



Teacher Incentive Allotment Overview

Cohort A:

Faulk Middle School

Porter Early College High School

Presenter: Maricela Z. Puente, Human Resources Administrator



House Bill 3

Driving Force behind TIA:

- Goal- ensure that top teachers have a realistic path to a \$100,000 annual salary
- Goal- **Attract** and **keep effective educators in the classroom**, public schools implementing this system would be able to identify their most effective educators and provide **incentives for them to teach at their most challenged campuses**, increasing the equitable distribution of effective educators. (Compensation based on skills and performance)

Investing in Human Capital Benefits & Outcomes



PROFESSIONAL
RECOGNITION AND
VALIDATION



MEANINGFUL INCENTIVES
FOR EFFECTIVE
EDUCATORS



IMPROVE & REFINE
TEACHER PRACTICE



INCREASE STUDENT
ACHIEVEMENT AND
ACADEMIC GROWTH

TIA Allotment Funding

- Based on approval by TEA, BISD will receive allotment funding for designated teachers.
- Allotment funding formula: BISD will receive additional funding (*up to \$3,000 to 32K per year) for every identified **designated** teacher. *Calculation of allotment is based on **student socio-economic** **campus rural status**
- 90% of TIA funds must be used on teacher compensation on the campus where the designated teacher works. District shall spend no more than 10% of TIA funds at the district level to support rollout and implementation of TIA.

Review of TIA Components



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

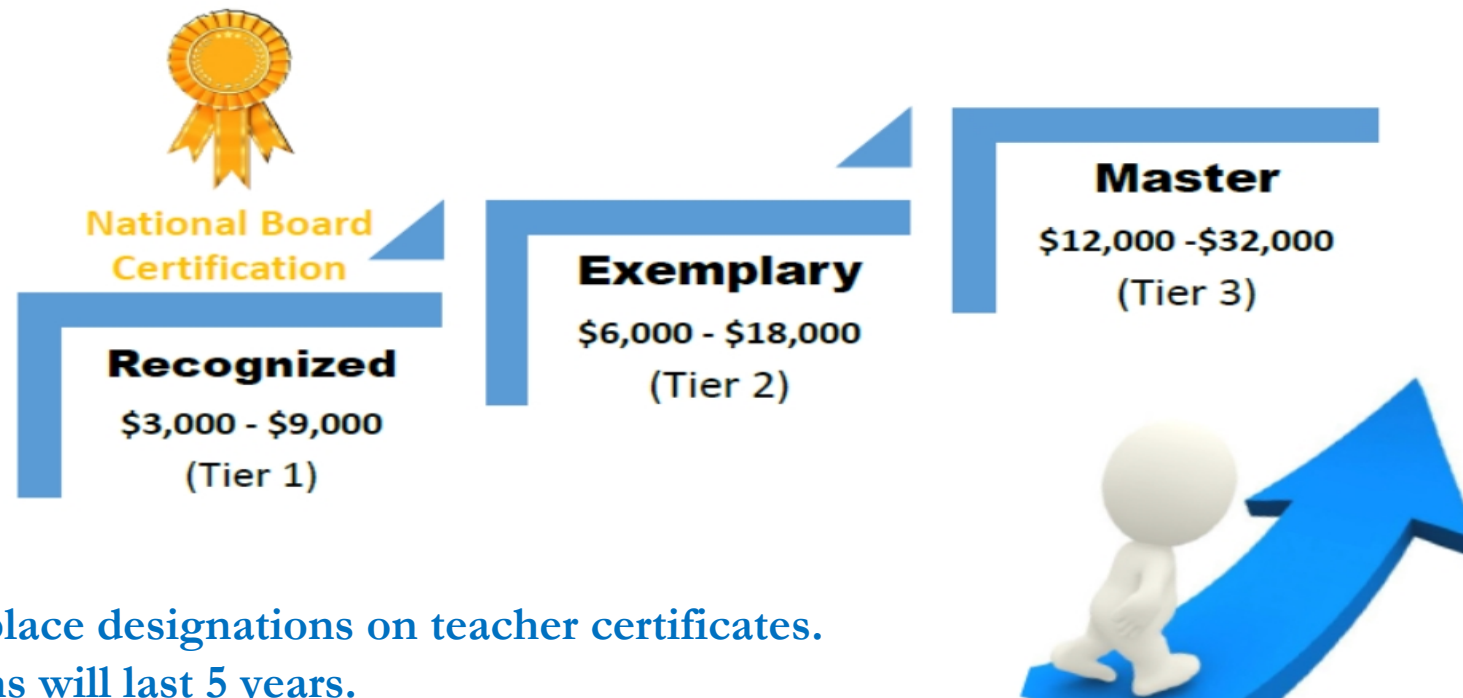
- Student performance measures determined by district
- District application must show evidence of validity & reliability



Optional: Additional Factors

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

Purpose: Recognize Teacher Excellence and Build Human Capital Capacity



- SBEC will place designations on teacher certificates.
- Designations will last 5 years.



