

TEACHER INCENTIVE ALLOTMENT GUIDEBOOK



2021-22



House Bill (HB) 3 was passed by the 86th Texas Legislature and was signed into law by Governor Abbott on June 11, 2019. The bill established the Teacher Incentive Allotment (TIA) program. The TIA has a stated goal of a highly competitive salary for teachers who prioritize teaching in high needs areas and rural district campuses. The program is dedicated to recruiting, supporting and retaining highly effective teachers in all schools, with particular emphasis on high need and rural schools. Districts, if they choose to, can develop a local designation system and designate high-performing teachers (Master, Exemplary or Recognized). Districts will receive additional funding (\$3,000-\$32,000 per year) for every designated teacher they employ.

This guidebook is intended to provide an overview of the implementation of TIA in Waco ISD.

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Office of the Superintendent
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Dr. Susan Kincannon, Superintendent

August 13, 2021

Dear Waco ISD teachers,

Every day in your classroom, you take our mission to provide an educational foundation that empowers and values all and make it real for your students. Your work expands our students' horizons in ways that change their lives and, through them, the world.

I suspect that many of you, like me, went into teaching first and foremost to make a difference. And while money may not have been your primary consideration, how you are compensated matters too. We have been working to ensure that how we pay teachers is competitive with surrounding districts, and this year, the school board approved raising the starting salary for our first-year teachers above \$50,000 while giving all other teachers raises from \$1,600 to \$2,200. The school board also approved \$10,000 retention bonuses for teachers who start the 2021-2022 school year with us and stay in Waco ISD for at least three years.

Our school board has also been incredibly supportive of the work underway to qualify for the Teacher Incentive Allotment created during the 2019 legislative session. A team that includes district administrators, principals and classroom teachers has been designing a system to designate our highest performing teachers as master teachers, exemplary teachers or recognized teachers. For over a year, they have been working to create a system that is fair and will meet the state's rigorous validation criteria. Following validation, designated teachers will be eligible to receive up to \$30,000 per year.

This guidebook outlines how Waco ISD will designate teachers for the Teacher Incentive Allotment and, in turn, the additional compensation that designated teachers can receive. I hope that you'll take the time to review it and reach out to Amy Taylor, our director of strategic evaluation systems and support, if you have any questions. Her email address is amy.taylor@wacoisd.org.

I am proud of all of our teachers, and I am pleased that we have an opportunity to reward our highest performing teachers through the Teacher Incentive Allotment. We can't put a dollar value on the difference that you make in our students' lives, but we can – and should – take every opportunity to let you know that you are appreciated and valued in Waco ISD.

Sincerely,

Susan Kincannon, Ed.D.
Superintendent

TIA Overview

Waco ISD created a TIA committee consisting of teachers, campus leadership and district leadership who met bi-monthly beginning in April 2020. A teacher survey was sent to all teachers in early June 2020, which gave teachers an opportunity to provide feedback on the initial application and to obtain buy-in to the program. The district will continue to meet with stakeholders and develop more specific standards and finalize Phase III of the local designation system, submit a district application for Cohort E, and seek approval from the Texas Education Agency (TEA).

The intent of the TIA program is to recruit, support, and retain highly effective teachers in all schools. Through strategic staffing, hiring, and marketing, Human Resources will recruit highly effective teachers. Once hired, teachers will receive quality professional development, career pathways, mentoring, and coaching in order to support their growth. In order to retain teachers, Waco ISD will provide competitive compensation and align district and campus goals for a unified systems of support.

The overall benefit of TIA in Waco ISD is:

- Increased retention and equity of access to higher performing teachers
- Strengthening of the evaluation system
- Support for teacher growth
- Increased teacher salaries
- Improving student outcomes
- Closing opportunity gaps

	Data Collection Year	Data Validation Year	Payout Date	TEA Cohort Application
Phase 1	2020-21	2021-22	August 2022	C
Phase 2	2021-22	2022-23	August 2023	D
Phase 3	2022-23	2023-24	August 2024	E

Eligibility for TIA Designation

The goal in Waco ISD is *all* certified teachers at *all* schools will be eligible for designation over a 3-year phase-in period. All schools and levels will be eligible by subject area.

Phase 1: 2020-2021 school year (all schools) reading and math.

