



# Teacher Incentive Allotment:

## Recognition and Reward for Teacher Performance

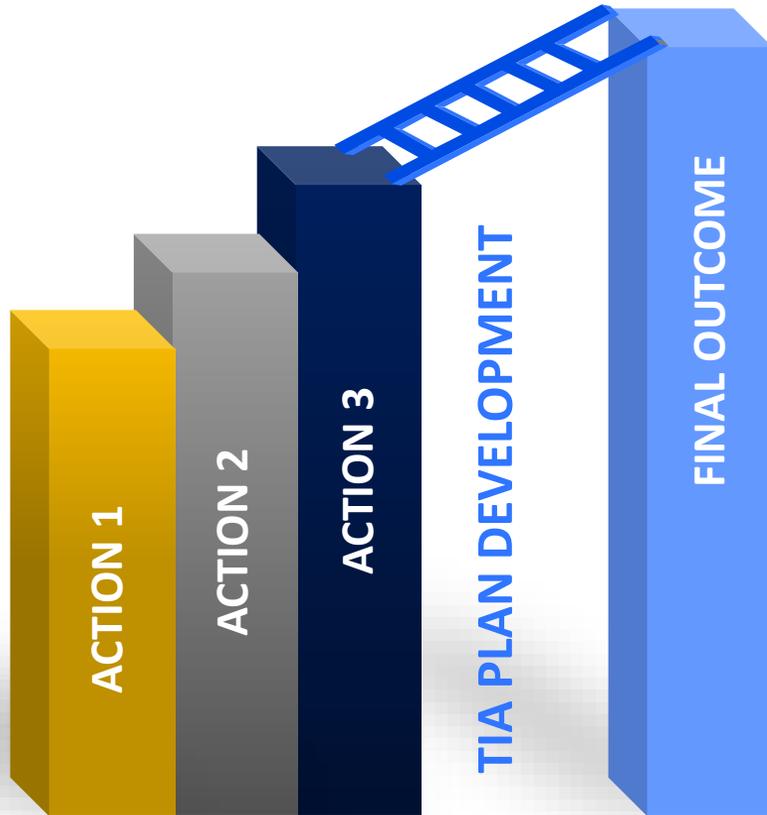
A Presentation for SFDRCS Teachers





# Teacher Incentive Allotment

The Teacher Incentive Allotment (TIA) allows SFDRCSISD to reward, retain and recruit highly effective teachers.



## ACTION 1 - Identification

The state Teacher Incentive Allotment (TIA) provides additional funding to districts based on teacher identification, student need as identified by compensatory education allotment (see TEC §48.104), and campus location (i.e., rural vs. non-rural).



## ACTION 2 – Planning

SFDRCSISD has formed a steering committee which would guide the development of a locally-developed designation system.



## ACTION 3 – Teacher Input

The local designation system must include teacher evaluation and student growth outcomes. The Teacher Incentive Allotment (TIA) Initial Survey will allow teachers district-wide to share valuable feedback.



## FINAL OUTCOME – Plan Implementation

Our goal is to finalize and submit SFDRCSISD's TIA Plan to the Texas Education Agency in March 2022. Once approved, the plan will be shared with teachers and principals for implementation in the 2022-2023 school year.



# Why TIA?



RECOGNIZED

Allotment:  
\$3,000 - \$9,000

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



EXEMPLARY

Allotment:  
\$6,000 - \$18,000



Allotment:  
\$12,000 - \$32,000

MASTER

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.



