED**  
**STAFF**

Recruit

Retain

Reward

# Levels of Distinction



**Recognized**

\$3-\$9K

*Top 30% in the state*

National Board Certification



**Exemplary**

\$6-\$18K

*Top 20% in the state*



**Master**

\$12-\$32K

*Top 5% in the state*



# Design Team Structure



Initial Steering  
Committee

Design Team  
Leads

Design Team  
Subcommittees

# Application Components



Weighting



Teacher  
Observation



Student  
Growth



System  
Development



Spending  
Plan



District  
Support

*How will we identify, reward, and retain highly effective teachers?*

# Designation Components



Teacher  
Observation

- Observation based on T-TESS or locally developed system
- District application must show evidence of validity and reliability



Student  
Performance

- Student performance measures determined by district
- District application must show evidence of validity and reliability

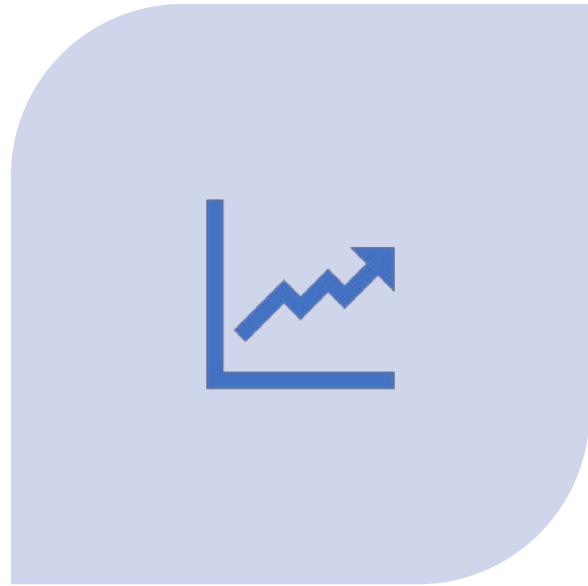


*Optional:  
Additional  
Factors*

- Districts *may* consider additional factors in making designations



# Optional Components



**CAMPUS STUDENT GROWTH**



**NORTH STAR GOAL**

- Our “North Star Goal” and Quality Seat Analysis
- Current status of projected school ratings
- Innovative program offerings already in place or other mitigating factors
- Reasonable number of campuses we can commit to in Phase One
- Survey feedback



# Weighting of Components



Component	Weight
Teacher Observation	40%
Teacher Student Growth	50%
Campus Student Growth	10%
<b>TOTAL</b>	<b>100%</b>

# Phase-In of Campuses



## Phase One campuses:

David L. Walker, JA Hargrave, Mary Harris, Meadowcreek, Poynter, SH Crowley, Sue Crouch

## Eligible teachers:

PK – 5<sup>th</sup> grade Reading and Math teachers

5<sup>th</sup> grade Science teachers

Other campuses and teaching assignments will be added in Phases Two and Three of the implementation

**TEA has established performance standards for**

- student growth
- teacher observation

**If optional components are added, the district must determine the performance standards.**

*What percentage of the students in the class met or exceeded the performance growth goal?*

<b>Recognized</b>	≥ 55%
<b>Exemplary</b>	≥ 60%
<b>Master</b>	≥ 70%

# Teacher Student Growth Performance Standards



**Determined by:** Comparing BOY to EOY test scores

Grade Level	Subject(s)	Assessment Used
Pre-K	Reading and Math	Circle
Kinder-2nd	Reading	mClass
Kinder-2nd	Math	NWEA: MAP
3rd-5th	Reading and Math	NWEA: MAP
5th	Science	STAAR

*What percentage of students on the campus met or exceeded the performance growth goal?*

<b>Recognized</b>	$\geq 55\%$
<b>Exemplary</b>	$\geq 60\%$
<b>Master</b>	$\geq 70\%$