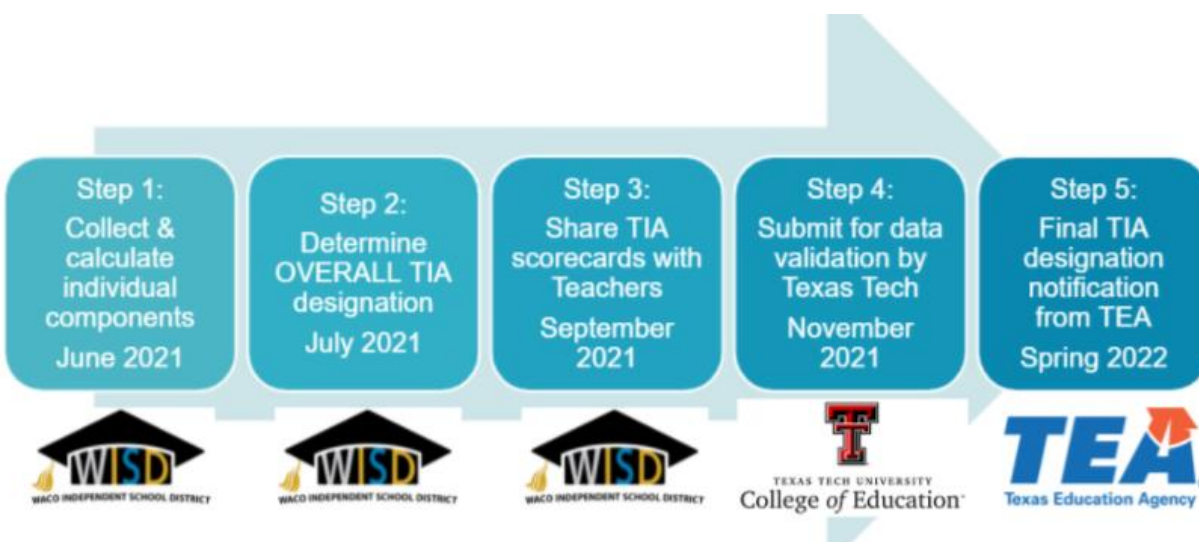
Phase 2: 2021-2022 school year (all schools) reading, math, and science and social studies specific courses (see page 10-11) and resource/inclusion teachers.

Phase 3: 2022-2023 school year (all schools/all subjects) includes fine arts, PE, CTE, LOTE, etc.

Eligible for a TIA designation:

1. A teacher must be coded as a teacher (code 087) within our local student information system, Frontline/TEAMS, which is reported to TEA through the Public Education Information Management System (PEIMS); and
2. A teacher must receive district salary compensation that mirrors PEIMS teacher coding for a minimum of 90 days at 100% of the day or 180 days at 50-99% of the day.

Designation Timeline (Cohort C):



Waco ISD Performance Standards

Waco ISD will use the following three measurements for the local designation system:

Measure #1 Teacher Observation/T-TESS 40% - Strongly calibrated teacher observation system which shows a congruence of observation scores to student growth.

Measure #2 Student Performance 50% - Accurate and reliable measures of a teacher's impact on student growth, with constant disaggregation and analysis of data to show a high level of validity and reliability.

Measure #3 Core Leadership Practices 10% - Includes collaborative practices, mentorship, and extension and expansion of school community involvement.

Teacher Evaluation: T-TESS

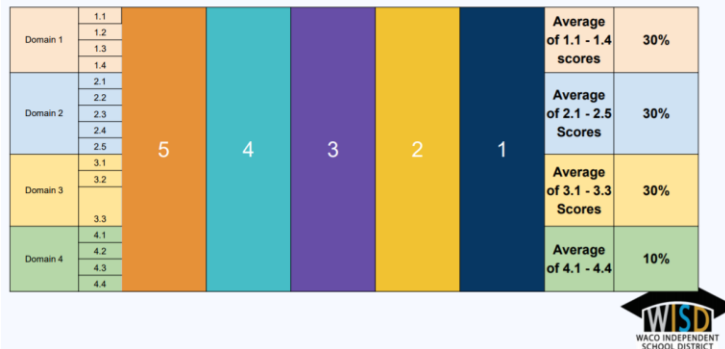
The 40% T-TESS calculation will be determined by *the best out of*:

1. the Waco ISD average of Domain 1-4 **or**
2. the TEA average of the eight dimensions in Domains 2 & 3

Waco ISD Domain weight for Designation Calculation:

Domain 1.1 – 1.4 average	30%
Domain 2.1 – 2.5 average	30%
Domain 3.1 – 3.3 average	30%
Domain 4.1 – 4.4 average	10%

