

TIA Definitions

1. **Data capture year** – the year in which the teacher observation and student growth measure is collected based on the proposed local teacher designation system
2. **Data review** – second step of the local optional designation system review. Texas Tech University will review the teacher observation and student growth measure data from the data capture year.
3. **Designations** – teacher designations that last for five years and range from recognized to exemplary to master
4. **Eligible assignment** – teacher assignments by campus, subject taught or grade taught
5. **Local optional designation system** – district systems to issue teacher designations that require a two-step approval process
6. **National Board Certification** – a national certification that qualifies teachers for a recognized designation
7. **Reliability** – the degree to which an instrument used to measure teacher performance and student growth produces stable and consistent results
8. **Rural** – campuses
 - a. within a district with fewer than 5,000 enrolled students that is categorized as a rural district type by the Texas Education Agency (TEA or agency)
 - b. within a district with fewer than 5,000 enrolled students categorized as rural by the National Center for Education Statistics (NCES)
 - c. defined in TEC, §48.112(a)(1)(A) and (B) that are categorized as rural by NCES in districts with an enrollment of less than 5,000
9. **Student Growth** - The performance of teachers' students is how the individual teacher's students progress academically in response to the teacher's pedagogical practice as measured at the individual teacher level by one or more standards-aligned measures of student growth
10. **System Review** – first step of the local optional designation system review and will contain the qualitative processes and be reviewed by TEA
11. **Teacher** - An educator who is employed by a school or district and who, not less than an average of four hours each day, teaches in an academic instructional setting or a career and technical instructional setting. This term does not include those who are not coded as an 087 in PEIMS at 100% of the day (equivalent to four and one-half months or a full semester) or 180 days required at 50-99% of the day
12. **Teacher Observation** – At least one observation of a minimum of 45 minutes or multiple observations that aggregate to at least 45 minutes
13. **Validity** – the degree to which the instrument measures what it is intended to measure

National Board Certification in Texas

National Board Certification is a voluntary advanced professional certification for PreK-12 educators that identifies teaching expertise through a performance-based, peer-reviewed assessment. More than 125,000 teachers across all 50 states have achieved Board certification. Currently, there are nearly 1,000 National Board-certified Teachers in the state of Texas. The certification process consists of four components: Content Knowledge, Differentiation in Instruction, Teacher Practice and Learning Environment, and Effective and Reflective Practitioner.

The Teacher Incentive Allotment

The Teacher Incentive Allotment (TIA) is a key part of House Bill 3, dedicated to recruiting, supporting, and retaining highly effective teachers in all schools, with emphasis on high-needs and rural schools. National Board-certified Teachers (NBCTs) who meet eligibility requirements will earn a **Recognized designation** under TIA, and will generate between \$3,000-\$9,000 for their school district. 90% of funds generated must be spent on teacher compensation on the campus where the NBCT works.

Timelines and Fees

Current NBCTs: Recognized designations for eligible NBCTs will begin in 2020-2021 and will remain valid until the expiration of the NB certificate. NBCTs in districts currently offering additional compensation to NBCT teachers may be eligible to earn a Recognized designation in 2019-2020. More information will be available by April 2020 through the TIA website, TexasTIA.org

Interested Candidates: National Board Certification may take anywhere from one to five years. Annual registration windows run from April through February. Following completion of the four components, scores are released in December of each year.

Initial registration fee: \$75

Individual component fees (4): \$475 each

Renewal Fee: \$1250

Maintenance of Certification (MOC): \$495+ \$75 registration fee

Fee Reimbursement

Districts may be eligible for reimbursement of fees paid to the National Board either directly or following reimbursement to the NBCT. TIA may reimburse fees up to \$1900 for initial certification, \$495 for Maintenance of Certification (MOC), and up to \$1250 for renewal. More information about National Board fee reimbursement will be released in September 2020.

NATIONAL BOARD

for Professional
Teaching Standards®

"Becoming a NBCT clarified my teaching practices and made me seek new ideas and strategies to impact students' learning."

*-Rodrigo Rodriguez, Austin
Independent School District*



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TIA@tea.texas.gov

January 2020

Cohort Timelines

	Cohort A	Cohort B	Cohort C	Cohort D
System Application^A Posted with Additional Guidance	March 23, 2020	March 23, 2020	March 23, 2020	November 1, 2020
System Application due to TEA (no fee required for submission)	April 15, 2020	July 31, 2020	May 15, 2020	April 1, 2021
FAQs posted bi-weekly until July 31, 2020 – submit questions to tia@tea.texas.gov				TBD
System Application Result Notification	May 1, 2020	August 28, 2020	August 15, 2020	June 1, 2021
Data Review^B due to Texas Tech University (fee required for submission^C)	May 15, 2020	October 30, 2020	November 1, 2021	November 15, 2022
Final Approval Notification	August 1, 2020	February 2021	February 2022	February 2023
Initial Payout with Reimbursements of data processing fee for approved systems^D	September 30, 2020	September 2021 or September 2022	September 2022 or September 2023	September 2023 or September 2024

^AThe system application will be a district’s qualitative description of the local designation system including: the teacher observation component, the student growth component, the local designation planning process, responses to the teacher survey, and communication, spending, and district long-term support plans

^BThe data review will review alignment data between teacher observation ratings and student performance ratings, alignment between student performance ratings and value-add ratings for applicable teachers, review data validity by appraiser/rater, by campus, across campuses in a district, and by teaching assignment, and will compare district data to state data by comparing the percentage of teachers a district puts forth for designation to overall district performance

^CTEA requires a data processing fee per teacher designation

^DDistricts may choose to begin their designations the schoolyear in which they are approved or the schoolyear after