



TEACHER INCENTIVE ALLOTMENT

- AN OVERVIEW -



- **Overview**
- **Responsibilities**
 - **District**
 - **Campus Administration**
 - **Teachers**



OVERVIEW



- Teachers of
 - Pre-K
 - K-8 RLA/Math
 - Algebra I
 - English I and II

Designated Teachers who are ESL or Bilingual certified and have no more than TEN (10) absences.

OR

Teachers who are National Board Certified

WHO CAN
EARN A
DESIGNATION?

HOW ARE DESIGNATIONS DETERMINED?

Teachers in the designated content areas must meet the DISD minimum qualifications in 4 areas

- Certification requirements
 - Certified Teacher
 - ESL Certification recorded with SBEC
 - or
 - Bilingual Certification recorded with SBEC
- Meet Attendance requirements
 - 10 or fewer absences
- Teacher Observation
 - *T-TESS (Domains II & III)*
- Student Growth
 - *Pre-tests & post-tests*
 - *Circle, NWEA MAP, M-Class*
 - *STAAR Growth Transition Table*

Eligible Teachers and Student Growth Measure

TIA Eligible Teachers	Student Growth Measure
PreK Teachers	Circle (CLI) Math and Reading
K – 1 Teachers	mCLASS Reading
2 – 3 Teachers	NWEA MAP Growth
4 – 8 RLA Teachers	STAAR Growth Transition Table
4 – 8 Math Teachers	STAAR Growth Transition Table
English I / English II Teachers	STAAR Growth Transition Table
Algebra Teachers	STAAR Growth Transition Table



DISD ADDITIONAL CRITERIA

Certification

- ESL or Bilingual Certification
 - MUST be applied to SBEC

Attendance

- No more than TEN (10) absences (State or Personal)
- Protected Leave
 - Family Medical Leave
 - Temporary Disability Leave

HOW THE T-TESS PERFORMANCE LEVELS FOR DESIGNATIONS ARE DETERMINED

T-TESS Levels	Numeric Equivalent
Improvement Needed	1
Developing	2
Proficient	3
Accomplished	4
Distinguished	5

Designation	T-TESS Performance Levels
Recognized	3.7
Exemplary	3.9
Master	4.5

TEACHER OBSERVATION

- T-TESS levels are given a numerical equivalent on a scale of 1 to 5.
- Scores from Domains II and III are then averaged to determine performance levels

PERFORMANCE LEVELS DESIGNATIONS

STUDENT GROWTH

- The following percent of students meeting or exceeding their growth target is required for each designation level.

Designation	% of Students Meeting or Exceeding Growth Targets
Recognized	70%
Exemplary	75%
Master	80%



- DESIGNATION LEVELS
- FUNDING MAP

Master	\$12K-\$32K*
Exemplary	\$6K-\$18K*
Recognized	\$3K-9K*

*Amounts shown are MIN/MAX for each Designation Level as of 23-24 school year



District Responsibilities

COMMUNICATION

- [DISD Teacher Incentive Allotment webpage.](#)
- DISD TIA Handbook
- DISD Spending Plan
- Campus Leadership
- DEIC
- Campus Presentations



Campus Administration

The Campus Administrator is Responsible for ...

- Communicating updates
- Providing support, tools, & resources to teachers
- Conducting at least ONE 45-minute T-TESS appraisal
- Performing a minimum of THREE (3) walk-throughs



Teachers

Teachers are Responsible for...

- Monitoring attendance
- Becoming ESL or Bilingual Certified
 - Apply certification to official certificate
- Improving student growth



DICKINSON
INDEPENDENT SCHOOL DISTRICT