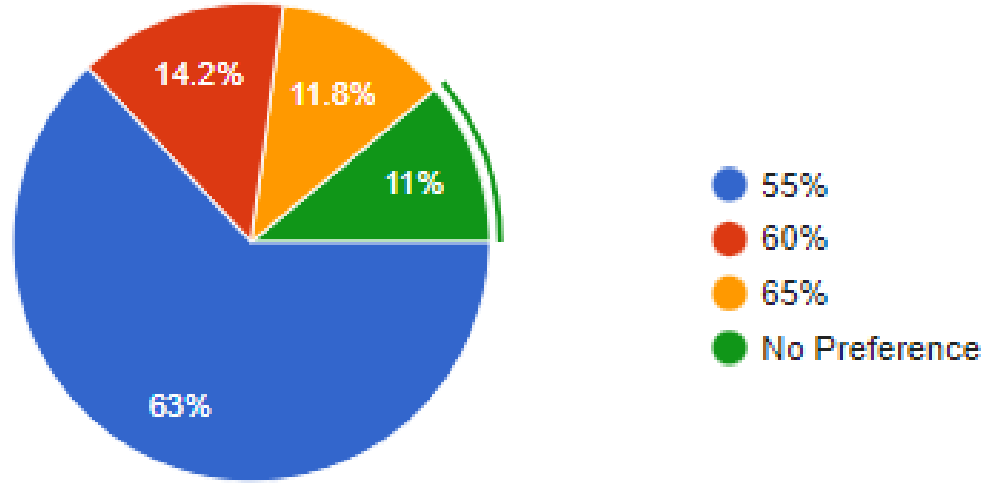


Teacher Incentive Allotment

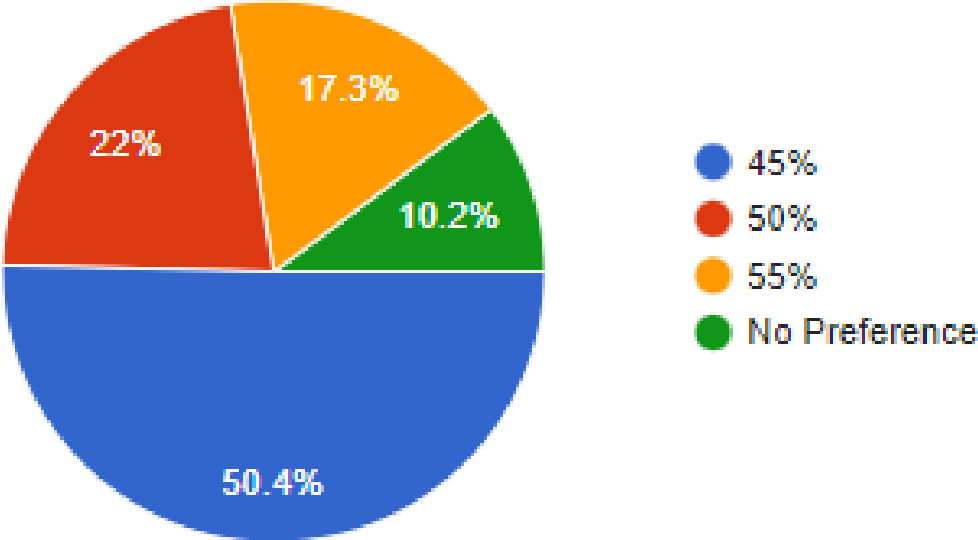
Employee Survey Report
2021-2022 School Year



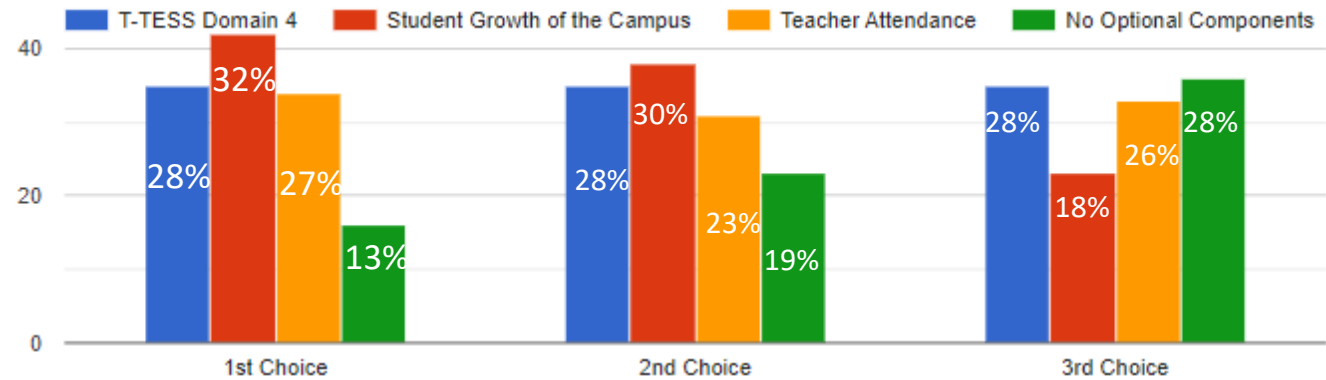
Student Growth is a required component of the Teacher Incentive Allotment and an important component to measure when assessing the effectiveness of teachers in our TIA system. What percentage of the total TIA Designation System would you like Student Growth to be?



Teacher Observation (T-TESS Domains II and III) is the second required component of the Teacher Incentive Allotment and an important component to measure when assessing the effectiveness of teachers in our TIA system. What percentage of the total TIA Designation System would you like Teacher Observation to be?