OVERALL CALCULATION FOR T-TESS



T-TESS Scores for Designation:

TEACHER OBSERVATION PERFORMANCE STANDARDS

Teacher Observation Minimum Average Ratings

Designation Level	Minimum Average Score Across Domain 2 and 3	Minimum Rating Required for each Dimension in Domain 2 and 3
Recognized	3.7 (74% of possible points)	At least 3 (proficient) on all dimensions
Exemplary	3.9 (78% of possible points)	At least 3 (proficient) on all dimensions
Master	4.5 (90% of possible points)	At least 3 (proficient) on all dimensions

Student Growth Measure

Teachers are expected to make growth with students each year. Evidence of student growth will be measured using a Beginning of Year (BOY) and End of Year (EOY) assessment.

Student Growth for Designation:

The State has provided the following guidance for Student Growth Performance Standards for STAAR tested subjects. Please note, the performance standards may vary based on the student growth instrument used. Final Performance Standards are available each year in the teacher's scorecard.

Master Teacher: 70% of students meet growth measure

Exemplary Teacher: 60% of students meet growth measure

Recognized Teacher: 55% of students meet growth measure

Waco ISD Approved TIA Pre-tests and Post-tests:

Circle:

"The [CIRCLE Progress Monitoring System](https://cliengage.org/public/tools/assessment/circle-progress-monitoring/) is a user-friendly, technology-driven tool that enables teachers to assess a child's progress in a particular skill area almost instantly. This simplistic yet reliable data collection prompts teachers to focus on lessons that target their students' least developed skill areas." <https://cliengage.org/public/tools/assessment/circle-progress-monitoring/>

Primary Texas KEA:

"The [TX-KEA](https://tea.texas.gov/academics/early-childhood-education/educator-resources) is a comprehensive assessment that can be reliably administered by kindergarten teachers and is a valid predictor of academic success." <https://tea.texas.gov/academics/early-childhood-education/educator-resources>

Renaissance 360:

"The most comprehensive Pre-K–12 [interim and formative assessment](https://www.renaissance.com/products/assessment/star-360/?int_content=int_web) suite available, Renaissance Star 360® delivers the valid, reliable screening, progress monitoring, and student growth data you need to make informed decisions. Guide greater student growth as you lead students toward mastery of [state-specific learning standards](https://www.renaissance.com/products/assessment/star-360/?int_content=int_web) for reading, math, and early literacy." https://www.renaissance.com/products/assessment/star-360/?int_content=int_web

Released STAAR/EOC:

Waco ISD Curriculum & Instruction Department have used the TEA Released STAAR/EOC exams for grades 5/8 Science, Biology, and grades 8/11 Social Studies/US History for the BOY and EOY assessments.

District-created STAAR Correlated:

The Waco ISD Curriculum & Instruction Department has developed BOY and EOY STAAR correlated assessments for grades 6/7 science. For grades 6/7 social studies, World History and Government/Economics, Waco ISD Curriculum & Instruction Department used Savvas EOC exams to generate BOY and EOY STAAR correlated assessments.

District-created Non-STAAR Content-Specific:

The Waco ISD Curriculum & Instruction Department has developed BOY and EOY assessments for World Geography, Chemistry, and Physics.

Elementary K-5 Subjects and Assessments with Growth Measures

- For PreK, Circle is used.
- For Kindergarten, TX KEA is used.
- For grades 1-5 ELA and Math, Renaissance 360 is used.
- For 5th grade science, a released STAAR will be used as the pre-test and the actual STAAR for the post-test.

An elementary teacher's total number of student assessments will be used to calculate the growth measure. For instance, a third grade teacher who teaches both math and reading with 21 students in his/her class will have a total of 42 assessments to calculate for that teacher's TIA student growth. For higher departmentalized grade levels, such as a 5th grade science teacher who only teaches science, only the science assessment will be used to calculate the teacher's TIA student growth.

Middle School Grades 6-8 Subjects and Assessments with Growth Measures

A teacher's TIA growth measure will be calculated based on the courses taught.

- For ELA and Math, Renaissance 360 is used.
- For Science grades 6 and 7, a blueprint has been created that will test all 6th and 7th grade standards. Released STAAR items will be used when available.
- For Science grade 8, a released 8th grade STAAR will be used as a pre-test and the actual STAAR as the post-test.
- For Social Studies grade 6 and 7, Waco ISD will use a Savvas aligned to the EOC exams for this subject.
- For Social Studies grade 8, a released 8th grade STAAR will be used as a pre-test and the actual STAAR as the post-test.

