



TEACHER INCENTIVE ALLOTMENT

- AN OVERVIEW -



WHAT IS THE PURPOSE?

to RECRUIT, RETAIN, and REWARD the best
teachers at our campuses

AND

encourage the professional growth and
development of teachers



WHAT DOES THIS MEAN FOR ALL DICKINSON ISD TEACHERS?

- **ANY** teacher interested in participating in the Teacher Incentive Allotment (TIA) can review the information on the TIA webpage to determine eligibility.
- Some teachers **MAY** choose to request a reassignment to an eligible position in order to participate.
- Other teachers **MAY** try to become National Board Certified.



WHO CAN EARN A DESIGNATION?

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

Teachers who are ESL certified and have no more than SEVEN (7) absences.

OR

Teachers who are National Board Certified



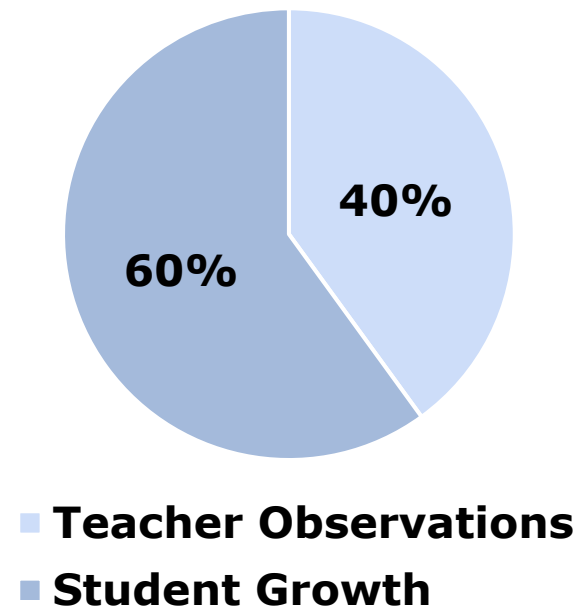
WHAT ARE THE DESIGNATION LEVELS?

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

HOW ARE THE DESIGNATIONS DETERMINED?

- **Teacher Observation**
 - *T-TESS (Domains II & III)*
- **Student Growth**
 - *Pre-tests & post-tests*
 - *Circle, NWEA MAP, M-Class*
 - *STAAR Progress Measure*

WEIGHTED COMPONENTS



HOW WERE THE PERFORMANCE LEVELS FOR DESIGNATIONS 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 observations from across the State were analyzed.
- T-TESS levels were given a numerical equivalent on a scale of 1 to 5.
- Scores from Domains II and III were then averaged to determine performance levels

HOW WERE THE PERFORMANCE LEVELS FOR DESIGNATIONS DETERMINED?

STUDENT GROWTH

- Statewide STAAR performance data across numerous years was analyzed and a Value-Added Model was applied to determine the percent of students meeting or exceeding their growth target.

Designation	% of Students Meeting or Exceeding Growth Targets
Recognized	60%
Exemplary	70%
Master	80%

WHAT COULD THAT LOOK LIKE FOR A TEACHER?

Designation	T-TESS Performance Level	% of Students Meeting of Exceeding Growth Targets	Minimum TOTAL Points Needed for Designation
Recognized	3.7	60%	65.6
Exemplary	3.9	70%	73.2
Master	4.5	80%	84

Sample Calculation

Teacher Observation **Student Growth**

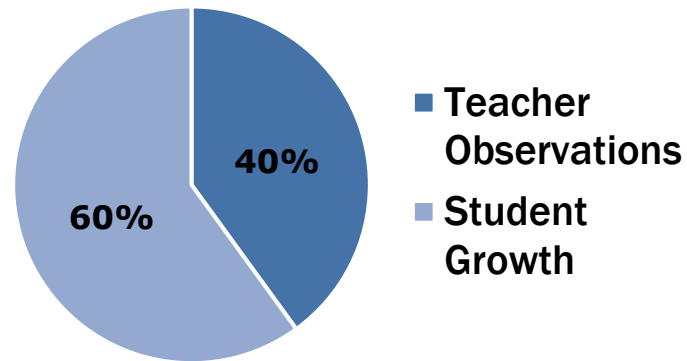
$$\frac{3.7}{5} = \frac{?}{40}$$

$$\frac{63}{100} = \frac{?}{60}$$

29.6 + 37.8 = 67.4

Recognized

WEIGHTED COMPONENTS





WHY IS THIS GOOD FOR ALL TEACHERS?

- Opportunities for teacher to earn incentive pay of any type is HUGE STEP for the teaching profession.
- While this program may not benefit all teachers in the beginning, ADDITIONAL PHASES are planned.

HOW HAS THIS PROCESS BEEN COMMUNICATED?

Presentations have been made to the Dickinson ISD Board of Trustees on

- May 3, 2021
- November 1, 2021
- April 4, 2022;

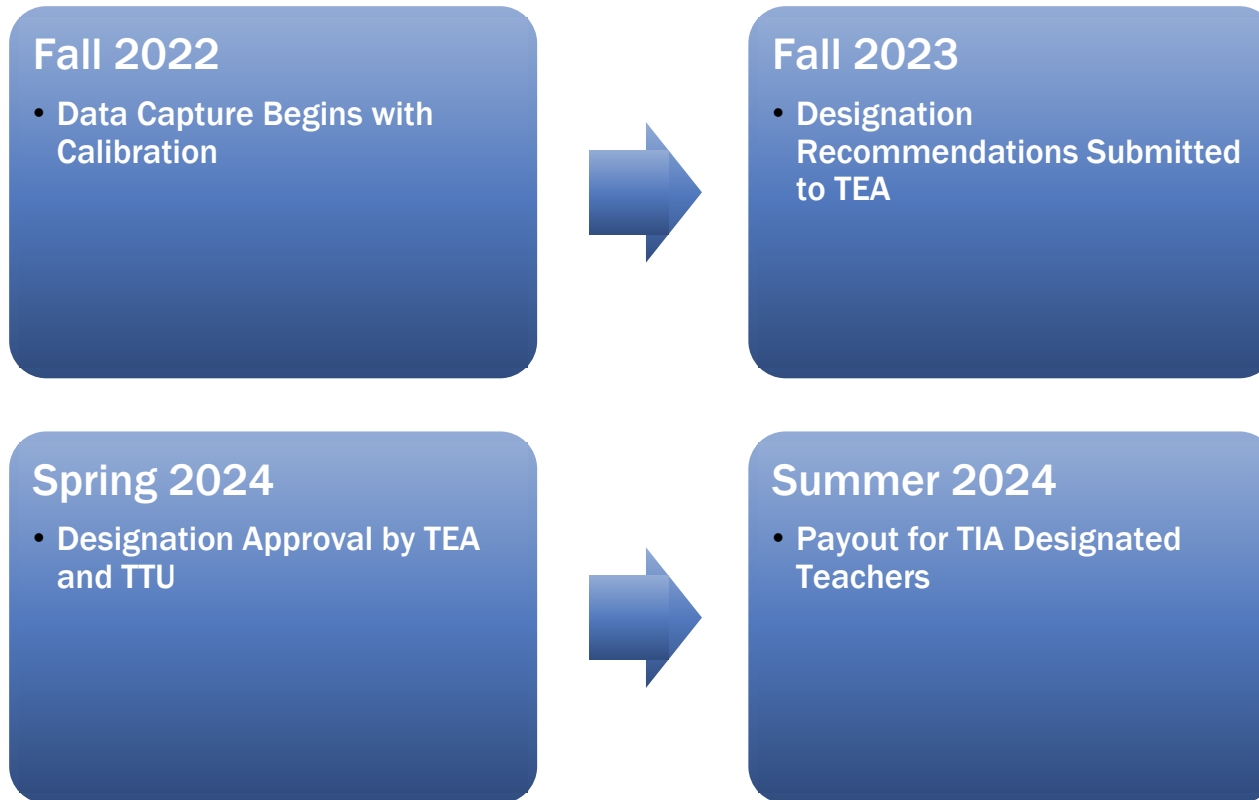
Stakeholder and Steering Committees have met regularly from October 2021 to present to discuss plan elements and review feedback received through the TIA website and from presentations.

As well as District-Level Planning & Decision-Making Committees on

- September 6, 2021
- October 19, 2021
- November 4, 2021
- January 25, 2022

This feedback has been used to guide the development of the plan that will be submitted to Texas Education Agency by April 15, 2022.

WHAT IS THE TIMELINE FOR ELIGIBLE TEACHERS?





District T-TESS Calibration

Calibration Training

- Principals, Assistant Principals, and members from DISD Educational Services Department received calibration training on Domains II and III on February 3, 2022.
- DISD plans to extend additional training opportunities and review annually.

Principals and appraisers will work together to create a year-long observation schedule for their own campus that includes:

- includes one 45-minute observation AND at least three walkthrough observations (*minimum of 15 minutes in length*) and
- requires each appraiser to conduct walkthrough co-observations with other appraisers, both on their campus and on other campuses, to ensure calibration.

WHATS NEXT?

- Teachers will receive a link to a survey from Texas Tech University on or after April 5.
- Please complete the survey within 5 days of receiving the link
- Participation levels are considered in the District's application process.
- Dickinson ISD will submit its TIA application to TEA by April 15.



DICKINSON
INDEPENDENT SCHOOL DISTRICT