



Teacher Incentive Allotment

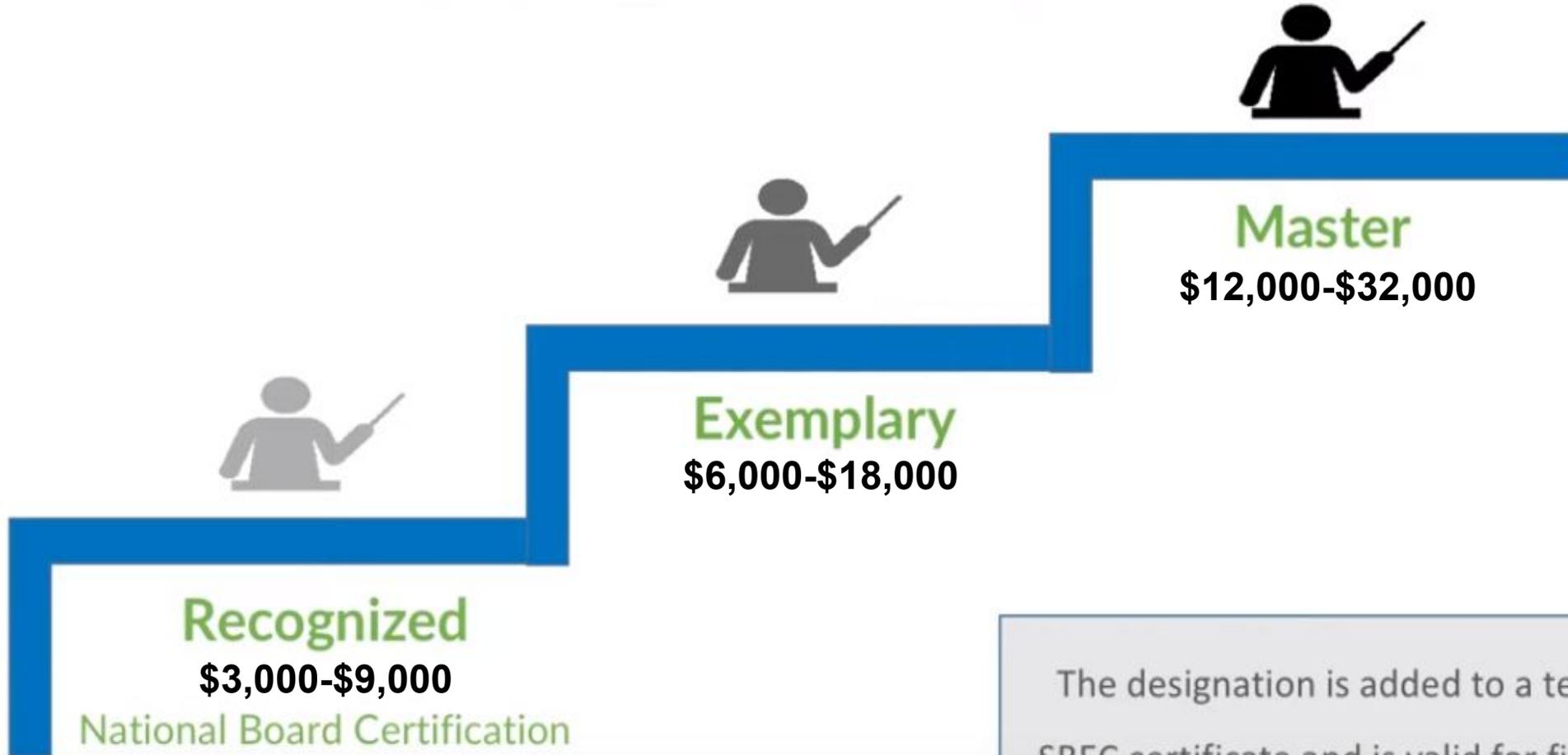
Hemphill ISD

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Teacher Incentive Allotment works in conjunction with the Local Optional Teacher Designation System



The designation is added to a teacher's SBEC certificate and is valid for five years.



Teacher Incentive Allotment Funding

—————> More Need

Designation	Base	Multiplier	Tier	Non Eco-Dis	Tier 1	Tier 2	Tier 3	Tier 4	Tier 5
			Student Point Value	X 0	X 0.5	X 1.0	X 2.0	X 3.0	X 4.0
Recognized	\$3,000	\$1,500	Non-rural	\$ 3,000	\$ 3,750	\$ 4,500	\$ 6,000	\$ 7,500	\$ 9,000
			Rural	\$ 4,500	\$ 6,000	\$ 7,500	\$ 9,000	\$ 9,000	\$ 9,000
Exemplary	\$6,000	\$3,000	Non-rural	\$ 6,000	\$ 7,500	\$ 9,000	\$ 12,000	\$ 15,000	\$ 18,000
			Rural	\$ 9,000	\$ 12,000	\$ 15,000	\$ 18,000	\$ 18,000	\$ 18,000
Master	\$12,000	\$5,000	Non-rural	\$ 12,000	\$ 14,500	\$ 17,000	\$ 22,000	\$ 27,000	\$ 32,000
			Rural	\$ 17,000	\$ 22,000	\$ 27,000	\$ 32,000	\$ 32,000	\$ 32,000

—————> More Funding



National Board Certification: 25 Certificate Areas & 16 Disciplines

www.nbpts.org

Certificate Area	Developmental Level	Certificate Area	Developmental Level
Art	EMC (ages 3-12) EAYA (ages 11-18+)	Reading-Language Arts	EMC (ages 3-12)
Career & Technical Education	EAYA (ages 11-18+)	Mathematics	EA (ages 11-15) AYA (ages 14-18+)
English as a New Language	EMC (ages 3-12) EAYA (ages 11-18+)	Music	EMC (ages 3-12) EAYA (ages 11-18+)
English Language Arts	EA (ages 11-15) AYA (ages 14-18+)	Physical Education	EMC (ages 3-12) EAYA (ages 11-18+)
Exceptional Needs Specialist	ECYA (ages birth-21+)	School Counseling	ECYA (ages 3-18+)
Generalist	EC (ages 3-8) MC (ages 7-12)	Science	EA (ages 11-15) AYA (ages 14-18+)
Health Education	EAYA (ages 11-18+)	Social Studies-History	EA (ages 11-15) AYA (ages 14-18+)
Library Media	ECYA (ages 3-18+)	World Languages	EAYA (ages 11-18+)

AYA=Adolescence and Young Adulthood / EC=Early Childhood / ECYA=Early Childhood through Young Adulthood / EA=Early Adolescence
EAYA=Early Adolescence through Young Adulthood / EMC=Early and Middle Childhood / MC=Middle Childhood



TIA Cohorts

Cohort A

Data Capture Year was 2018-2019

Cohort B

Data Capture Year is 2019-2020

Cohort C

Data Capture Year will be 2020-2021

Cohort D

Data Capture Year will be 2021-2022

District Designation System Components



Teacher Observation

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



Student Performance

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



Optional: Additional Factors

- Districts *may* consider additional factors in making designations (e.g., **mentoring other teachers, student surveys**, etc.).



Teacher Compensation Considerations

- Districts must use at least **90%** of the TIA funds on **teacher compensation on the campuses** where the designated teacher works.
- If a teacher moves to a new district, the **money will follow the teacher to the new district** regardless of whether the new district has an approved designation system in place. Note that the allotment would be re-calculated based on the whether the new school is rural and the socio-economic need at that campus.
- Districts will need to consider and shape **a local plan** for how to use these funds.
- Districts will **complete an attestation** form verifying how they used these funds to ensure compliance with spending requirements.



District Approval Process



Funding is **dependent upon** on two-step approval process



1. System Review (TEA)

Districts submit application, which could include narrative components and artifacts, to TEA to demonstrate high-quality, valid, and reliable:

- ✓ Student growth measures
- ✓ Teacher observation systems



2. Data Review (TTU)

Districts submit evidence of teacher effectiveness to TTU to ensure the relative accuracy and reliability of:

- ✓ Student growth measures
- ✓ Teacher observations

Cohort Timeline

	Cohort A	Cohort B	Cohort C	Cohort D	Cohort E	Cohort F	Cohort G
Data-Capture Year	2019-2020	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
System Application Posted	N/A	30-Mar-20	30-Mar-20	1-Nov-20	1-Nov-21	1-Nov-22	1-Nov-23
System Application due to TEA (no fee required for submission)	N/A	31-Jul-20	15-May-20	15-Apr-21	15-Apr-22	13-Apr-23	13-Apr-24
System Application Result Final Notification	N/A	28-Aug-20	15-Aug-20	15-Aug-21	15-Aug-22	13-Aug-23	13-Aug-24
Data Review due to Texas Tech University (data processing fee required for each teacher put forth for designation)	N/A	30-Oct-20	1-Nov-21	1-Nov-22	1-Nov-23	1-Nov-24	3-Nov-25
Final Approval Notification	N/A	Late February 2021	Late February 2022	Late February 2023	Late February 2024	Late February 2025	Late February 2026
Final Designation and Allotment Notification	N/A	Apr-21	Apr-22	Apr-23	Apr-24	Apr-25	Apr-26
Initial Payout with Reimbursements for Approved Systems	September 2020	September 2021 or September 2022*	September 2022 or September 2023*	September 2023 or September 2024*	September 2024 or September 2025*	September 2025 or September 2026*	September 2026 or September 2027*

*if district chooses to hold designations

TEACHER INCENTIVE ALLOTMENT: KEY DECISIONS

- 1) Will your TIA Plan include all teachers or a subset of teachers?
- 1) Does the money stay with teacher who earned the designation or will you utilize the funds to boost compensation among other teachers as well?
- 1) Developing a system for determining teacher designations



Hemphill ISD

System for Determining TIA Teacher Designations

2021-22 School Year

Eligibility:

Pre-K – 3rd Grade Reading Teachers
4th- 8th Grade Reading and Math Teachers
Algebra I and English II Teachers

Measures for Designations:

T-TESS Summative (50%)
Classroom Student Growth (50%)

To calculate points:

$(T\text{-TESS Summative Score} \times 50\%) + (\text{Classroom Student Growth Score} \times 50\%) = \underline{\hspace{2cm}}$
pts

Designation	Minimum Score
Master	Top 5% in District
Exemplary	Top 15% in District
Recognized	Top 30% in District

**To be designated, the minimum score should be a 3.75 or higher.*

Example:

A teacher has the following data:

- T-TESS score= 3.58 x 50% (1.79 pts)
- Classroom growth score= 4.26 x 50% (2.13 pts)

$1.79 + 2.13 = 3.92$ pts

Calculating the T-TESS Score in Hemphill ISD

T-TESS Formal Evaluation (1 time per year by a campus administrator)

The district will utilize the
T-TESS Evaluation Rubric as designed by the state.

For each of the 16 indicators, the teacher ratings will be calculated using the following metric:

Distinguished= 5
Accomplished= 4
Proficient =3
Developing= 2
Needs Improvement= 1

All 16 scores will be averaged together equally for a cumulative numerical rating between 1 and 5.



Calculating the “Classroom Growth” Scores

<i>Eligible Teacher Group</i>	<i>Classroom Growth Measure</i>
Pre-K Teachers (Reading)	% of students who met or exceeded expected growth on CLI Engage
Kinder Teachers (Reading)	% of students who met or exceeded expected growth on CLI Engage and iStation*
1 st -3 rd Grade Teachers (Reading)	% of students who met or exceeded expected growth on iStation and STAR Renaissance*
Grades 4-8 Reading/Math Teachers Algebra I and English II Teachers	% of students who met or exceeded expected growth on STAAR Progress Measure and/or STAR Renaissance (Reading)*

**If a teacher administers more than one assessment, then take the average of the two scores.*

Calculating the “Classroom Student Growth” Score

% of students who met or exceeded expected growth levels	Student Growth Scale Score
Less than 31%	0
31%-40%	3
41%-50%	3.25
51%-55%	3.5
56-60%	3.75
61%-65%	4
66%-70%	4.25
71%-75%	4.5
76%-80%	4.75
Greater than 80%	5

National Board for Professional Teaching Standards

- NBPTS certified teachers qualify as “Recommended” regardless of District participation
- Programs to assist:
 - ESC 7
 - BloomBoard

ESC 7

- Cost of Participation:
 - Candidates pay a \$1400 cohort fee to ESC 7 over two years
 - \$300 due June of each year
 - \$200 due October of each year
 - \$200 due March of each year
 - Candidates pay an annual, non-refundable \$75 registration fee to NBPTS
 - Candidates pay for the 4 component fees (\$1900 total)* to NBPTS (payment plan available)

**The component fees will be reimbursed to candidates by their district upon submission of all 4 components and required certification status/score documentation per TIA.*



REGION 7
EDUCATION SERVICE CENTER

**REGION 7
NATIONAL BOARD
FOR PROFESSIONAL
TEACHING STANDARDS**

CERTIFICATION COHORT

**JOIN THE REGION 7 NBPTS
COHORT OF NATIONAL
BOARD CERTIFIED TEACHER
CANDIDATES TODAY!**

The NBPTS certification process is designed to collect standards-based evidence of accomplished practice. Candidates are required to complete an assessment that includes four components. The content knowledge component is a computer-based assessment taken at a testing center; the other three are portfolio-based and submitted through an electronic portfolio system. Region 7 ESC is excited to offer support to teachers as they pursue National Board Certification.

AS PART OF THIS COHORT, TEACHERS CAN EXPECT THE FOLLOWING BENEFITS:



- Collaboration with other National Board Candidates across Region 7
- Opportunities for National Board Component support and coaching hours, online as well as face to face
- Salary increase of \$3,000-\$9,000 upon successful completion of NBPTS certification requirements

CERTIFICATION REQUIREMENTS:

- Hold a Bachelor's Degree
- Complete 3 Full Years of Teaching
- Hold a Valid State Teaching License

TIMELINE

Application Available:	March 25 - May 3
Application Due:	May 3
Cohort Participants Notified:	May 14
Initial Cohort Meeting:	May 17 [4:30 PM -6:00 PM]
Cohort Meetings:	Saturdays & after school throughout the school year

Cost of NBPTS Cohort Participation:

\$1,400 Cohort Participation Fee to ESC 7 [Paid Over 2 Years]

NBPTS Certification Support Cohort
Information Meeting # 179955

March 25, 2021 | 3:30 PM - 5:00 PM

For More Information or Questions:
Emili Foster - efoster@esc7.net

NATIONAL BOARD
for Professional Teaching Standards®



National Board Certification Support

Questions?

We look forward to serving you
on your National Board Certification journey!

Competency-based professional learning embedded in clearly defined pathways for career advancement accelerates learning and provides the greatest potential to truly improve student outcomes.

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 BloomBoard