Brownsville ISD Allotment Designation Amounts

by Recognized, Exemplary, and Master



Incentive Allotment Amount for Cohort A Participants

Campus Name	Designation Level: Recognized	Designation Level: Exemplary	Designation Level: Master
Porter ECHS	\$8,043	\$16,085	\$28,809
Faulk MS	\$8,042	\$16,085	\$28,808

Porter ECHS: 29 proposed designations

Faulk MS: 12 proposed designations

Spending Plan:

75% of funds will be paid to the designated teacher.

15% of funds will be spent on eligible designated & non-designated teachers, based on spending plan.

10% of funds will be reinvested for personnel or data platforms for data collection.

Employee Compensation Plan 2020-2021

TIA Proposal Stipends

Cohort A participating campuses (Faulk MS & Porter ECHS), following TEA HB3 guidelines and approved TIA spending plan, will compensate identified designated teachers with 75% of the available allotment* calculated based on:

1. The level of socio-economic need at the identified school where the teacher works and the campus rural status as designated by TEA.
2. Level of designation:
 - Recognized TIA Designation Tier 1 – 75% of funds* between \$3,000 - \$9,000 (based on TEA calculation)
 - Exemplary TIA Designation Tier 2 – 75% of funds* between \$6,000 - \$18,000
 - Master TIA Designation Tier 3 – 75% of funds* between \$12,000 - \$32,000
3. Designated & non-designated qualifying teachers assigned to the participating campuses may be eligible for a portion of 15% of the BISD Teacher Incentive Allotment funds based on the TEA and BISD approved TIA Cohort A spending plan for campus teachers.

NOTE: TEA allocates 10% of each designated teacher's funds to be reinvested for personnel or data platforms for data collection.

Review

- Four application opportunities: Cohort **A**, B, C, **D**
- Cohort A includes Faulk MS & Porter ECHS due to their eligibility for having an established strategic compensation plan based on teacher effectiveness as evidenced by student academic growth.
- BISD submitted a Letter of Intent for Cohort D (Data Capture Year 2021-2022) for all remaining BISD campuses.

Frequently Asked Question



Question

Are only certified teachers eligible to earn a designation?



Answer

- Yes, only certified teachers are eligible to earn a designation. This would include intern, probationary, and standard certificates.

Frequently Asked Question



Question

Is a teacher's designation tied to a particular grade level or content area?



Answer

- No, the Master, Exemplary, and Recognized designations are not tied to a particular grade level or content area.
- Designations apply to the teacher, not the teaching assignment, so a teacher could earn a designation while teaching out-of-field.
- For example, if a teacher earns a designation while teaching 9th grade English I and then moves to teach 11th grade US History, that teacher's designation is still valid for the new assignment.

Coming Up

- **August 1, 2020** - notification from TEA regarding approval of recommended designations for Cohort A – Faulk MS & Porter
- **August 15, 2020** - reimbursable payment (processing fee) to TEA in the amount of \$500 per approved designated teacher
- **Cohort D - 2020-2021 Stakeholder engagement for Cohort D (Information, Buy-in, System Development, Time to Prepare Crosswalk...)**
- **2021-2022 Data Capture Year** (Teacher Observation System, Student Growth Measures, plus Optional Additional Measures)
- **2022-2023** - If TEA approves Cohort D, designated teachers will receive earned incentives starting in the 2022-2023 school year.

