

Teacher Incentive Allotment

District Planning and Reflection



District Goals for the Teacher Incentive Allotment

Draft your district's rationale for pursuing a local designation system that you will use when convening groups of stakeholders.

- What do you hope to achieve?
- What data do you have to support the rationale?
- What past precedence or lessons will you include in your message?

Cohort Identification

Review the profiles for the sample districts below. Using the readiness checklist, compare their levels of readiness for each success factor and recommend the cohort that best aligns

Example 2: During the 2018-2019 school year, **Carnation ISD** formed a steering committee including teachers, principals and district leaders to create a plan to pay teachers based on teacher observation (observable domains of T-TESS) and a teacher's effect on her students' growth, using valid and reliable student growth measures. They conducted robust stakeholder engagement, starting in August 2019 and are very close to finalizing their plan and securing board approval so that they can implement the plan at the start of the 2020-2021 school year.

- What is this districts strongly calibrated teacher observation system?
- What is this districts accurate and reliable measures of a teacher's impact on student growth?
- Where is this district in regards to their TIA rollout and communication plan?
- What is this district's recommended cohort?

Example 3: Yellow Rose ISD began preparing to participate in TIA in August 2019. They have decided that only teachers of STAAR tested subjects will be eligible to earn designations for the first year of TIA participation, because they currently use VAM to measure student growth for these teachers. They conducted significant stakeholder engagement 2019-2020 and currently are in the planning stages for how to build a system that includes teachers of non-STAAR tested subjects, which they hope to have ready to submit to TEA by the spring of 2021.

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- What is this districts accurate and reliable measures of a teacher's impact on student growth?
- Where is this district in regards to their TIA rollout and communication plan?
- What is this district's recommended cohort?

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Considering teacher observation, student growth measures and stakeholder engagement, which cohort does your district best align?

- What questions do you need answered before determining full readiness?
- What application cohort would you recommend that your district apply for?