# SFDRCID Funding Allotment



Campus number	Campus name	Recognized Allotment	Exemplary Allotment	Master Allotment
233901112	DR FERMIN CALDERON EL	6425	12850	23416
233901111	RUBEN CHAVIRA EL	6257	12514	22857
233901106	LAMAR EL	6234	12469	22781
233901108	IRENE C CARDWELL EL	6157	12314	22524
233901102	GARFIELD EL	6148	12295	22492
233901004	BLENDED ACADEMY	6021	12042	22069
233901044	DEL RIO MIDDLE 7TH GRADE CAMPUS	5517	11034	20390
233901104	SAN FELIPE MEMORIAL MIDDLE	5403	10805	20009
233901043	DEL RIO MIDDLE 8TH GRADE CAMPUS	5394	10787	19979
233901103	NORTH HEIGHTS EL	5382	10763	19939
233901113	DR LONNIE GREEN JR EL	5198	10397	19328
233901001	DEL RIO H S	4993	9986	18643
233901005	DEL RIO EARLY COLLEGE H S	4894	9788	18314
233901110	BUENA VISTA EL	3911	7821	15035
233901114	ROBERTO BOBBY BARRERA EL STEM MAGNET	3417	6835	13391



# Teacher Incentive Allotment

## Phase-In Plan

\* Eligibility Subject to Change

### Year 1

Eligible Teachers

#### ELAR Mathematics

- PK-5 (ELAR)
  - Grade 6-8 (ELAR/Math)
  - English 1-2
  - Algebra 1
- \* Includes Co-Teach classes



### \*Year 2

Eligible Teachers

#### Advanced-Level Dual Credit ELAR/Mathematics Science Social Studies

- Grade 6-8 (S.S. and Sci.)
- English III-IV
- Grade 9-12 (Math)
- Grade 9-12 (S.S. and Sci.)



### \*Year 3

Eligible Teachers

#### Vocational Education L.O.T.E.

- C.T.E. courses
- Other L.O.T.E. courses
- Content Mastery



### \*Year 4

Eligible Teachers

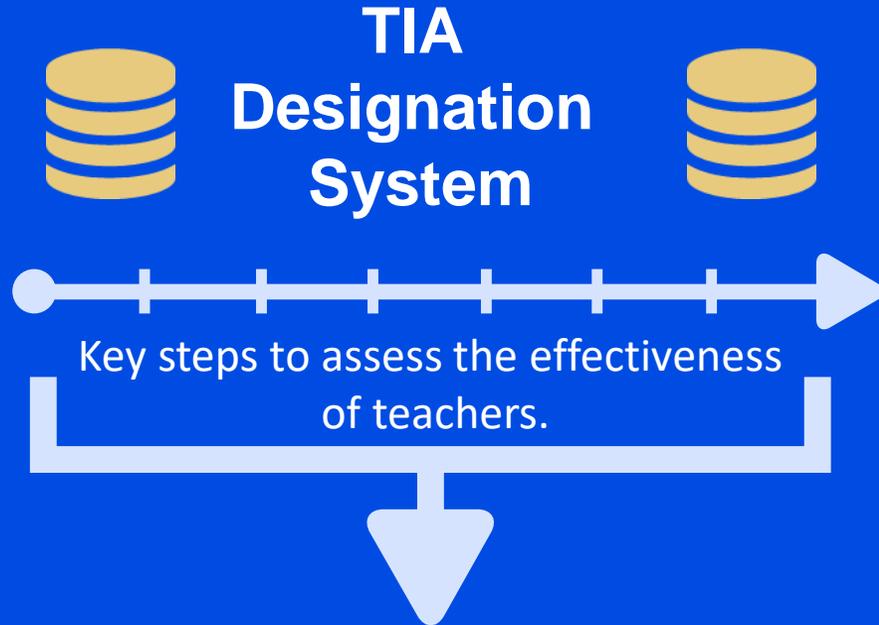
#### All Other Electives

- P.E.
- Health
- Athletics
- Fine Arts
- ROTC
- MAPS
- Credit Recovery



# Weighting

(Weighted Components)



## Action List

**1. Take the Teacher Incentive Allotment Survey!**

**2. Determine the % weight.**

What percentage of the total TIA Designation System would you like teacher observation and student growth measures to be?

**3. Should other components be considered?**

Should the District consider optional components such as T-TESS Domain 4, School Growth or Teacher Attendance?

**4. Determine the percentage of compensation.**

# Teacher Incentive Allotment



## Questions?

