ORE CITY
Independent School District

TEACHER INCENTIVE ALLOTMENT
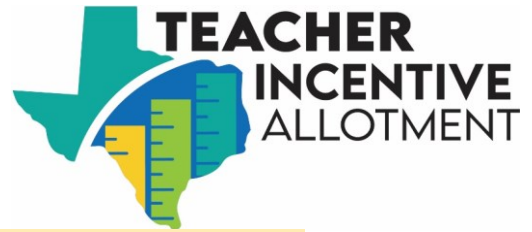
Implementation of HB3 Teacher Incentive Allotment to Recruit, Retain & Reward Highly Effective Teachers
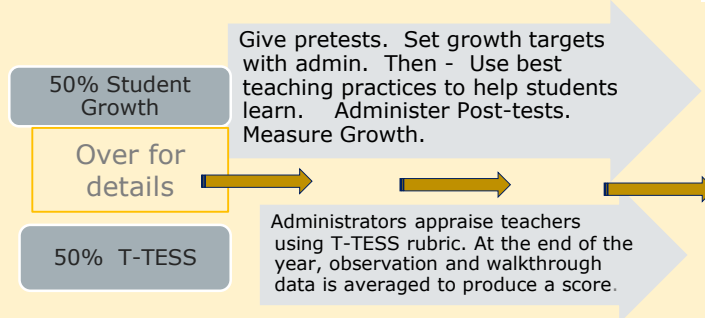
Background & Purpose

The Teacher Incentive Allotment (TIA) is an optional program for districts created by the Texas Legislature with HB3 (2019) intending to provide a realistic pathway for highly effective teachers to earn significantly more while remaining in the classroom *and* to help attract and retain highly effective teachers who prioritize teaching in high needs areas and rural district campuses. At Ore City ISD, we decided to participate in TIA because we want to reward outstanding teachers, recruit and retain effective educators, and provide the best learning opportunities for Ore City students. Not all districts will participate, but at Ore City -*We CAN!*

History of TIA @ OCISD

2020   Teacher Committee Created & Submitted TIA Plan to TEA

2021   Application Approved- Data Collection Year 1

2022   Data Collection Year 2

2023   Full System Approval & Payout #1 Data Collection for Next Submission

2024+   Continue data collection & designations
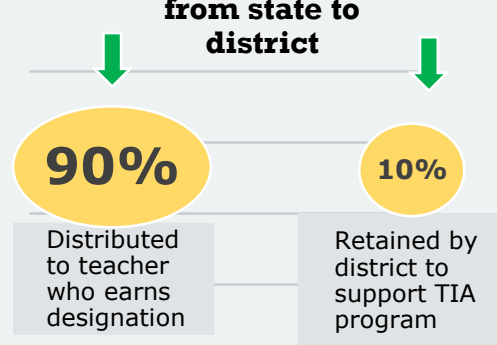
How OC Teachers Earn TIA Designations:

50% Student Growth

Over for details

50% T-TESS

Give pretests. Set growth targets with admin. Then - Use best teaching practices to help students learn.   Administer Post-tests. Measure Growth.

Administrators appraise teachers using T-TESS rubric. At the end of the year, observation and walkthrough data is averaged to produce a score.

OCISD Rural Allotment Estimates

$4,000-$7,000 per year for 5 years
TEA RECOGNIZED

$11,000-$13,000 per year for 5 years
TEA EXEMPLARY

$20,000-$25,000 per year for 5 years
TEA MASTER

Designations remain on teacher certificates 5 years.

$ Funding flows from state to district $

90% Distributed to teacher who earns designation

10% Retained by district to support TIA program

For More Info:

https://www.ocisd.net/district/teacher-incentive-allotment

TIA@ocisd.net

4/4/2023

Student Growth

- The percent of students in a teacher's class(es) who demonstrate one year's expected growth (meeting their target goal) weighs 50% for that teacher's TIA scores.

- **Student Growth Percentage** = $\frac{\text{\# of students who meet or exceed growth targets}}{\text{Total number of students in teacher's class(es)}}$

  > *Example:* If 17 of 22 students meet their growth targets
  >
  > 17÷22= 77% Student Growth

- **Setting Growth Targets:**
  - Some assessments set student growth targets automatically:
    Pre-K CLI-Circle Progress Monitoring, K-2 mCLASS, Renaissance, STAAR

  - For other assessments, OCISD utilizes the **Gap Closure Method** *"Half the Gap"* to set targets. (Half the difference between 100% and the pre-test percentage scores*)
    *Students with IEP's or taking a CTE certification course may differ.

  > **Gap Closure Formula Example:** If student pretest score 20: 100−20 = 80. Half of 80 is 40 ∴ Growth Target =+40%
  >
  > **20** (Pretest score) + **40** (Growth Target) = **60**% Target post-test score to meet expected growth

Requirements for TIA Designations:

RECOGNIZED	EXEMPLARY	MASTER
≥ **55%** of students meet expected growth	≥ **60%** of students meet expected growth	≥ **70%** of students meet expected growth

T-TESS

Ore City teachers will receive at least one 45-minute formal observation and 4 walkthroughs scored according to [T-TESS rubric](). After teacher observations and walkthroughs are conducted and recorded in DMAC, each teacher's scores from Domains 2 & 3 (walkthroughs and observations) will be averaged to arrive at a T-TESS score.

Designation Level	Minimum Average Score Across Domain 2 and 3	Minimum Rating Required for each TTESS Dimension in Domain 2 and 3
RECOGNIZED	3.7	At least 3 (proficient) on all dimensions
EXEMPLARY	3.9	At least 3 (proficient) on all dimensions
MASTER	4.5	At least 3 (proficient) on all dimensions

Both requirements for student growth and T-TESS must be met to qualify for a designation.