In addition to the TEA required components of Student Growth and Teacher Observation, we believe there are Optional Components that may play an important role when evaluating the overall impact of teacher performance. Please select from the list below to determine which, if any, Optional Components you believe contribute to the success of teacher performance. Please rank Optional Components in importance, with 1 being first and 3 being last. Please note, any optional components would consist of no more than 10% of the total TIA Designation System. If you do not believe any Optional Components should be considered, please indicate so by selecting only No Optional Components.

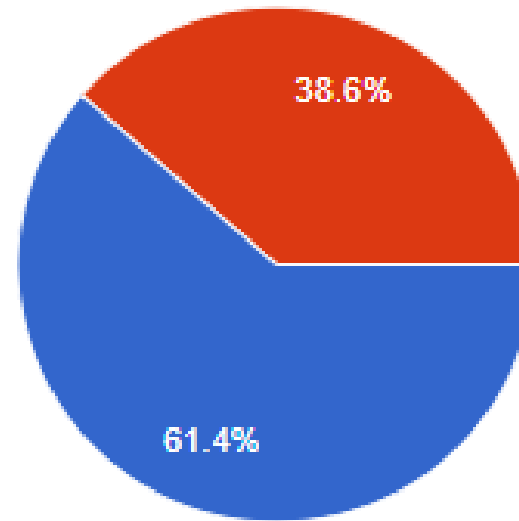


Distribution of Compensation:
Statute requires that 90% of Teacher Incentive Allotment (TIA) funds be distributed directly to teachers at the designated teacher's campus:

The individual TIA-designated teacher will be allocated 70% of the teacher TIA dollars for distribution. The other 20% will be consolidated at the campus level and then evenly distributed among other high-performing teachers (PEIMS 087) that meet the District's criteria for high performance.

The District shall retain 10% of the TIA dollars to use as follows:

To support district oversight of the implementation of TIA and ongoing development of TIA resources.



- The entire 90% should be directly paid to the teacher who earned the designation.
- 70% should go to the teacher who earned the designation and the other 20% will be consolidated at the campus level and then evenly distributed among other teachers.

Questions/Comments Submitted By District Employees

*Additional questions will be added to the TIA District Webpage
and an opportunity to submit more questions*



How does TIA factor in the Staff development and campus morale that ebbs and flows on a year to year basis? Is TIA and individualized endeavor from each respective teacher or is there a district strategy that will help teacher to obtain the TIA? *The district will develop specific and differentiated professional development opportunities geared towards growing the effectiveness of teachers in the district, with the goal of them being able to earn a state designation under our Teacher Incentive Allotment plan.*

How far back do you look at former evaluations? *We are not going to be looking at any data from a prior school year; growth is going to be determined within a school year, based on where a student begins the year, and where that same student ends the year.* |

What is EXPECTED from the teacher after receiving the Teacher Incentive Allotment? *If a teacher is designated as being highly effective, the district would expect that teacher to continue to provide high quality instruction to her/his students on a regular basis. Our expectations for all teachers in the district will be the same, regardless of their designation status with the Teacher Incentive Allotment.*

Does this figure in to your highest salaries for retirement? *Yes, TIA allocations are TRS eligible.*

Do you have to earn it every year or does it lasts for a set amount of time? *Once a teacher earns a designation, it goes on their teacher certification for a 5-year period.*

Would the Special Education Teachers qualify for the TIA? *Yes, as long as the special education teacher is coded as an 087 classroom teacher in PEIMS.*

Will TIA be checked for every year? As in will we get observed every year in order to keep the incentive the following year? *All teachers in the district will be observed and appraised each year, however, once a teacher earns a TIA designation, it remains in place for a 5-year period.*

If you move campuses within the district, does the allotment stay the same or will it be adjusted to meet that campuses allotment rate?

If a teacher has a designation and moves campuses, the allotment amount will correspond to the poverty tier allocation of the new campus.

Why is fine arts and CTE not considered until year 4? We are teachers too. *The district needs to develop accurate and reliable growth measures for all content areas in the district that do not currently exist, as well as train administrators to accurately assess teacher performance via an observation rubric.*

How much growth do students need to make in order for a teacher to qualify and what assessments will be used to measure that growth- TELPAS, Summit K-12, EOC, district created assessments, STAR Renaissance? *Specific assessment measures are still being determined by the district and associated committees that include teachers. The minimum performance standards from TEA for student growth is that 55% of students in a teacher's class must meet the expected growth target set for that student by the district.*

Will special education self-contained teachers be considered for the Teacher Incentive Allotment? By not including sped teachers sends the message that the education of these students does not matter.- *Yes, SPED will be included; the district is currently working on determining the approach that will be taken to including these teachers.*

As an electives teacher, student growth is difficult to measure. How would it be applied for the fine arts/athletics? *For each of these courses the state has standards associated with them; the district will work with these content area teachers to determine growth measures that are fair, accurate and reliable.*

Will student population be evenly disbursed amongst teachers? Will teachers have a certain number of walk throughs to accurately get a TTESS rating? *The Teacher Incentive Allotment is based on the growth of that student during the time in a teacher's class, so there is no need to change student placement. Teachers will continue to have their summative appraisal at the end of the year, but should expect to have frequent spot observations from appraisers.*

Will special student situations be taken into consideration during evaluation, support and professional development? Some students will need additional support and strategies than what we could provide in a large group setting and will need additional one to one and/ or additional guidance. *The district will develop specific and differentiated professional development opportunities geared towards growing the effectiveness of teachers in the district, with the goal of them being able to earn a state designation under our Teacher Incentive Allotment plan.*