If a teacher has more than 1 eligible course, all student scores are included in the calculation.

High School Grades 9-12 Subjects and Assessments with Growth Measures

A teacher's TIA growth measure will be calculated based on the courses taught

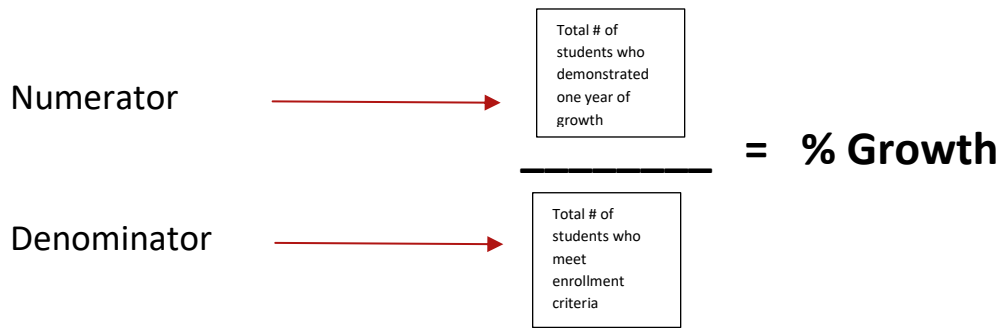
- For high school ELA and Math, Renaissance 360 is used.

- Starting with the 2021-22 school year, specific district-approved assessments will be used for students enrolled in science and social studies eligible courses. Eligible courses for science and social studies include: Biology, Physics, Chemistry, World Geography, World History, US History, and Government/Econ.
- For social studies and science teachers who teach both regular and AP classes, the AP course will be used for growth.

Waco ISD Student Growth Calculation:

Individual growth targets are set for students based on the beginning of the year (BOY) data.

- **CIRCLE (PreK)** - subtests of Phonological Awareness and Math - increase one level or maintain highest level.
- **TxKea (K)** - subtests of Language and Math Composite - increase one level or maintain highest level.
- **Renaissance STAR 360 for grades 1-12** - increase one Grade Equivalent (GE) or increase lexile/quantile if the student encounters a grade level max.
- For **Science and Social Studies AP tests**, students who score one level above *or maintain a score of 3 or higher* from the pre-test to the post-test meet the standard for growth.



GWAMA and GWAHCA - Students will test at their home campus. Teacher data will include only Waco ISD students. If a student tests at one of these campuses, teacher data will include any student attending on campus the first 4 marking periods in the school year who also have a BOY and EOY score within the district.

Brazos – For Cohort C and D, students who test at the Brazos campus during the WISD BOY and EOY windows will be included for the content area teacher’s student growth measure. *Adjustments may be considered for Cohort E to include students who graduate early.*

Wiley and Challenge will be included in Cohort E.

Waco ISD Minimum Size for Student Growth: 6 students

Enrollment Criteria

Student must meet the following enrollment criteria to be included:

- Teacher of record at beginning of year (mid-September)
- Teacher of record at end of year (mid-May)
- Student must test within the District's BOY and EOY window.

Core Leadership Practices

Collaborative Practices	3 pts
Mentorship	2 pts
Extends/Expands Community Involvement	3 pts
Supports the Campus Vision, Mission, and Values	2 pts

- 1 Teachers will submit documentation for Core Leadership Practices completed throughout the school year
- 2 Principals and/or Assistant Principals will review and score each applicable teacher
- 3 A completed spreadsheet scoring all applicable teachers will be submitted to Human Resources

Teacher Name:		
Grade and Subject:		
Campus:		
Leadership Practices	Points Earned	Total Possible Points
Collaborative Practices		3 Points
Mentorship		2 Points
Extends/Expands School & Community Involvement		3 Points
Supports the Vision, Mission and Values of the Campus		2 Points

How will teachers submit their Core Leadership Practices?

Teachers will complete a [Google Form](#) submitting all documentation they have collected during the school year. Google Forms support video, photos, and files. Principals and Assistant Principals will have access to the responses submitted.