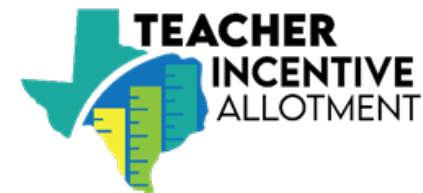
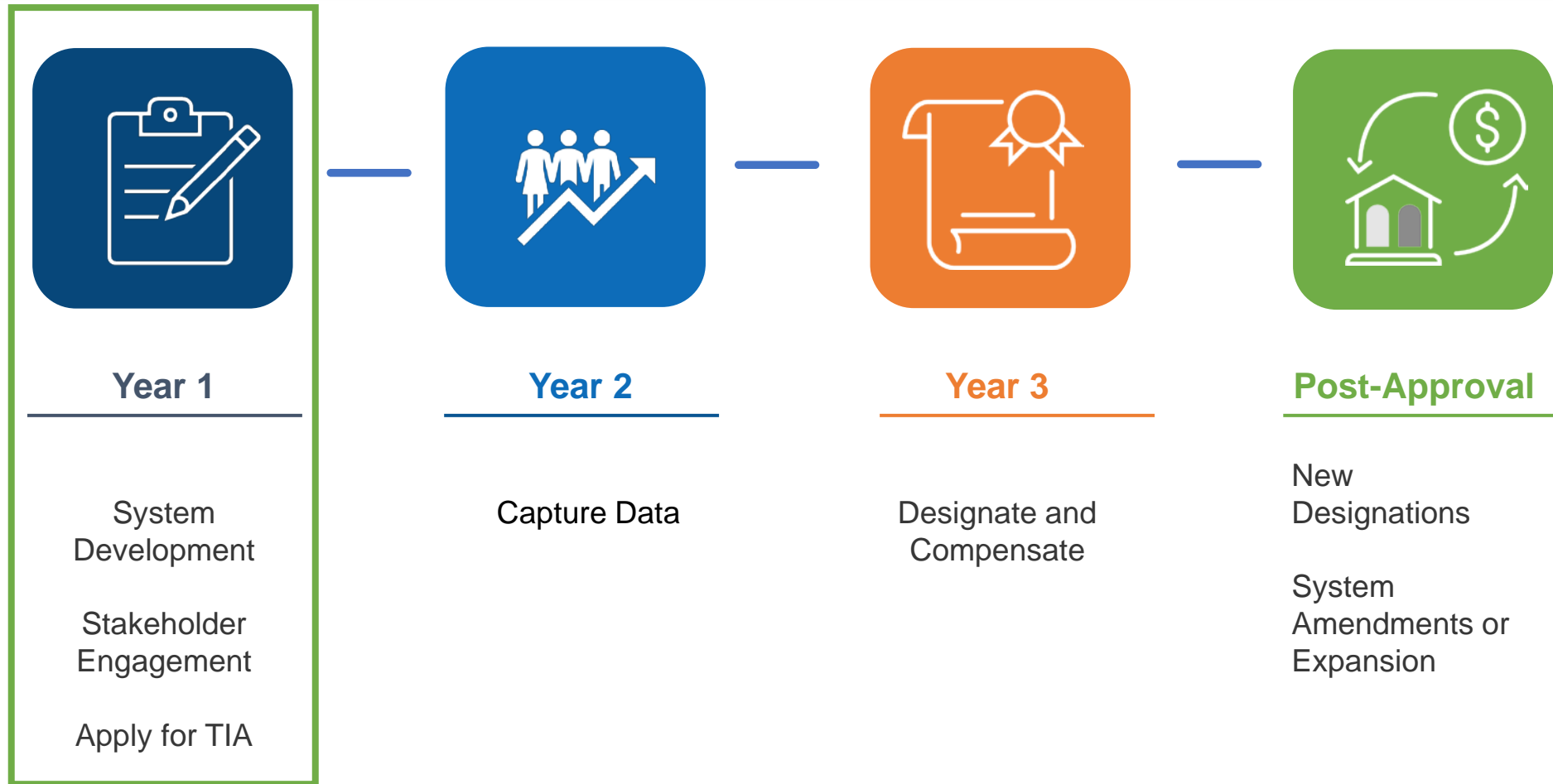
## *How did the teacher score on T-TESS?*

Recognized	≥ 3.7
Exemplary	≥ 3.9
Master	≥ 4.5

Distinguished	Accomplished	Proficient	Developing	Needs Improvement
5	4	3	2	1

**Calculated by averaging across all dimensions in Domains 2 & 3**

# Timeline





# Next Steps



Tx Tech  
Survey

Data  
Modeling

Develop  
Field Guide





# Teacher Incentive Allotment Application Update

---

April 29, 2021

**GOAL 3**  
**EMPOWERED**  
**STAFF**