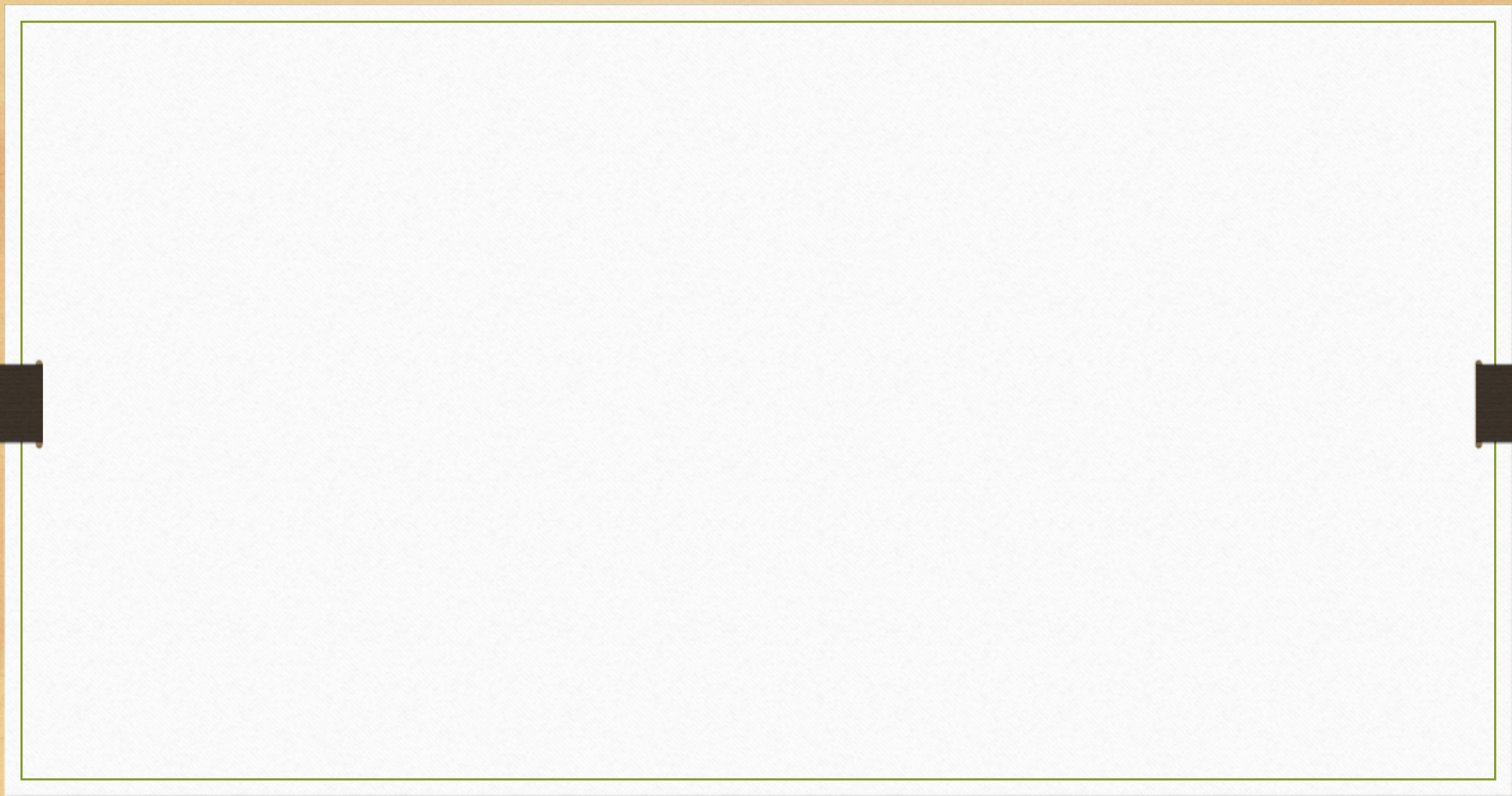
Thank you!



We look forward to this journey.

References

- tea.texas.gov/HB3
- <https://www.nbpts.org>
- <https://tiatexas.org/general-info-and-program-requirements>
- Texas Administrative Code 19 TAC 227.10
- Region I Educator Preparation Program PowerPoint



