



TERRELL ISD
Expect More, Achieve More

Teacher Incentive Allotment (TIA) FAQ



1. If 90% of the designated funds were to go to the teacher who earned the distinction, would that agreement be in writing from the District?
 - a. The agreement of how funds would be split between district, campus, and teacher would be written into the TIA Plan approved by the state (can it be changed with Board action?).
2. Where can I learn more about TIA?
 - a. <https://tea.tiatexas.org/> is a great site to learn more about TIA.
3. How much will evaluations and student growth be weighted into this designation?
 - a. In the current draft plan, a teacher can earn a designation by obtaining National Board certification or earning a designation through evaluation and student growth (50% evaluation and 50% student growth/performance). The teacher committee will give feedback on the draft plans.
4. Will the payment to teachers be in a single check or added to salary?
 - a. Our business office is currently investigating how the payments can be made so that the funds are included as creditable compensation for Texas Teacher Retirement. \
5. Do teachers get the payment divided over the five years, or do they get the payment every year if they earn the distinction?
 - a. Once a teacher qualifies for TIA, they will earn the funds annually.
6. What if I earn a distinction and then I leave to go to a district that does not have TIA--do I still get the additional dollars?
 - a. Districts must qualify to become a TIA awarding district. Once the district is named a TIA district, the district can certify as many teachers as meet the qualifications established. If the teacher leaves and goes to another district, the funds follow the teacher. The new district (even if not a TIA district) must have a plan to distribute the funds. The amount the teacher earns may change based on the location of the district. You can look at current district allotment funding by campus at this site: <https://tiatexas.org/about-teacher-incentive-allotment/funding-allocations-map/>. For example, a teacher at North Forney High School would be able to earn (in 2020-21) \$3263 as Recognized, \$6525 as Exemplary, and \$12,875 as Masters. A teacher at Terrell High School (in 2020-21) would be able to earn \$5,368 for Recognized, \$10,735 as Exemplary, and \$19,892 as Masters. If a teacher qualified as Masters in Forney ISD and decided to come to Terrell ISD in the following year, the teacher would earn an additional \$7,000 with the same designation. Even if Terrell was not participating in the TIA, the funding would still follow the teacher. Starting next year, teachers may be hired in Terrell who have earned TIA in other districts, and TISD will receive the funding to be distributed to those teachers.
7. Does the district have a limited number of distinctions? Is this competitive, or can we have as many teachers as possible?
 - a. Under House Bill 3, TIA was included in the state funding formula. There are currently no caps on the number of teachers who can earn the designations. Currently, every teacher in TISD could qualify based on the criteria.
8. How does the student growth component work when there is a tested subject as opposed to a non-tested subject?
 - a. Criteria for attaining the designations can be established based on STAAR, MAP, CLI, and AP. Additional criteria may be added over time including student portfolios, pre-test/post-test, industry

certifications, SAT, etc. The committee will provide feedback based on the current application. The application can be adjusted yearly to include more/fewer criteria.

9. Will additional GT/ESL certifications be considered?
 - a. No, the requirements establish that teacher performance and student performance must be included as indicators. The only certification allowed for consideration is the National Board Certification.
10. Which teacher evaluations will be considered? TAP evaluations or all previous evaluations?
 - a. If approved, the 2021-22 TAP evaluations would be the baseline for consideration, along with student data collected in 2021-22.
11. Is this program locally funded by taxes?
 - a. The program is funded as part of HB 3.
12. Will teachers pay for the National Board Certification out of their own pocket?
 - a. The committee will have discussion regarding possible reimbursement of fees once the National Board Certification is completed successfully.
13. Is this available immediately to current National Board Certified Teachers?
 - a. Yes.
14. How does this affect SPED teachers?
 - a. SPED teachers can be eligible if they meet the criteria outlined by the committee.
15. Do you have to teach a certain number of sections?
 - a. The draft plan indicates teachers must teach at least 2 sections to qualify for consideration.
16. Is the student growth a set amount, or is it a sliding scale?
 - a. The draft plan includes three different levels of growth; each aligns to a different designation.
17. Who sets the growth targets?
 - a. The planning committee has established growth targets after reviewing state, national, and district data. The teacher committee will review and give feedback on the growth targets.
18. Will the growth measure be by course or overall student growth?
 - a. If a teacher teaches multiple sections of qualifying courses, all sections could qualify.
19. What options would be available for CTE teachers?
 - a. Our current plan allows for all teachers to have access through National Board Certification. The teacher committee will review the draft plan and consider using the attainment of industry based certifications as a criteria for courses in which that is applicable.
20. Will this be available to paraprofessionals?
 - a. House Bill 3 designates these as funds for improving retention and recruitment of teachers; it is an allotment for teachers only.
21. How long is the process to attain Mastery?
 - a. Mastery could be reached in the first year if the teacher reaches the indicated targets.
22. Is there any mechanism to keep teachers from coming to TISD, achieving the designation and leaving for another district?
 - a. No, teachers have options to leave; however, our allotment will be very competitive due to the socio-economics and rural composition of the district. A neighboring district with higher socio-economic subsets and less rural will have lower funding amounts.
23. Can we use pre/post tests?
 - a. At this time, we are not considering tests that have not been deemed reliable and validated by external sources.
24. How will growth be measured for students at the C&A and TAEC?
 - a. We will use the same criteria; the committee may consider alternatives to add to our final plan.
25. After National Board Certification, how do you move above recognized status for non-tested areas?
 - a. Our current plan is focused on our tested areas; the committee may revise this draft and/or we may seek future alternatives once we begin working through the process.
26. Do you start back at the beginning after year 5?
 - a. You are eligible to renew after year 5 under the current rules.
27. How much does the National Board Certification cost? How long does it take?
 - a. National Board Certification consists of 4 components; each component costs \$475. The total cost is \$1900. The process takes between 1 and 3 years; it is the highest professional certification a teacher can earn.
28. What is the difference between this and the old career ladder system?
 - a. The former career ladder was established in 1984 and discontinued in 1993. Teachers could move through 4 levels of career ladder based on performance (evaluation), academic training, tenure

(experience requirements) and recommendation by the school district. Career ladder relied heavily on observation without requiring calibration and strict standards. The major difference with TIA is that student outcomes are included in the requirements, a calibration process is required for observation, and there are no experience requirements. If a first year teacher is outstanding in obtaining student outcomes, he/she is eligible.

29. Is the money a bonus, or is it taxed as part of your income? Does this count for TRS?
 - a. The money would be taxed as part of your income; it will also be included as creditable compensation for TRS, boosting retirement income.
30. Can we designate where the money goes (to a loved one) in the event the employee earns the money and then dies?
 - a. Our initial thought is that since this is included in salary, the salary would cease with the death of the employee. However, you do designate a beneficiary with TRS for receipt of your retirement funds and there would be a benefit there. We are going to look further into this with our legal counsel.
31. When does this start?
 - a. If we submit the application in April of 2021 and we are accepted by the state, we would have data collection during the next school year (2021-22) and teachers would receive additional compensation in 2022-23. If we delay application for a year, we would postpone the process by one year.
32. Will teachers be asked to move campuses based on levels?
 - a. All staff serve the needs of the district. At this time, we have not included that in our plan. However, each campus will have a different incentive allotment based on the poverty and rural percentage at each campus.
33. Will this go away with legislation?
 - a. Currently, this funding is included in our funding formula; however, like any other statute or program, the legislature could take action in odd numbered years to end this allotment for the biennium.
34. What does the application consist of?
 - a. The district must share plans for dissemination of information, teachers must show support through a survey administered by a third party, plans must be made to show how the district will support teachers in achieving the distinctions, how the district will calibrate evaluation, what instrument of evaluation districts will use, what student outcome data districts will use, etc. It is a comprehensive application with very high standards; not all districts are accepted.
35. Would teachers who teach Advanced Courses be at an advantage?
 - a. Since the student outcomes portion is based on growth, all teachers have a level playing field in helping students to grow. A student can perform at a Does Not Meets level for two years in a row but still show significant growth.
36. Are there any repercussions for not pursuing TIA? I don't have the additional time to pursue the National Board certification right now.
 - a. No, there are no repercussions for not pursuing National Board Certification.
37. How do we make this a collaborative effort instead of a competitive effort?
 - a. Since all teachers have the ability to qualify for at least one of the designations, we can all collaborate and support each other's growth.
38. Will the regular pay scale stay the same including stipends?
 - a. Yes, the regular pay scale will remain the same. The Board of Trustees reviews and approves pay rates and stipends annually. TIA is
39. If I am at one level, can I increase the following year to the next level?
 - a. Our understanding is that you can move up a level, but you cannot lose the Recognized Designation for 5 years.