Minimum Leadership Practices for Designation:

Master Teacher: 10 points in Leadership Practices

Exemplary Teacher: 8 points in Leadership Practices

Recognized Teacher: 6 points in Leadership Practices

See *Appendix A* for [Leadership Practices Scoring Rubric](#)

TIA Scoring & Eligibility

Following the data collection year, based on the 3 measures/components and weightings, the district will set the standards for each designation level and submit eligible teachers and data to TEA/Texas Tech for review against state measures. Once a designation is earned by a teacher, it is not tied to a specific subject/content or grade level. *Measures/ratings may change based on the cohort application year.*

TIA Annual Scorecard

The purpose of the TIA Annual Scorecard is to have transparency in communicating the overall TIA calculation based on the scoring guidelines for each component (T-TESS, Student Growth, and Leadership Practices).

Scorecard Distribution Target Date: September of each school year

What if a teacher disagrees with their scorecard?

Step 1: Within 3 weeks of receiving a scorecard, a teacher may submit a request for review in the following [form](#).

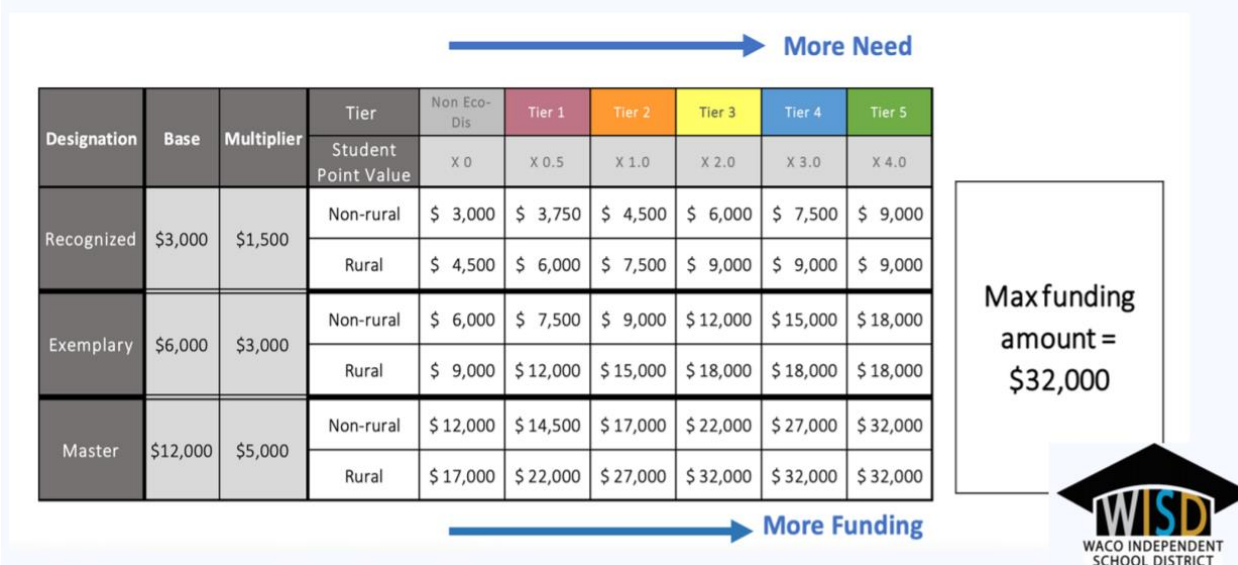
Step 2: The TIA Director will meet with the teacher to review the scorecard and listen to the concerns within 15 days of receiving the review request.

Step 3: The TIA Director will notify the teacher in writing of the response.

TIA Campus Allotment

Waco ISD, based on input from teachers, is implementing a shared compensation approach with 90% of allotted funds distributed to teachers on the campus where the designated teacher works. 75% distributed to the designated teacher and 15% to other high performing teachers on the campus. To meet the criteria for **other high performing teachers on the campus**, the teacher’s T-TESS must meet the “best of” criteria (*see page 8*) and score 8 or higher on Leadership Practices.

TEACHER INCENTIVE ALLOTMENT FUNDING



TIA funding page: <https://tiatexas.org/funding/>

Please visit TEA’s website for the current designation amounts for each campus.

Note: amounts will be calculated each year based on student demographics.

Waco ISD Distribution of Funds:

Allotment Funds		
Designated Teachers	75%	Paid out in a one-time supplemental pay
Other High Performing Teachers on Campus	15%	Paid out in one-time supplemental pay <i>To meet the criteria for other high performing teachers on the campus, the teacher’s T-TESS must meet the “best of” criteria (see page 8) and score 8 or higher on Leadership Practices.</i>
District	10%	Use for training/support, expansion, administrative expenses, and professional development

Compensation

Distribution of Compensation

For any funds received by Waco ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 75%, less the TRS deduction (both employee and district) and any other applicable payroll taxes or deductions, will be paid to the designated teacher. The other 15 % will be paid equally to the other high performing teachers on the designated teacher's campus.

The remaining 10% will be collected at the district level and used for training/ support, expansion, administrative expenses, and professional development.

Employees who resign or retire: Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher.

Frequency of Compensation

TIA compensation is an annual allotment provided by the State and subject to availability of state funding allocations. TIA-designated teachers and other high-performing teachers will receive TIA compensation **annually**, by August 31st, based on their TIA designation and TIA state funding for their campus assignment in late February.

Impact of Compensation

Actual TIA compensation amounts distributed will include deductions for federal income tax, Medicare tax and TRS contributions (employee and District contribution) as part of an employee's annual wages reported to the state and federal governments, as well as the Teacher Retirement System (TRS). TIA compensation supplemental pay will be eligible for use when calculating TRS retirement benefits.

[TIA Compensation per school in Waco ISD](#)

Helpful Resources

[Leadership Practices Scoring Rubric Link](#)

[National Board Certified Teachers in Texas](#)

[Texas Education Agency \(TEA\) TIA Overview](#)

[T-TESS Rubric](#)

[Texas Teacher Evaluation & Support System \(T-TESS\)](#)

[TIA Compensation per school in Waco ISD](#)

[Transformation Waco TIA Website](#)

[Waco ISD Core Leadership Practices](#)

Waco ISD Testing Calendars:

[Elementary School](#)

[Middle School](#)

[High School](#)

[Waco ISD TIA Website](#)

[Waco ISD TIA Committee Members](#)

[Waco ISD TIA Flier](#)

Appendix A: Core Leadership Practices Rubric



CORE LEADERSHIP PRACTICES

Collaborative Practices	CLARIFICATIONS:	SCORE OF 0:
	Proactively and consistently seeks out collaborative opportunities with other colleagues and promotes effective instructional collaboration that may include modeling, coaching, providing resources, assisting with professional development, and collegial discussion to improve student achievement.	1-3 slightly below
		SCORE OF 3: 4+ meets standard
LOOK FORs:		
<ul style="list-style-type: none"> • Plan PD • Deliver PD • Assist in turning around PD • Assist with classroom implementation strategies • Co-teach or model teach with a colleague • Lead PLC meetings • Actively seeks out resources for dissemination to the staff • Actively participate on at least one campus committee 		
Mentorship	CLARIFICATIONS:	SCORE OF 0:
	Creates mentoring relationships (formal or informal) with others and in such a way that positively impacts the performance, well-being, and growth of others.	1-3 slightly below
		SCORE OF 2: 4+ meets standard
LOOK FORs:		
<ul style="list-style-type: none"> • Models lessons in person or virtually and/or provides peer coaching • Initiates informal mentorship with colleagues • When asked to mentor, accepts responsibility and carries out duties effectively • Recognizes when teachers are in need (emotionally and academically) and offers support • Mentorship helps teachers improve (impact) • Evidence of engagement by the mentee in the mentor process 		

Extends & expands school community involvement

CLARIFICATIONS:

Consistently supports campus initiatives and extends impact by finding new and innovative ways to help the campus initiatives succeed by dedicating a truly exceptional amount of time and commitment in support of the initiative and in an effective manner. Finds new and innovative ways to foster engagement with students' families by creating partnerships to consistently engage students' families as valued partners.

SCORE OF 0:

1-2 slightly below

SCORE OF 3:

3+ meets standard

LOOK FOR:

- Actively leads or assists extracurricular clubs/activities that lead to increased student involvement and engagement in campus initiatives (does not include stipend-related positions/activities)
- Models exemplary practices that align with campus and district instructional initiatives
- Actively and systematically engages with parents and stakeholders that increases parent and stakeholder engagement in campus initiatives aligned to the Campus Improvement Plan
- Attends and participates in multiple school functions
- Serves on the Campus Based Decision-Making Committee

Consistently models & supports the mission, vision, & values of the campus

CLARIFICATIONS:

Finds new and innovative ways to help promote high expectations by dedicating time and commitment towards developing a culture of high expectations for self, team members, and students.

SCORE OF 0:

1 slightly below

SCORE OF 2:

2+ meets standard

LOOK FOR:

- Actively promotes the mission, vision, and values of the campus through the grant writing process, partnerships, or by other means to help the campus achieve its goals
- Chair and lead campus committees
- Seeks, leads, or implements best practices aligned with campus goals as evident in the Campus Improvement Plan