Brownsville ISD Teacher Incentive Allotment by Campus

Campus number	Campus name	District name	Recognized Allotment	Exemplary Allotment	Master Allotment
031901001	HANNA EARLY COLLEGE H S	BROWNSVILLE ISD	6280	12560	22933
031901002	PORTER EARLY COLLEGE H S	BROWNSVILLE ISD	8043	16085	28809
031901003	PACE EARLY COLLEGE H S	BROWNSVILLE ISD	6305	12610	23016
031901004	RIVERA EARLY COLLEGE H S	BROWNSVILLE ISD	6658	13316	24193
031901007	LOPEZ EARLY COLLEGE H S	BROWNSVILLE ISD	7203	14407	26011
031901008	BROWNSVILLE EARLY COLLEGE H S	BROWNSVILLE ISD	6504	13008	23679
031901009	VETERANS MEMORIAL EARLY COLLEGE H	BROWNSVILLE ISD	4449	8897	16829
031901043	FAULK MIDDLE	BROWNSVILLE ISD	8042	16085	28808
031901044	STELL MIDDLE	BROWNSVILLE ISD	7505	15010	27017
031901045	OLIVEIRA MIDDLE	BROWNSVILLE ISD	7040	14080	25466
031901046	PERKINS MIDDLE	BROWNSVILLE ISD	7676	15352	27587
031901047	VELA MIDDLE	BROWNSVILLE ISD	6100	12201	22335
031901048	BESTEIRO MIDDLE	BROWNSVILLE ISD	7490	14980	26967
031901051	LUCIO MIDDLE	BROWNSVILLE ISD	7197	14394	25991
031901053	GARCIA MIDDLE	BROWNSVILLE ISD	6156	12311	22519
031901054	STILLMAN MIDDLE	BROWNSVILLE ISD	4529	9057	17096
031901055	MANZANO MIDDLE	BROWNSVILLE ISD	5178	10356	19260

031901101	CANALES EL	BROWNSVILLE ISD	8190	16379	29299
031901102	CROMACK EL	BROWNSVILLE ISD	8154	16307	29179
031901104	MARTIN EL	BROWNSVILLE ISD	7242	14483	26138
031901105	EL JARDIN EL	BROWNSVILLE ISD	8003	16007	28678
031901106	GARDEN PARK EL	BROWNSVILLE ISD	6577	13154	23923
031901108	PUTEGNAT EL	BROWNSVILLE ISD	8413	16826	30044
031901110	RUSSELL EL	BROWNSVILLE ISD	6680	13360	24267
031901111	SHARP EL	BROWNSVILLE ISD	7372	14743	26572
031901112	SKINNER EL	BROWNSVILLE ISD	8343	16685	29809
031901115	CASTANEDA EL	BROWNSVILLE ISD	7901	15803	28338
031901117	VILLA NUEVA EL	BROWNSVILLE ISD	5562	11123	20539
031901120	DEL CASTILLO EL	BROWNSVILLE ISD	7695	15389	27648
031901121	PEREZ EL	BROWNSVILLE ISD	8205	16410	29350
031901122	PALM GROVE EL	BROWNSVILLE ISD	6782	13563	24605
031901123	EGLY EL	BROWNSVILLE ISD	6387	12774	23290
031901124	GARZA EL	BROWNSVILLE ISD	8206	16412	29353
031901126	VERMILLION ROAD EL	BROWNSVILLE ISD	7513	15026	27043
031901128	BURNS EL	BROWNSVILLE ISD	6799	13598	24663
031901129	MORNINGSIDE EL	BROWNSVILLE ISD	7721	15442	27736
031901130	GONZALEZ EL	BROWNSVILLE ISD	7150	14299	25832
031901131	SOUTHMOST EL	BROWNSVILLE ISD	6845	13691	24818
031901132	YTURRIA EL	BROWNSVILLE ISD	4525	9050	17083

031901133	AIKEN EL	BROWNSVILLE ISD	7634	15268	27446
031901134	HUDSON EL	BROWNSVILLE ISD	5725	11449	21082
031901135	BENAVIDES EL	BROWNSVILLE ISD	6447	12894	23489
031901136	CHAMPION EL	BROWNSVILLE ISD	7647	15295	27491
031901137	PAREDES EL	BROWNSVILLE ISD	5132	10264	19106
031901138	GALLEGOS EL	BROWNSVILLE ISD	7093	14186	25643
031901139	ORTIZ EL	BROWNSVILLE ISD	5448	10896	20160
031901140	BRITE EL	BROWNSVILLE ISD	6031	12061	22102
031901141	PENA EL	BROWNSVILLE ISD	6211	12421	22702
031901142	PULLAM EL	BROWNSVILLE ISD	4597	9193	17322
031901143	KELLER EL	BROWNSVILLE ISD	4753	9507	17845
031901144	BREEDEN EL	BROWNSVILLE ISD	4988	9976	18626

