



CAMERON ISD

Teacher Incentive Allotment Field Guide

Administrative Guidelines

The goal of the **Teacher Incentive Allotment (TIA)** is to provide a realistic pathway to pay outstanding teachers six-figure salaries. As such, it will dramatically improve the recruitment and retention of highly effective teachers and keep them in the classroom.

The Texas Education Agency's TIA program is dedicated to recruiting, supporting, and retaining highly effective teachers in all schools, with particular emphasis on high-needs and rural schools. Cameron ISD implementation will begin during the 2022-2023 school year, as we start with the data collection process. Upon TEA approval, salary compensation would begin in the 2023-2024 school year. This is not a merit-pay approach to compensation, and it will not replace the district's current pay structure. For those who earn a designation based on both teacher observation and student growth data it will be an **additional state stipend** completely separate from the current Cameron ISD pay structure. However, this stipend is credited in the Teacher Retirement System and will be used in retirement benefit calculations.

For any funds received by Cameron ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90 percent will be paid to the designated teacher. The remaining 10 percent could be used for training and support of the system, expansion of the system, administrative expenses, and professional development. All teacher incentive pay to designated teachers will include a deduction for the required Teacher Retirement System (TRS) contribution. The incentive pay will be awarded to the designated teacher in one payment at the end of the year in July. Should the district receive funding for a designated teacher who has resigned or retired **after** the Class Roster Winter Submission date in February, the district will forward payment to the resigned or retired teacher as soon as practicable. If a designated teacher should resign or retire before the Class Roster Winter Submission date in February, the designated teacher will not receive the incentive payment. Any teacher with a National Board Certification will automatically receive a designation of recognized and receive incentive pay. Designated teachers who are newly employed in the district will receive the same amount of funds provided to the current designated teachers based on the Cameron ISD compensation plan.



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District Approval Process

The Teacher Incentive Allotment is fully funded by the Texas Education Agency. District approval requires a two-step process. The district submits an application to the Texas Education Agency. Upon initial application approval by TEA, the district then submits both teacher observation and student performance measures to Texas Tech University. Texas Tech officials examine the submission and verify that the evidence is valid and reliable. Final approval is granted by TEA and designations (Recognized, Exemplary, Master) are placed on teacher certificates. Districts are notified and receive funding for teacher awards.

Teacher Eligibility

The teacher must have a valid SBEC certificate. Eligible types of certificates include: Standard, Professional, Provisional. Eligible classes of certificates include: Classroom teacher (Chapter 233), Reading Specialist (Chapter 239), Legacy Master Teacher. The teacher must be coded 087 (Teacher) per the Public Education Information Management System (PEIMS) description of codes for 90 days 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 and compensated for that employment.

Designation Funding

Designation	90% Teacher Compensation	10% District
Recognized	\$4,050-\$8,100	\$450-\$900
Exemplary	\$8,100-\$16,200	\$600-\$1,800
Master	\$15,300-\$28,800	\$1,200-\$3,200



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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

Teacher Designation Award Amount Determinations

The funding available from the Teacher Incentive Allotment varies by designation. The exact amount of funding per teacher is determined by a formula that takes into account the level of socioeconomic need at the campus and whether the campus is rural. Funding for a Recognized designation ranges from \$3-9K, