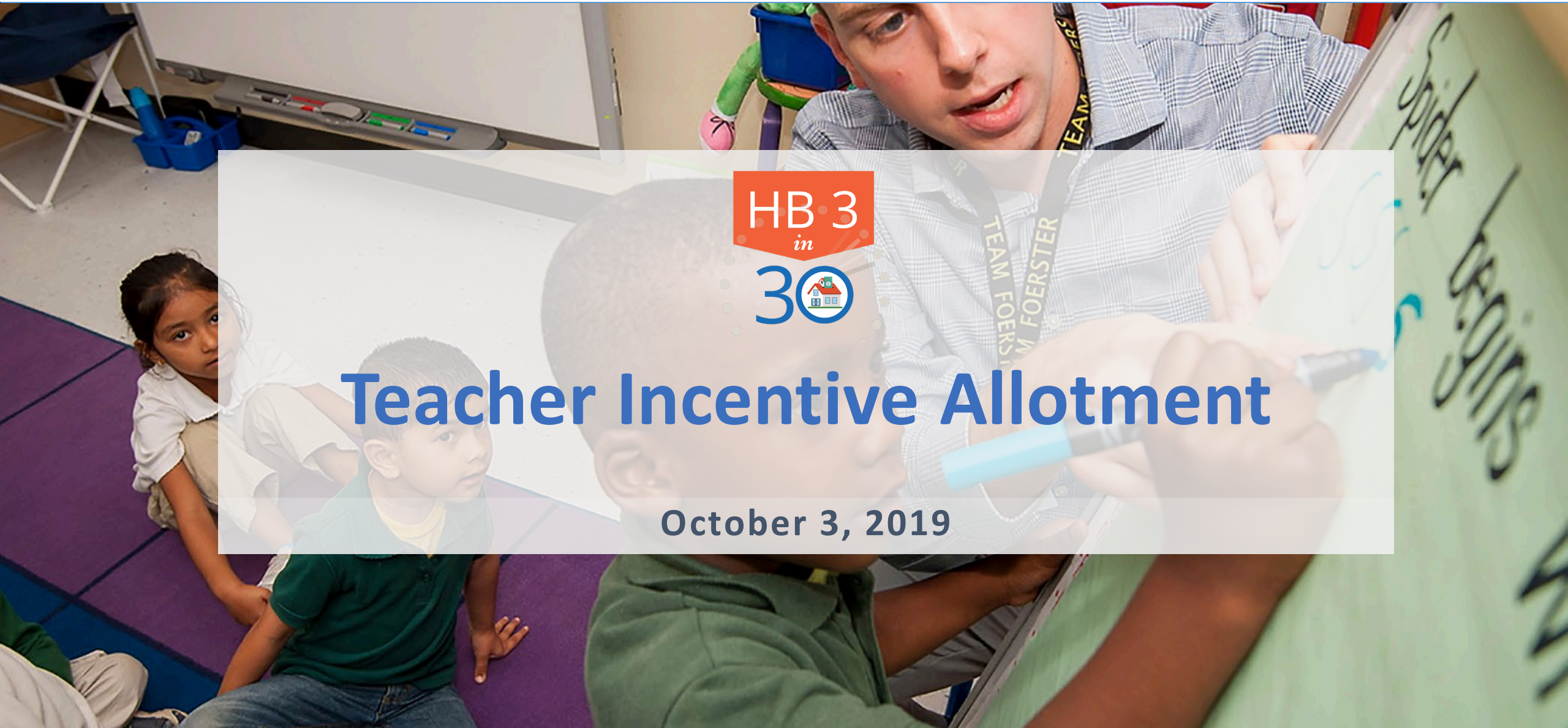
Texas Education Agency



HB 3 in 30

Teacher Incentive Allotment

October 3, 2019

Key TEA Personnel

Key TEA Personnel

TEA Staff

Ali Friedlander

Program Manager, Teacher Leadership & Strategic Compensation
Former Elementary Dual-Language Teacher
Texas Teacher of the Year, 2017

Tim Regal

Associate Commissioner for Instructional Support
Former High School English Teacher

Agenda

Presentation Agenda

1. Overview
2. Teacher Incentive Allotment Funding Overview
3. Local Optional Teacher Designation System
4. District Approval Process
5. Calculation Example
6. Fees & Reimbursements
7. Spending Requirements
8. Timeline & Next Steps

Overview

HB 3: Compensation Increases

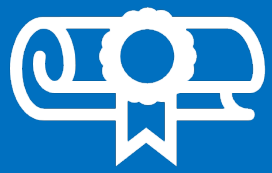
Minimum Salary Increases

HB 3 increases the **State Minimum Salary Schedule** by $5.5-9K per year of service.

Additional 30%

As a result of HB 3, **30%** of a district's budget increase *must* go to compensation increases.

Teacher Incentive Allotment



Districts *may* use state funding for **performance-based compensation** that meets certain criteria.

For more information on teacher compensation increases, refer to the Budget Planning for Teacher Compensation HB 3 in 30 video.

Texas Commission on Public School Finance

"The state should set a goal to ensure that its top teachers have a realistic path to a $100,000 annual salary."

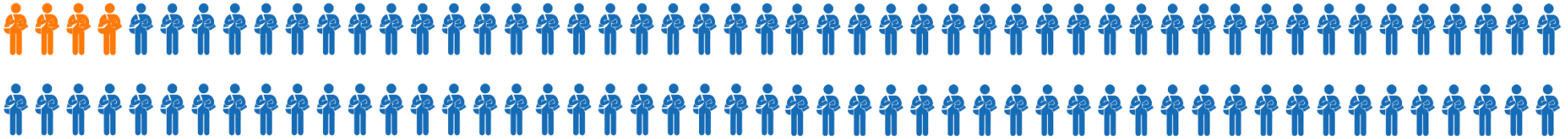
"In addition to helping attract and keep their effective educators in the classroom, public schools implementing these systems would be able to identify their more effective educators and then provide incentives for them to teach at their most challenged campuses, increasing the equitable distribution of effective educators."

Recruitment Challenges

Do high school students want to become teachers?

4%

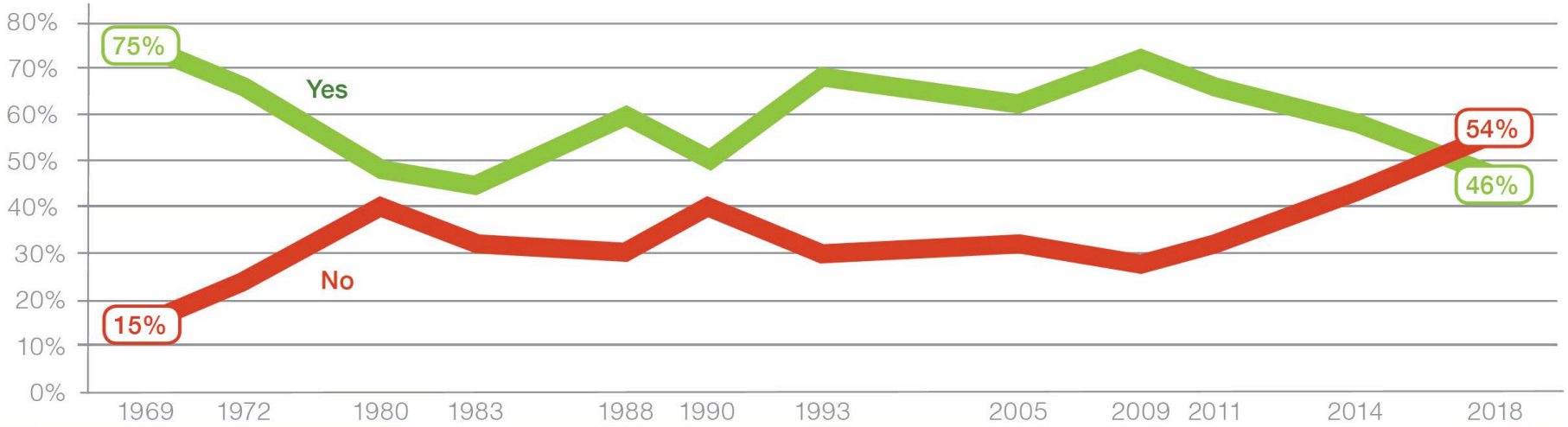
of HS students indicated interest in education major.*



Do parents want their children to become teachers?

46%

of parents want their kids to become teachers.**



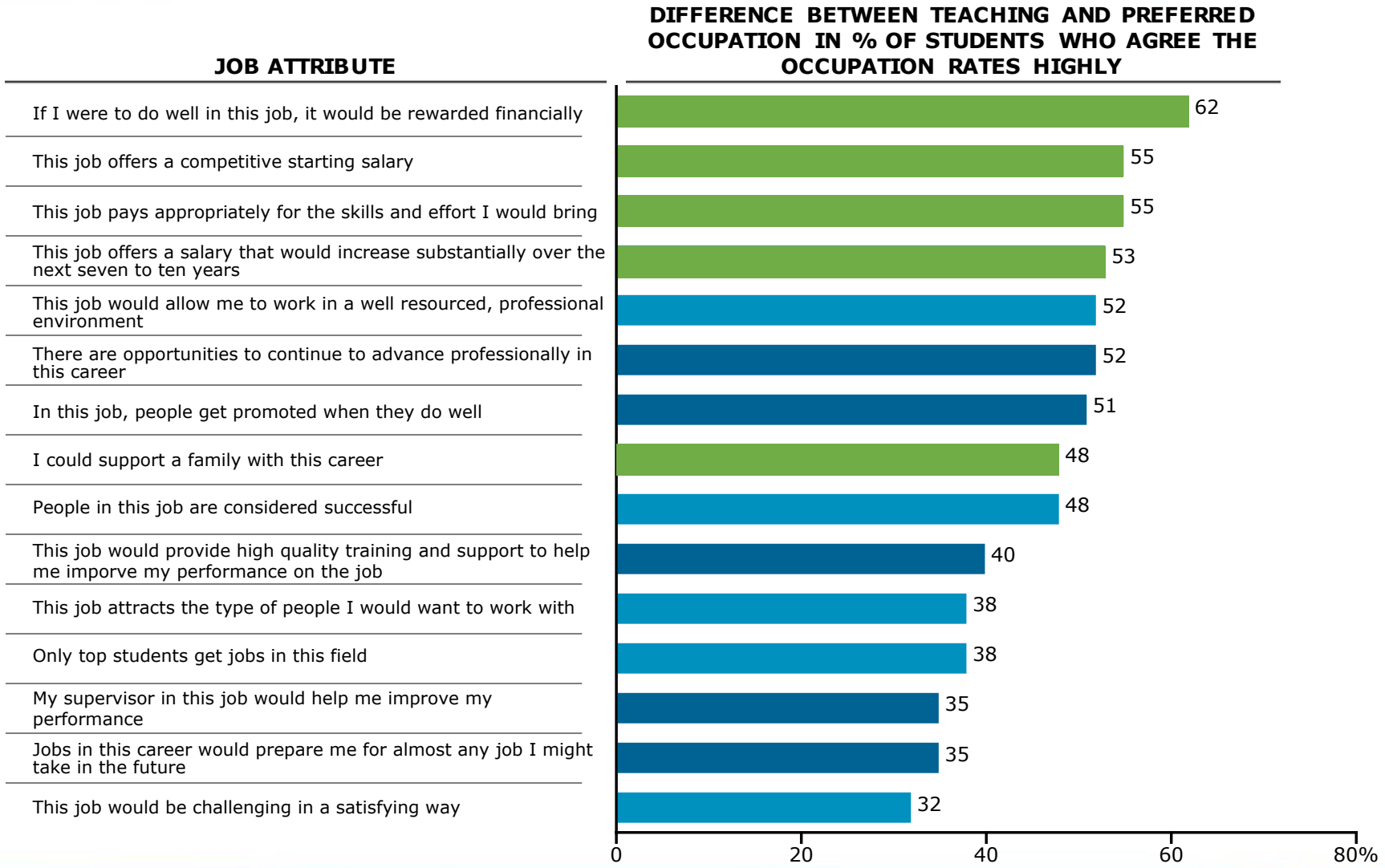
*From SAT/ACT Interest Survey **https://www.the74million.org/new-poll-for-first-time-ever-amajority-of-american-parents-do-not-want-their-children-tobecome-public-school-teachers/

Challenges: Working Conditions and Pay

Salary & Compensation

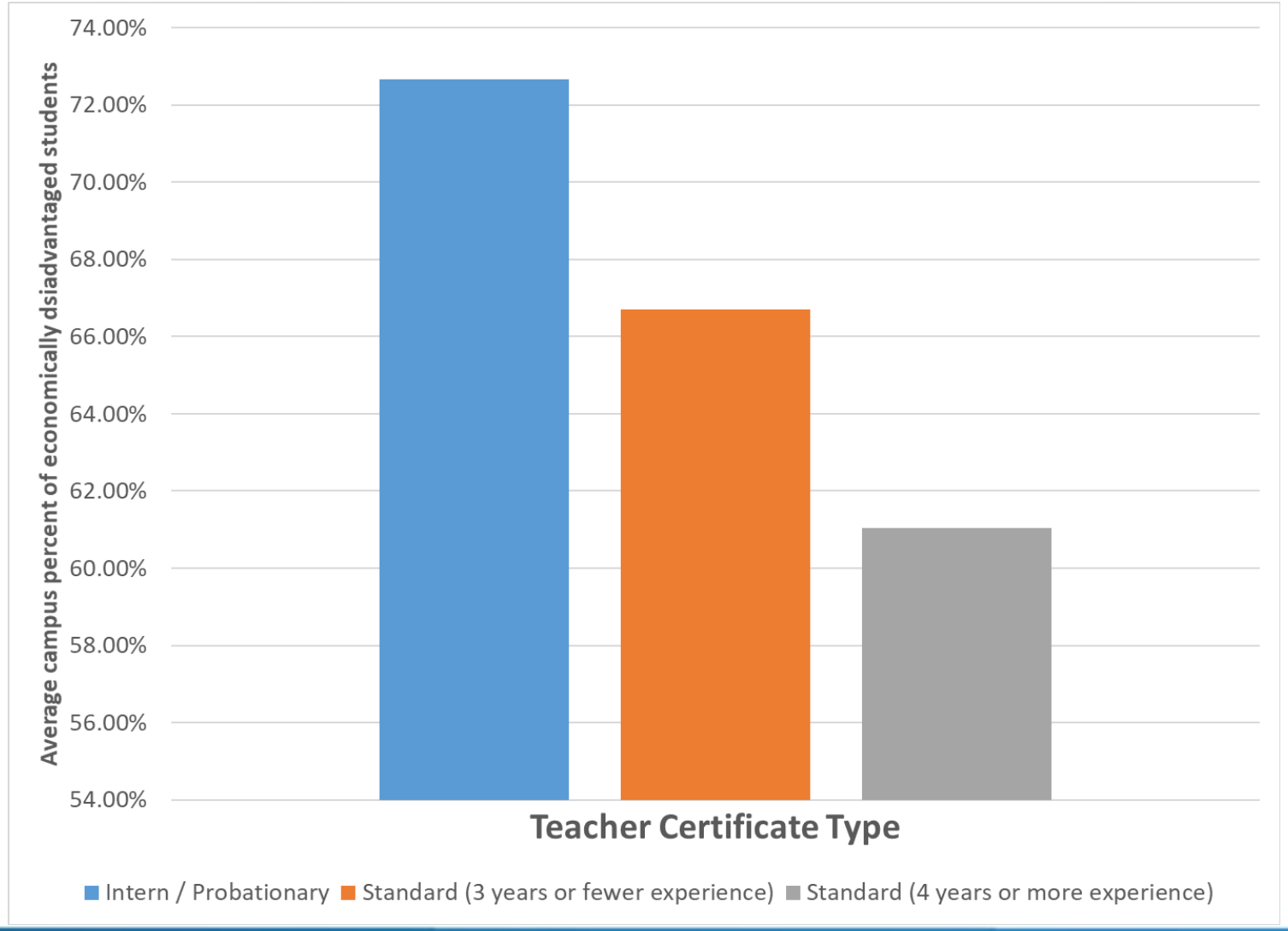
Environment/Culture

Professional Development



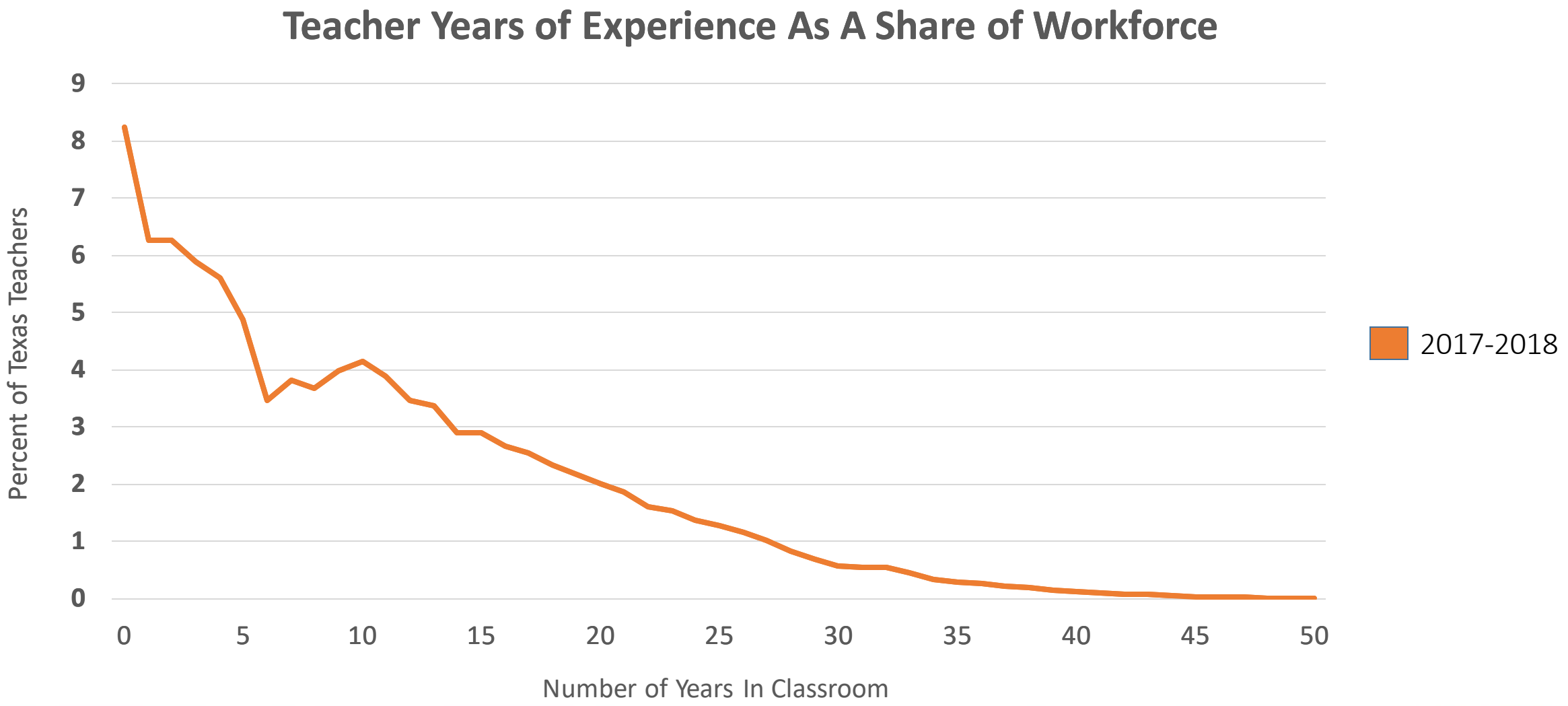
https://www.mckinsey.com/~/media/McKinsey/Industries/Social%20Sector/Our%20Insights/Closing%20the%20teaching%20talent%20gap/Closing-the-teaching-talent-gap.ashx

Economically Disadvantaged Students are More Likely to be Taught by Inexperienced Teachers



2018 PEIMS data. Based on adjusted median campus characteristics.

Retention Challenges



Key Points: Teacher Incentive Allotment (TIA)

Districts, if they choose to, can develop a **local designation system** and designate high-performing teachers (Master, Exemplary, or Recognized).

Districts will receive additional funding ($3-32K per year) for every designated teacher they employ.

Districts will receive greater funding for designated teachers who work on **rural and/or high-needs campuses.**

90%

At least 90% of TIA funds must be used on teacher compensation on the campus where the designated teacher works.

TEA in partnership with Texas Tech University will approve the local designation systems.

Overview:
Teacher Incentive Allotment Funding
(TEC §48.112)

Teacher Incentive Allotment Funding

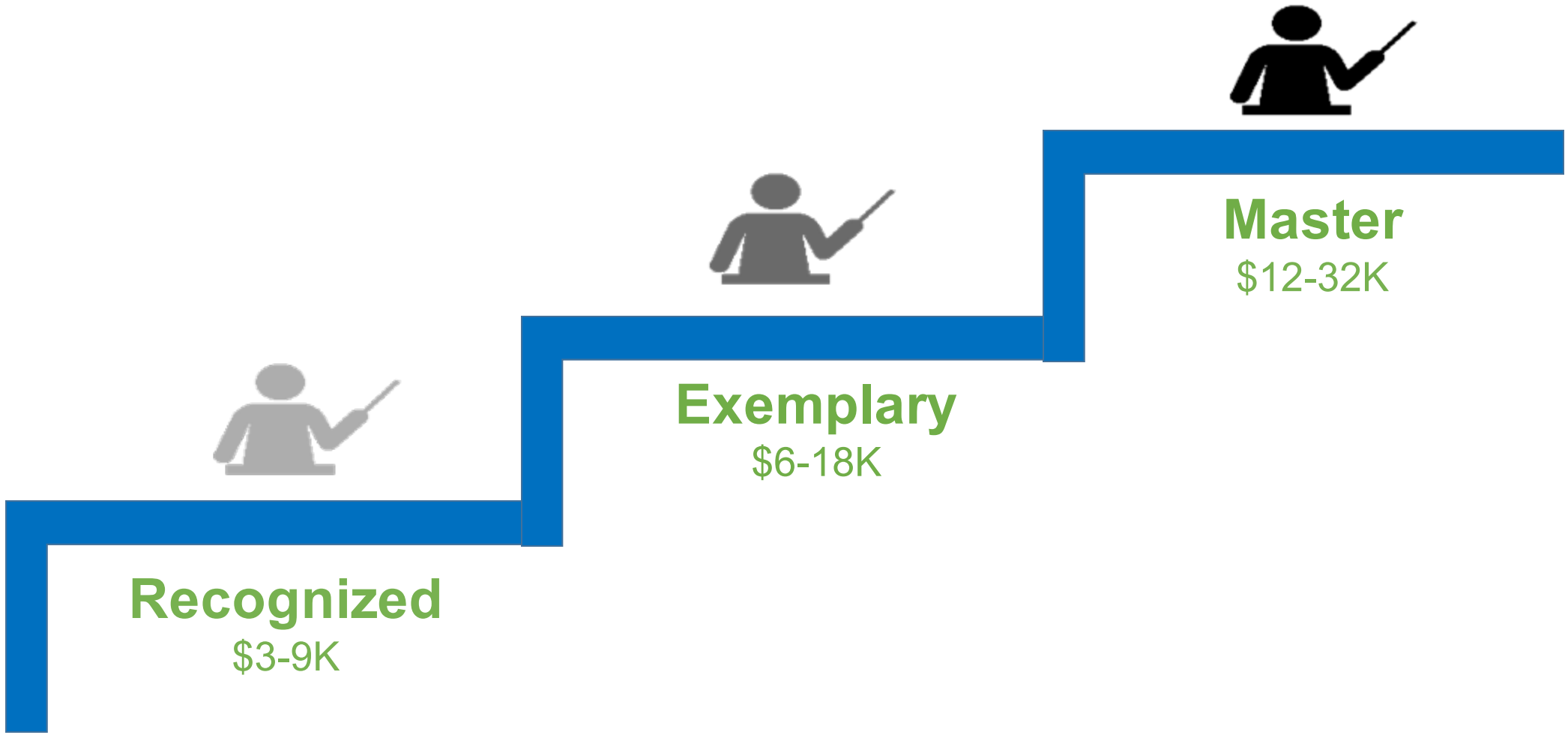
More Need →

Designation	Base	Multiplier	Tier	Non Eco-Dis	Tier 1	Tier 2	Tier 3	Tier 4	Tier 5
			Student Point Value	X 0	X 0.5	X 1.0	X 2.0	X 3.0	X 4.0
Recognized	$3,000	$1,500	Non-rural	$ 3,000	$ 3,750	$ 4,500	$ 6,000	$ 7,500	$ 9,000
			Rural	$ 4,500	$ 6,000	$ 7,500	$ 9,000	$ 9,000	$ 9,000
Exemplary	$6,000	$3,000	Non-rural	$ 6,000	$ 7,500	$ 9,000	$ 12,000	$ 15,000	$ 18,000
			Rural	$ 9,000	$ 12,000	$ 15,000	$ 18,000	$ 18,000	$ 18,000
Master	$12,000	$5,000	Non-rural	$ 12,000	$ 14,500	$ 17,000	$ 22,000	$ 27,000	$ 32,000
			Rural	$ 17,000	$ 22,000	$ 27,000	$ 32,000	$ 32,000	$ 32,000

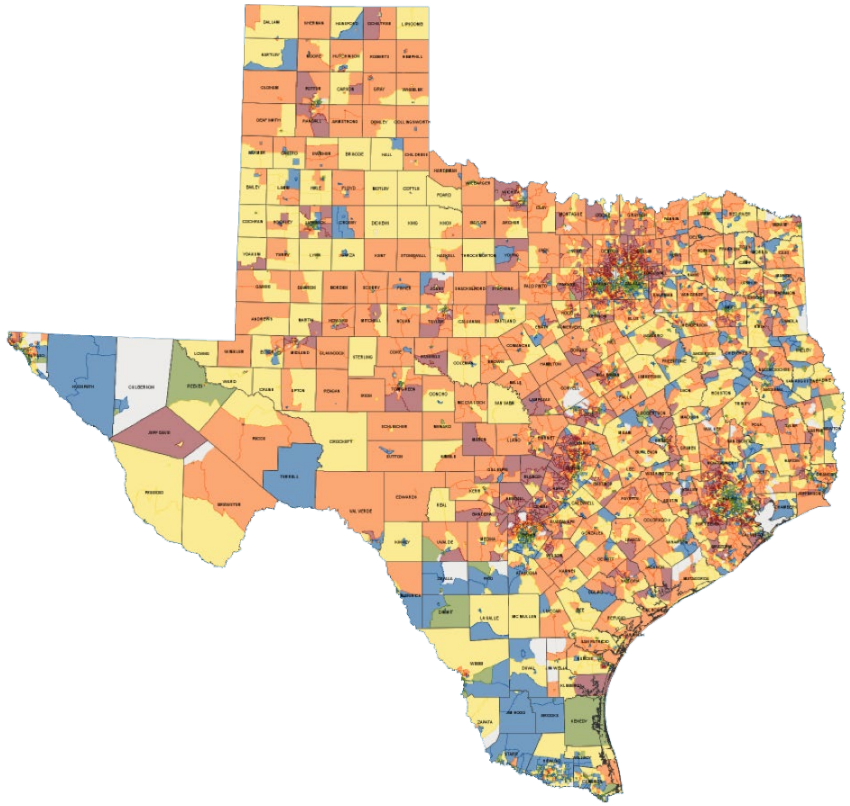
Max funding amount = $32,000

More Funding →

Funding Factor #1: Teacher Designation



Funding Factor #2: Socio-Economic Level



Each student is assigned a point value based on the Census block group in which that student resides.

- Each student not qualifying for Compensatory Education is assigned a 0.
- Each student qualifying for Compensatory Education is assigned a point value of 0.5, 1, 2, 3, or 4 and is placed in a corresponding tier (same tiers used for Comp Ed).

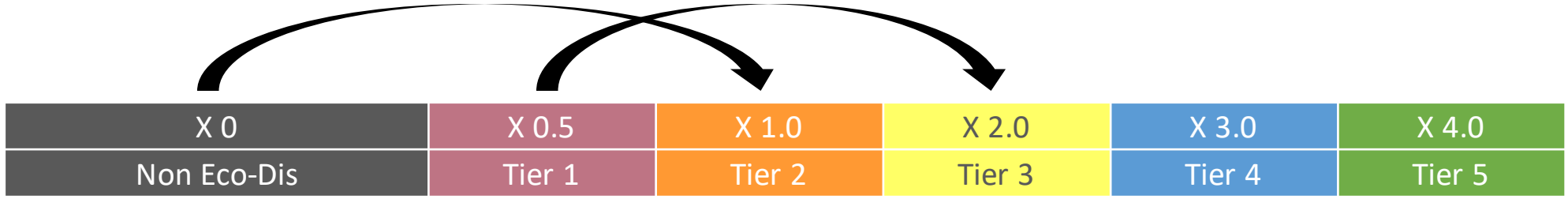
Student does not qualify for Comp Ed	Student qualifies for Comp Ed				
X 0	X 0.5	X 1.0	X 2.0	X 3.0	X 4.0
Non Eco-Dis	Tier 1	Tier 2	Tier 3	Tier 4	Tier 5

High Need

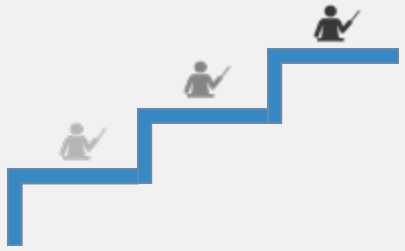
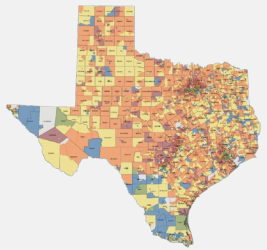
Funding Factor #3: Rural Status

Rural or Not Rural

Each student enrolled at a campus classified as rural is assigned a point value **two tiers higher** than their assigned Comp Ed tier.



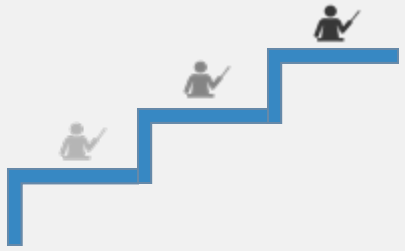
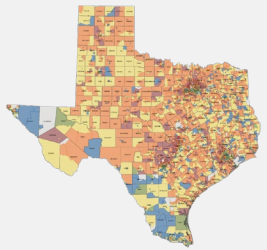
Allotment Example (Non-Rural)

Designation Level	Socio-Economic Level	Rural Status
		Rural or Not Rural
Master	**80% Eco. Dis.**	**Not Rural**

X 0	X 0.5	X 1	X 2	X 3	X 4
Non Eco-Dis	Tier 1	Tier 2	Tier 3	Tier 4	Tier 5
20%	0%	20%	20%	20%	20%

Higher SES ⟷ **Lower SES**

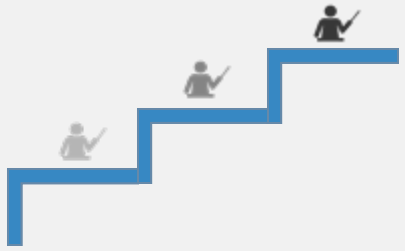
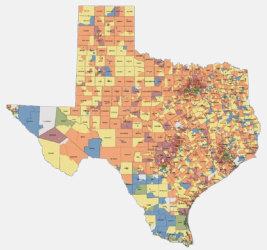
Allotment Example (Non-Rural)

Designation Level	Socio-Economic Level	Rural Status
		Rural or Not Rural
Master	**80% Eco. Dis.**	**Not Rural**

For this one teacher, the district receives **$22,000** per year

Reminder: at least 90% of these funds must be spent on teacher compensation on this campus.

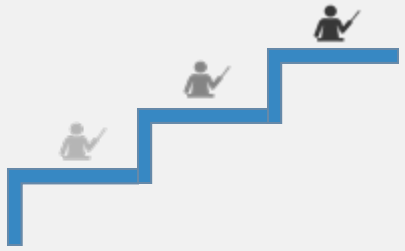
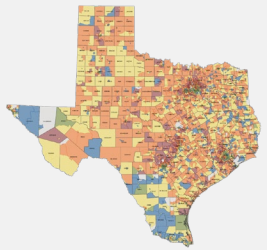
Allotment Example (Rural)

Designation Level	Socio-Economic Level	Rural Status
		Rural or Not Rural
Master	**80% Eco. Dis.**	**Rural**

X 0	X 0.5	X 1	X 2	X 3	X 4
Non Eco-Dis	Tier 1	Tier 2	Tier 3	Tier 4	Tier 5
0%	0%	20%	0%	20%	60%

Higher SES ⟷ **Lower SES**

Allotment Example (Rural)

Designation Level	Socio-Economic Level	Rural Status
		Rural or Not Rural
Master	**80% Eco. Dis.**	**Rural**

For this one teacher, the district receives **$28,000** per year

Reminder: at least 90% of these funds must be spent on teacher compensation on this campus.

Future Funding Map by School

A future website will allow the public to do a map search of **possible TIA funding per campus**, per year based on a teacher's designation. This will also include a **downloadable list** of yearly funding available per campus.

Central High School SY 2019-2020	
Teacher Designation (the amount available per designated teacher)	**District Funding** (at least 90% must be spent on teacher compensation on this campus)
Master Teacher	$18,850
Exemplary Teacher	$10.110
Recognized Teacher	$5,055

Frequently Asked Question

Question

How are rural schools defined?

Answer

The Teacher Incentive Allotment defines rural in two ways:

(1) A *campus* located in an area not designated as an urbanized area or urban cluster by the US Census Bureau and in a district with fewer than 5,000 enrolled students, OR

(2) A *campus* designated as rural under rules adopted by the commissioner.

TEA has created a preliminary list of *districts* that could qualify as rural for the Teacher Incentive Allotment. You can download that excel file here: https://tea.texas.gov/Reports_and_Data/School_District_Data/District_Type_Data_Search/District_Type,_2017-18

Once rules are adopted, TEA will finalize and post an official list of campuses qualifying as rural at the website listed above.

Local Optional Teacher Designation System (TEC §21.3521)

District & State Roles for Designation Systems

District Role

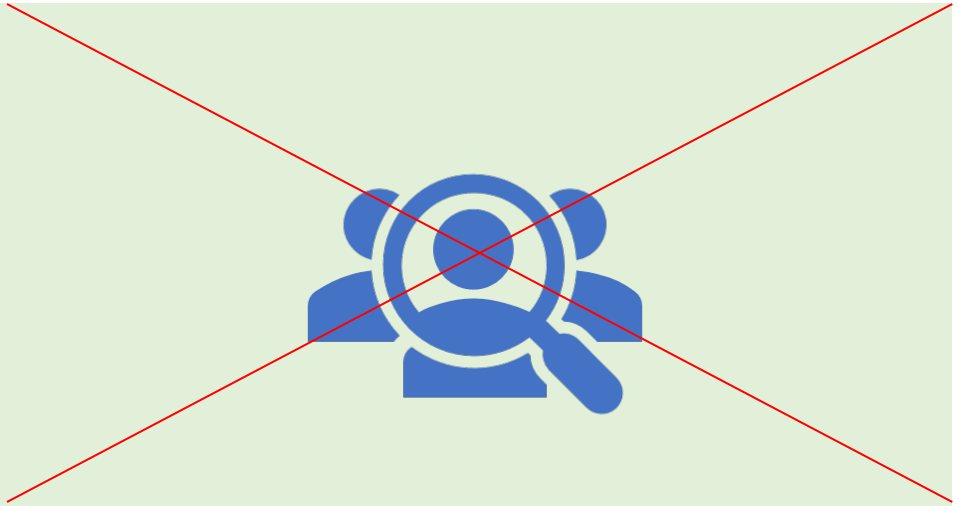
Develop & implement a designation system

State Role

Approve district systems based on their validity and reliability

State Approves District Systems

State WILL NOT



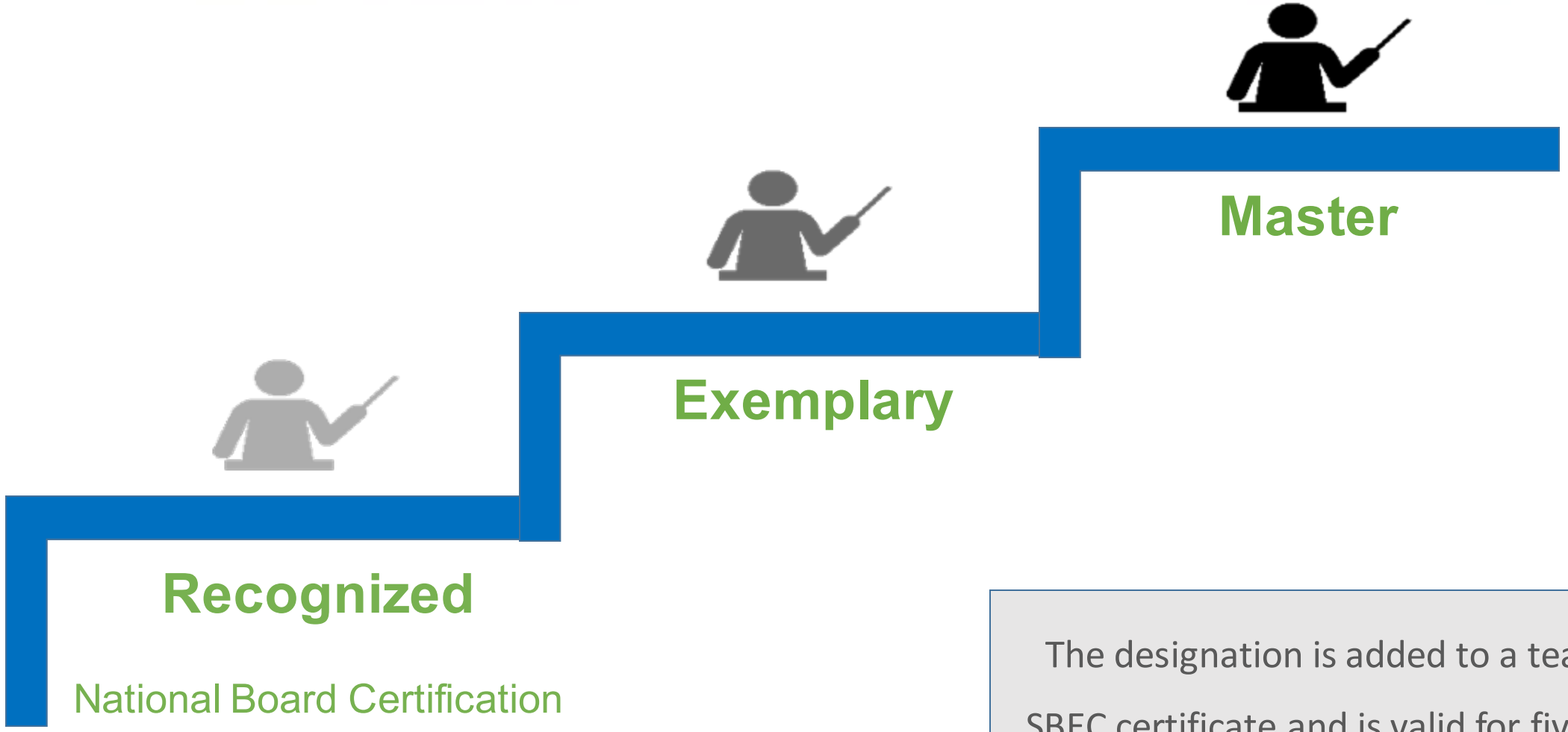
Determine the designations of individual teachers

State WILL

Issue the authority for districts to make teacher designations

Designations

Teacher Incentive Allotment works in conjunction with the Local Optional Teacher Designation System



The designation is added to a teacher's SBEC certificate and is valid for five years.

National Board Certification: 25 Certificate Areas & 16 Disciplines

www.nbpts.org

Certificate Area	Developmental Level	Certificate Area	Developmental Level
Art	EMC (ages 3-12) EAYA (ages 11-18+)	Reading-Language Arts	EMC (ages 3-12)
Career & Technical Education	EAYA (ages 11-18+)	Mathematics	EA (ages 11-15) AYA (ages 14-18+)
English as a New Language	EMC (ages 3-12) EAYA (ages 11-18+)	Music	EMC (ages 3-12) EAYA (ages 11-18+)
English Language Arts	EA (ages 11-15) AYA (ages 14-18+)	Physical Education	EMC (ages 3-12) EAYA (ages 11-18+)
Exceptional Needs Specialist	ECYA (ages birth-21+)	School Counseling	ECYA (ages 3-18+)
Generalist	EC (ages 3-8) MC (ages 7-12)	Science	EA (ages 11-15) AYA (ages 14-18+)
Health Education	EAYA (ages 11-18+)	Social Studies-History	EA (ages 11-15) AYA (ages 14-18+)
Library Media	ECYA (ages 3-18+)	World Languages	EAYA (ages 11-18+)

AYA=Adolescence and Young Adulthood / EC=Early Childhood / ECYA=Early Childhood through Young Adulthood / EA=Early Adolescence
EAYA=Early Adolescence through Young Adulthood / EMC=Early and Middle Childhood / MC=Middle Childhood

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.
In Statute	TEC 21.3521(a): "A school district or open-enrollment charter school may designate a certified classroom teacher as a master, exemplary, or recognized teacher for a five-year period."

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.

Master, Exemplary, and Recognized Designations

TEA and Texas Tech University are in the process of gathering and analyzing data to be able to share **designation standards** with districts describing:

	During lesson delivery, the **actions** teachers take at the Master, Exemplary, and Recognized levels
	Over at least the course of a school year, what **impact teachers have on student performance** at the Master, Exemplary, and Recognized levels

Frequently Asked Question

Question

Is there a state cap on how many teachers can earn a designation?

Answer

- No.
- TEA is in the process of developing performance standards for each designation level.
- It is possible, over time, for all teachers to earn a designation through their local designation system given their ability to meet the statewide performance standards.

Texas Education Agency

Local Designation System

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.).

Teacher Observation

Teacher Observation

- Districts can choose what rubric to use for teacher observations
- T-TESS and other valid 3rd party rubrics (such as the Danielson Framework or the NIET TAP rubric) will be pre-approved
- District-created rubrics will be reviewed as a part of a district's approval process

Student Performance

Student Performance

- Districts will determine how to measure a teacher's impact on student performance.
- Districts could consider using measures such as pre- and post-tests, value-added measures, portfolios, and student learning objectives, or other standardized test results.
- Guidance on Student Growth in T-TESS provides a description of suggested student growth measures.

Additional Factors

Additional Factors

Districts could use other factors in determining which teachers are eligible to receive a designation, such as:

- Student surveys
- Teacher leadership responsibilities
- Teacher mentorship responsibilities
- Family surveys
- Demonstration of district core values
- Teacher peer surveys
- Contributions to the broader school community

Support Available For Districts

Website

- ✓ Central website for information related to the TIA
- ✓ Manuals and guidance documents
- ✓ Over time, exemplars from other Texas districts

Technical Assistance

- ✓ Change management process
- ✓ Teacher appraisal and student performance
- ✓ Human capital and compensation strategies

External Partnerships

- ✓ Possibility for districts to set aside up to 10% of funds for costs associated with implementing the TIA

District Approval Process

Possible Sequence for District Approvals

1

Districts **submit** applications

2

Districts **identify** highly-effective teachers using statewide standards & **submit** evidence of effectiveness

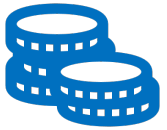
3

TEA & Texas Tech University **review** applications and evidence and **approve** district designation systems

4

District **designates** teachers.

State **places** designations on teacher certificates



5

Districts **receive** state funding to be used primarily for teacher pay

Example of District System Development Timeline

Explore 3 months	Determine initial interest and feasibility
Plan 12 months	With stakeholder input, identify/develop designation system
Prepare 3 months	Prepare resources, policies, frameworks
Launch 10 months	Implement TIA system
Designate 0-5 months	Determine teacher designations and submit data for system approval

Frequently Asked Question

Question

Will charters be able to participate in the Teacher Incentive Allotment?

Answer

- Yes, charters will be able to participate in the Teacher Incentive Allotment.
- The same requirements apply to both districts and open-enrollment charter schools.
- The term “district” has been used throughout this presentation, which is meant to include charters.

Frequently Asked Question

Question

Will our district be able to apply in SY 19-20 and, if so, what must we do?

Answer

- To be eligible to apply for Teacher Incentive Allotment funds in the 2019-2020 school year, districts must pay teachers in the 2019-2020 school year based on their performance during the 2018-2019 school year.
- If you have not yet been in contact with the TEA's Teacher Incentive Allotment staff about your intentions to apply in the 2019-2020 school year, please contact us at TIA@tea.Texas.gov

Calculation Example

Teacher Incentive Allotment Calculation

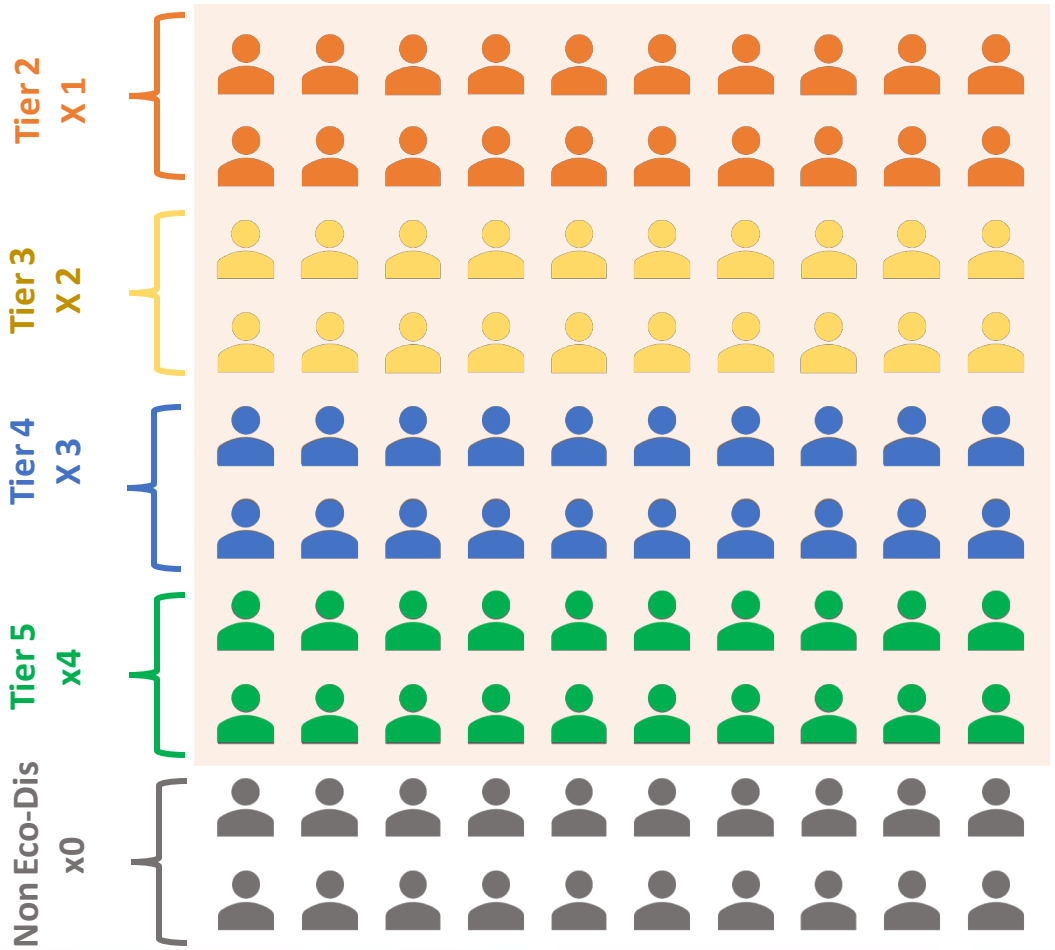
Allotment = Base + (Multiplier X Average Student Point Value)

Designation	Base	Multiplier
Recognized	$3,000	$1,500
Exemplary	$6,000	$3,000
Master	$12,000	$5,000

Student Point Values
0
0.5
1
2
3
4

Calculation Example

Assume 100 students at the campus where one Master teacher works



= 80 are economically disadvantaged

= 20 are in Tier 2

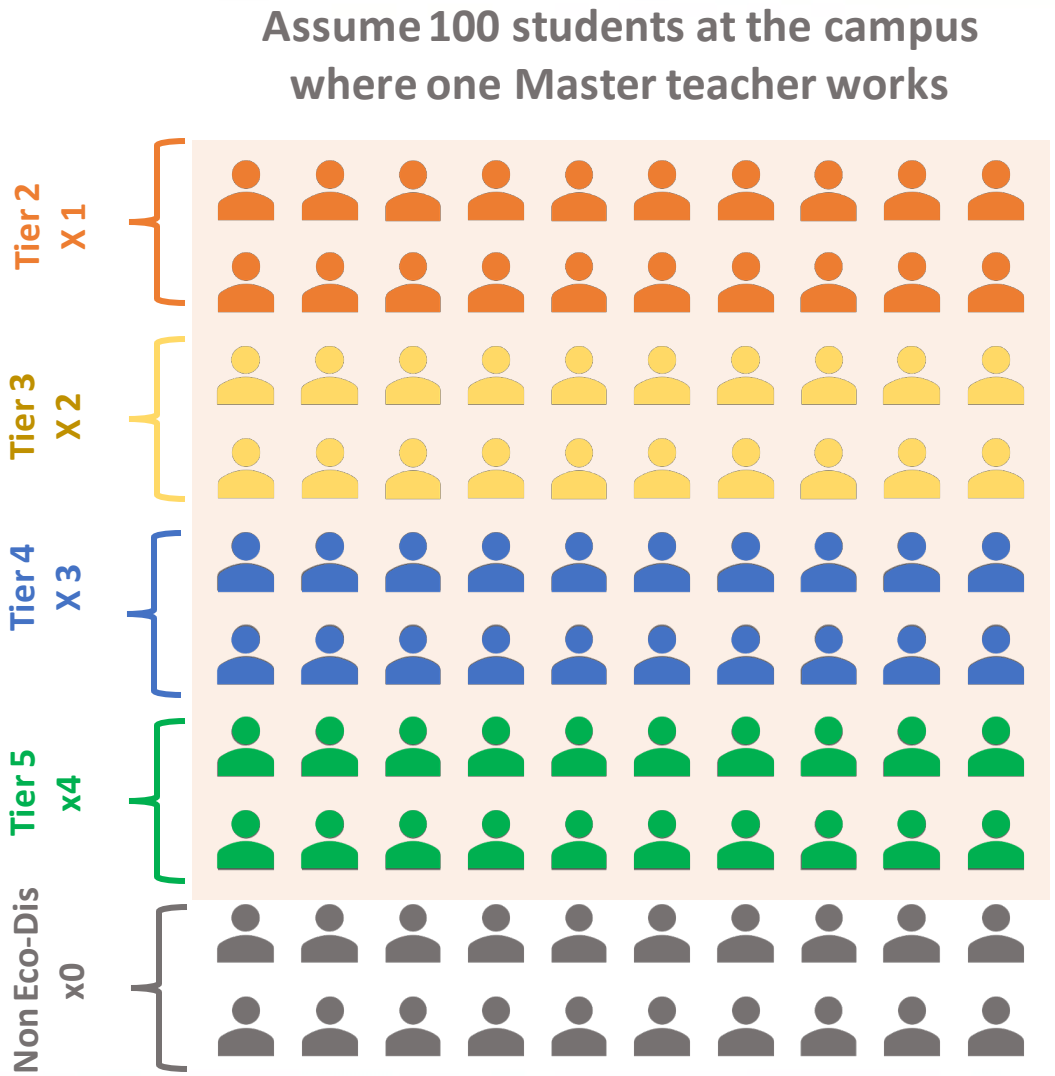
= 20 are in Tier 3

= 20 are in Tier 4

= 20 are in Tier 5

= 20 are non-economically disadvantaged

Calculation Example



Step 1: Determine the 3 funding factors for the teacher.

Master, Non-rural, 80% Economically Disadvantaged

Step 2: Determine the percentage of students receiving each point value and their corresponding tiers.

1 point: 20%	2 points: 20%	3 points: 20%	4 points: 20%	0 points: 20%

Step 3: Calculate the average of the student point values.

(1 X 20%) + (2 X 20%) + (3 X 20%) + (4 X 20%) + (0 X 20%) = 2.0

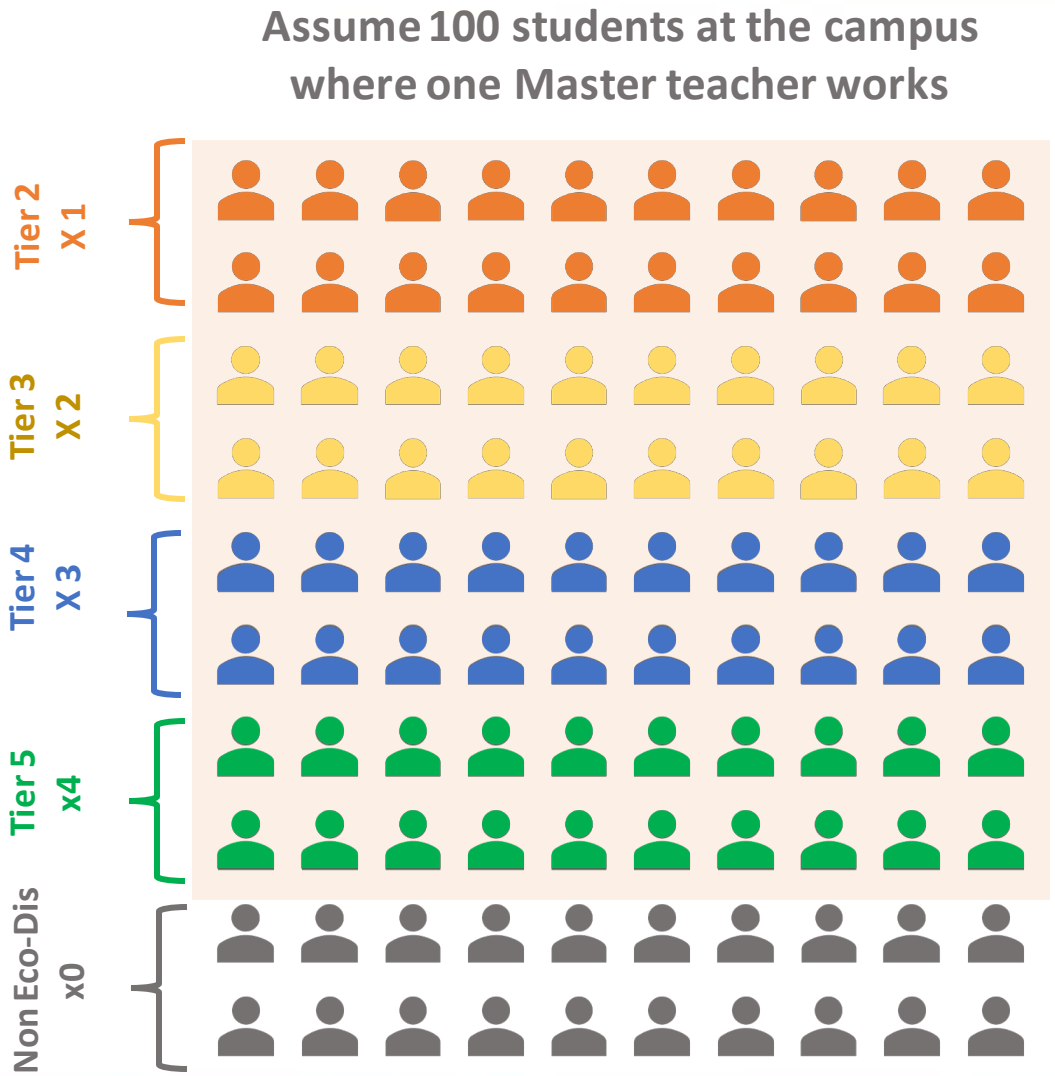
Step 4: Reference the base amount and multiplier.

Master teacher base: $12,000 / Master multiplier $5,000

Step 5: Use the funding formula to calculate the allotment per teacher.

$22,000 = $12,000 + (2.0 X $5,000)

Calculation Example

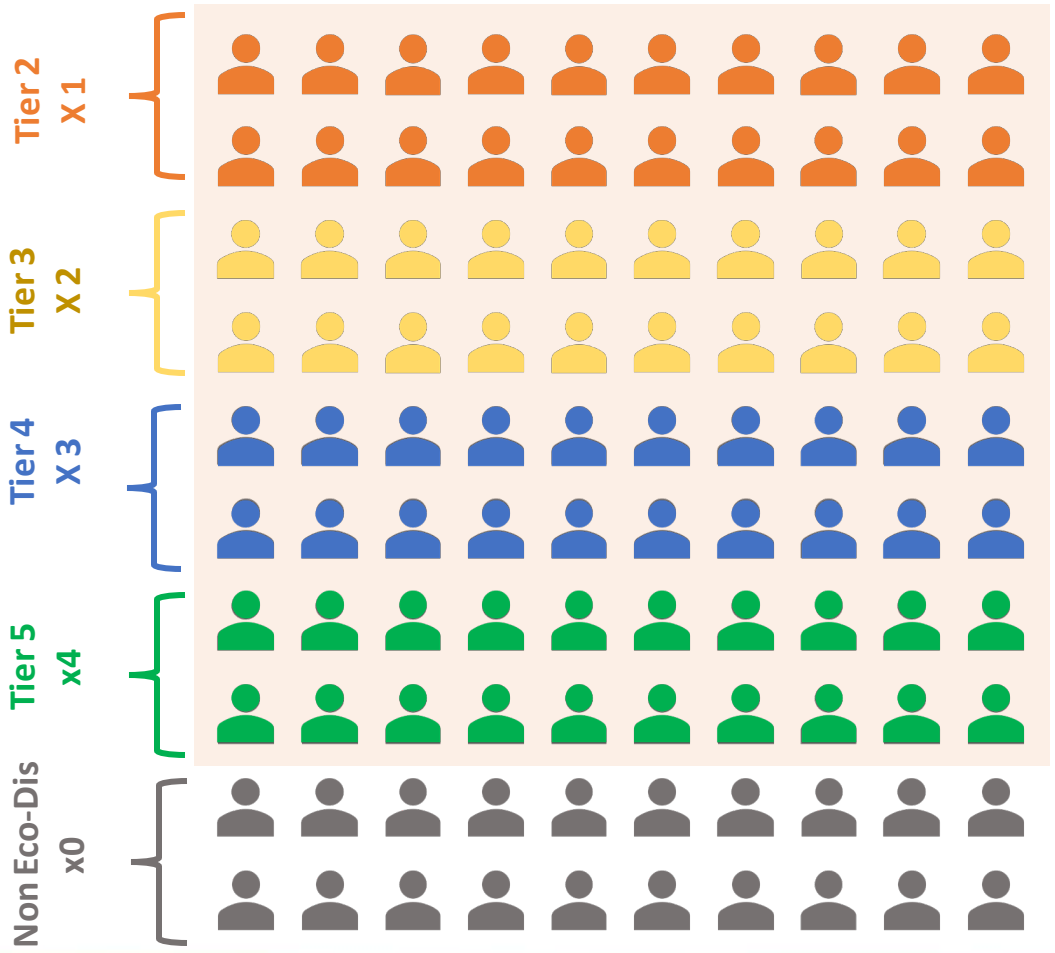


The district would receive **$22,000** because they employ this teacher at this campus.

Reminder: at least 90% of these funds must be spent on teacher compensation on this campus.

Rural Calculation Example

Assume 100 students at a rural campus where one Master teacher works



= 80 are economically disadvantaged

= 20 are in Tier 2

= 20 are in Tier 3

= 20 are in Tier 4

= 20 are in Tier 5

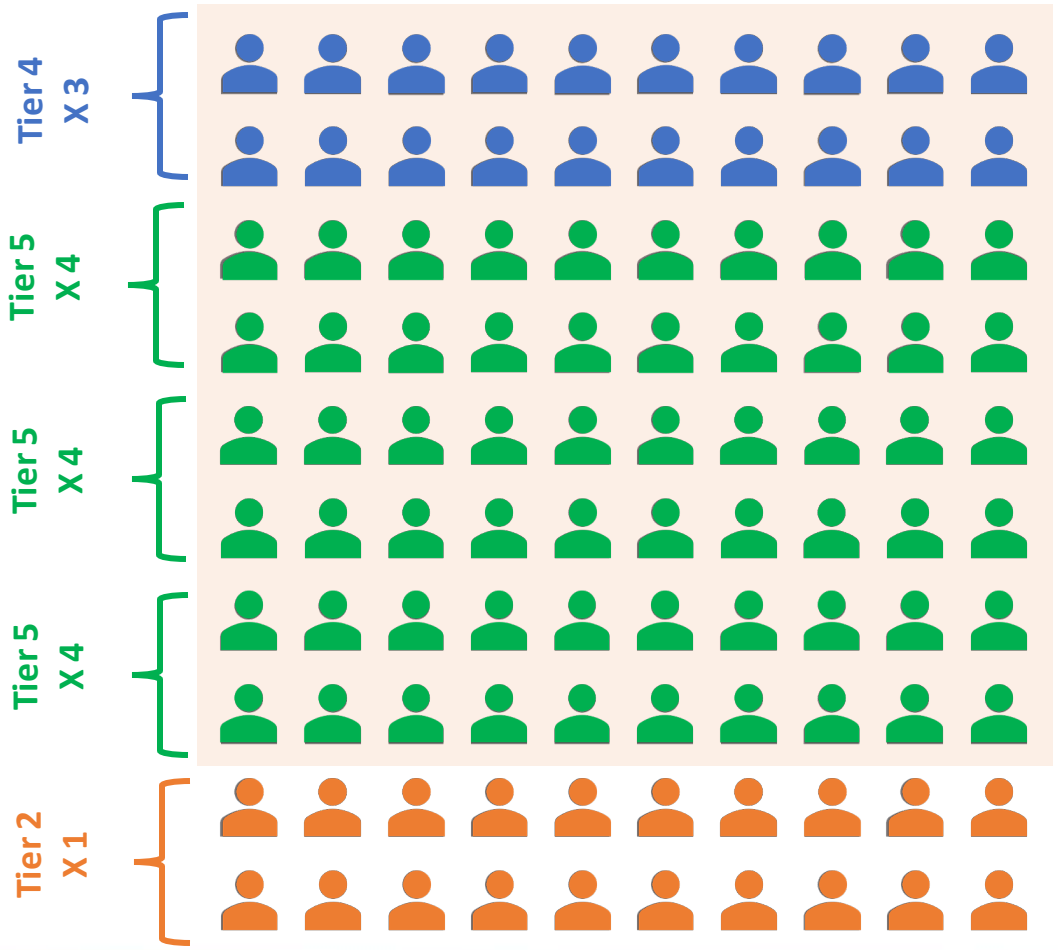
= 20 are non-economically disadvantaged

Add two tiers and corresponding point values because these students attend a rural school.

X 0	X 0.5	X 1.0	X 2.0	X 3.0	X 4.0
Non Eco-Dis	Tier 1	Tier 2	Tier 3	Tier 4	Tier 5

Rural Calculation Example

Assume 100 students at a rural campus where one Master teacher works



= 80 are economically disadvantaged

= 20 are in Tier 4

= 20 are in Tier 5

= 20 are in Tier 5

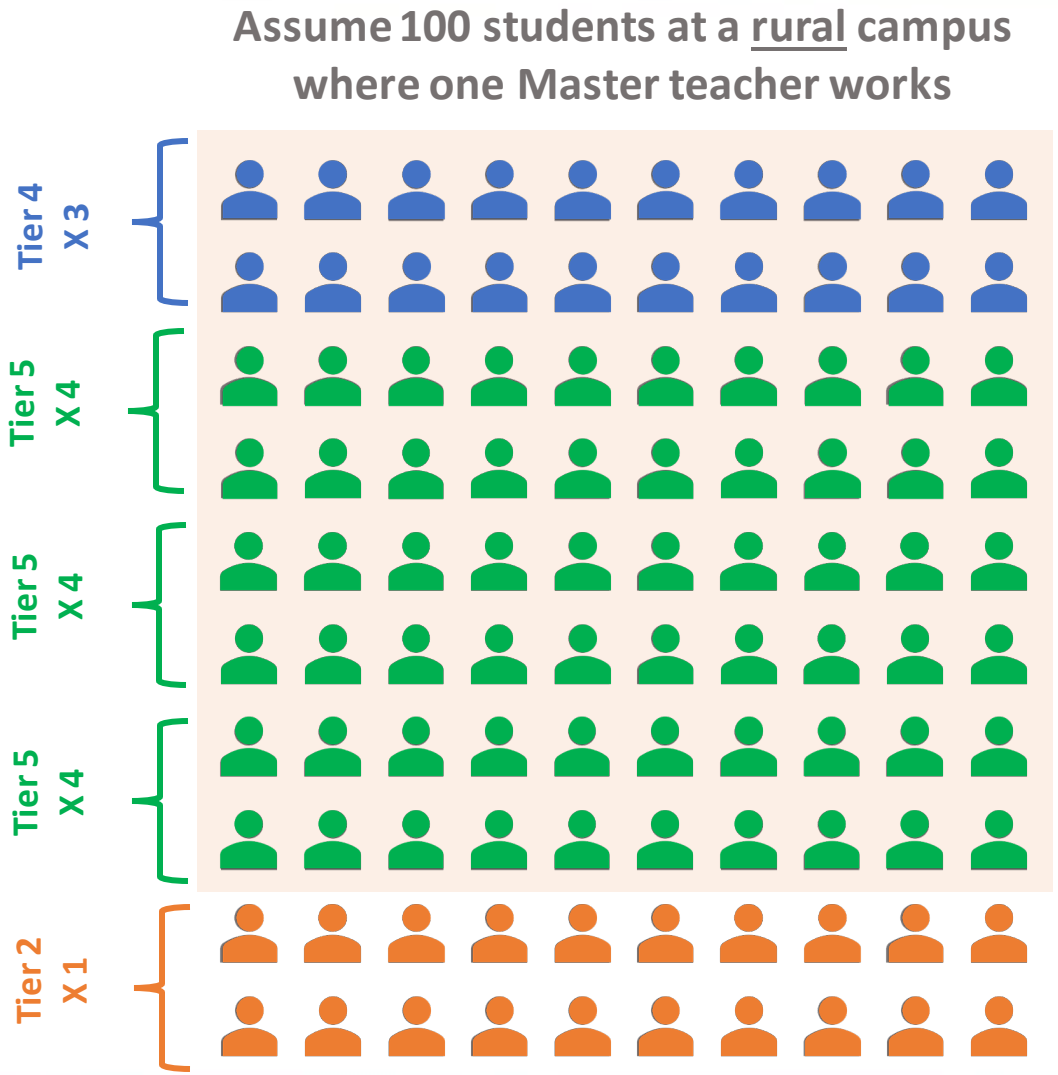
= 20 are in Tier 5

= 20 are on Tier 2

Two tiers and the corresponding point values were added to each student because they attend a rural school.

X 0	X 0.5	X 1.0	X 2.0	X 3.0	X 4.0
Non Eco-Dis	Tier 1	Tier 2	Tier 3	Tier 4	Tier 5

Rural Calculation Example



Step 1: Determine the 3 funding factors for the teacher.

Master, Rural, 80% Economically Disadvantaged

Step 2: Add 2 tiers and corresponding points to each student.

Tier 2 → Tier 4	Tiers 3, 4, 5 → Tier 5	No tier → Tier 2

Step 3: Determine the percentage of students receiving each point value and their corresponding tiers.

3 points: 20%	4 points: 60%	1 point: 20%

Step 4: Calculate the average of the student point values.

(3 X 20%) + (4 X 60%) + (1 X 20%) = 3.2

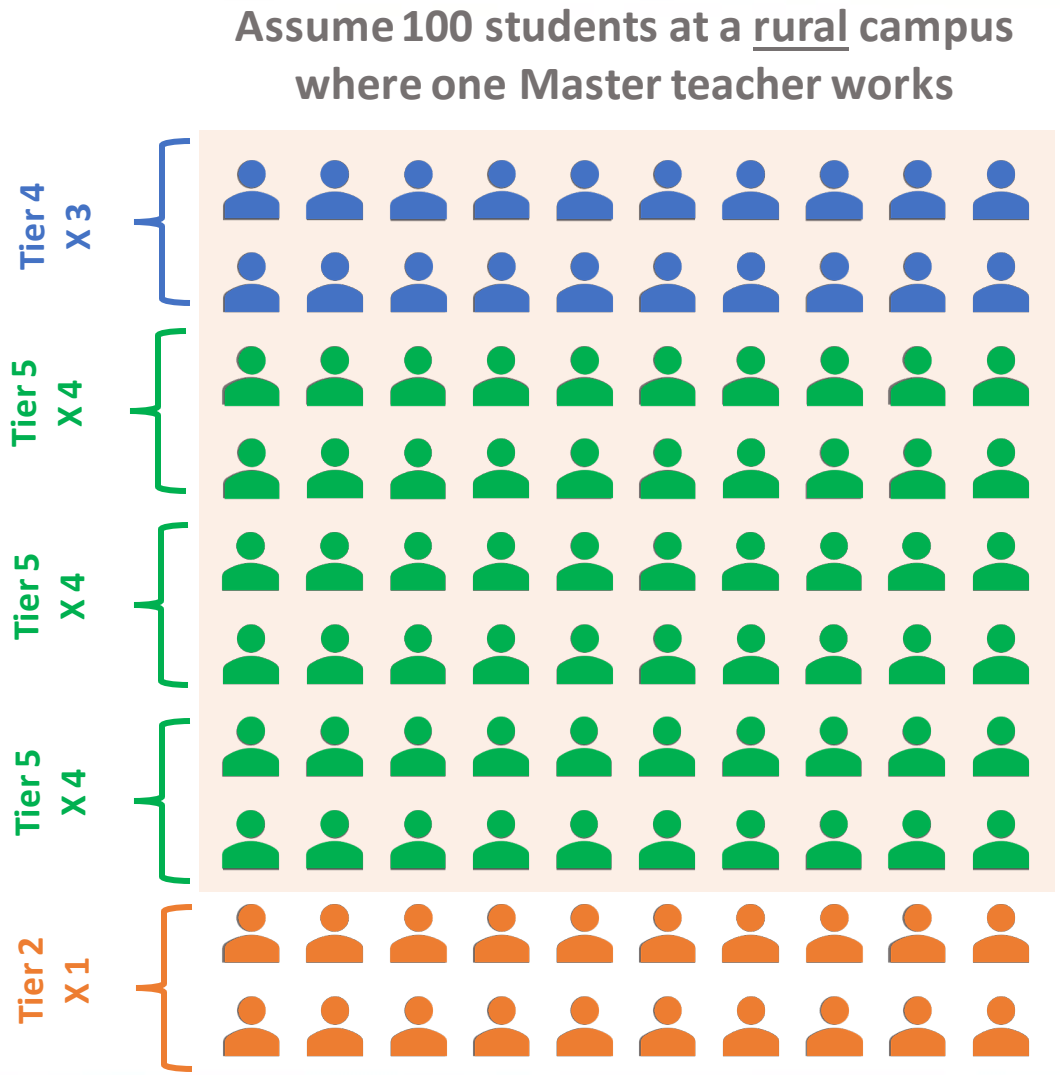
Step 5: Reference the base amount and multiplier.

Master teacher base: $12,000 / Master multiplier $5,000

Step 6: Use the funding formula to calculate the allotment per teacher.

$28,000 = $12,000 + (3.2 X $5,000)

Rural Calculation Example



The district would receive **$28,000** because they employ this teacher at this rural campus.

Reminder: at least 90% of these funds must be spent on teacher compensation on this campus.

Campus Calculation Example

Of the 35 teachers on this campus, there are:

- **4 Recognized Teachers** **$24,000 = 4 X $6,000**
- **3 Exemplary Teachers** **$36,000 = 3 X $12,000**
- **2 Master Teachers** + **$44,000 = 2 X $22,000**

$104,000

The district would receive **$104,000** because these teachers were employed at this campus.

Reminder: at least 90% of these funds must be spent on teacher compensation on this campus.

Fees & Reimbursements

Fees & Reimbursements

- Districts will pay a fee for their application and a fee per teacher they designate
- Once the district's local designation system is approved, these districts will receive a reimbursement for fees paid to the state
- The state will also reimburse fees paid to the National Board for Professional Teaching Standards for earning National Board Certification
- TEA will issue more specifics on the fee structure and reimbursements later in the spring

Spending Requirements

Teacher Compensation Considerations

- Districts must use at least **90%** of the TIA funds on **teacher compensation on the campuses** where the designated teacher works.
- If a teacher moves to a new district, the **money will follow the teacher to the new district** regardless of whether the new district has an approved designation system in place. Note that the allotment would be re-calculated based on the whether the new school is rural and the socio-economic need at that campus.
- Districts will need to consider and shape **a local plan** for how to use these funds.
- Districts will **complete an attestation** form verifying how they used these funds to ensure compliance with spending requirements.

Timeline & Next Steps

Stakeholder Engagement: Committees

Technical Advisory Committee

- Subject matter experts on teacher effectiveness and how to measure it
- August 2019 – November 2019

Educator Advisory Committee

- Classroom, campus, and district personnel from a variety of districts across Texas
- September 2019 – February 2020

Additional Stakeholder Engagement Meetings

- Beginning in November 2019

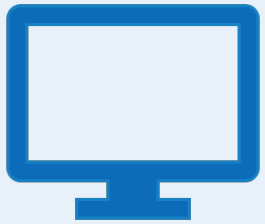
TEA & Texas Tech University Next Steps

Fall 2019	Winter 2019-2020	Spring 2020	Summer 2020	Fall 2020
• Send out appraisal survey • Collect & analyze data to determine performance standards for designations • Develop district letter of intent	• Publish TIA website • Develop district application • Draft rules • Post letter of intent	• Post rules for public comment • Post application • Review and respond to public comment	• Review and approve first round of applications	• Pay districts with approved systems for 2019-2020

Ongoing stakeholder engagement

House Bill 3: Resources

Stay tuned for the most up-to-date information from TEA on the implementation of House Bill 3

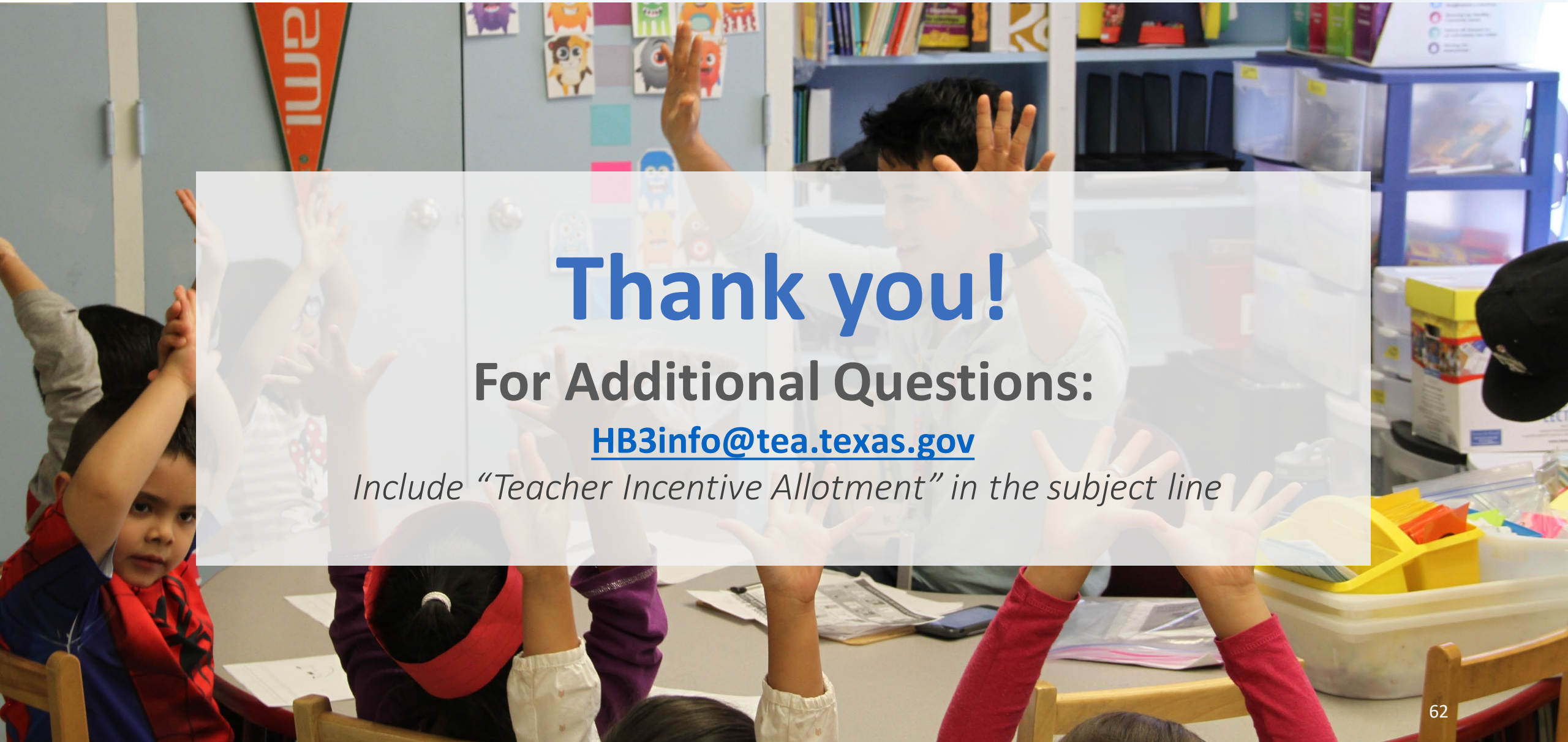


tea.texas.gov/HB3

Visit tea.texas.gov/HB3 for the most up-to-date information

HB3info@tea.texas.gov

Email HB3info@tea.texas.gov with any questions



Thank you!

For Additional Questions:

HB3info@tea.texas.gov

Include "Teacher Incentive Allotment" in the subject line

National Board Certified Teachers (NBCT)

"Estimates of the increase in learning are on the order of an **additional one to two months of instruction**. The positive impact of having a Board-certified teacher (NBCT) is even greater for minority and low income students."

From: The Proven Impact of Board-Certified Teachers on Student Achievement

Of note: NBCT while very rigorous, does not include any explicit requirement to demonstrate high student outcomes

State	#of Teachers	# of NBCTs
Texas	350,000	873
California	285,500	6,426
New York	241,000	1,790
Florida	180,000	13,576
North Carolina	100,000	21, 500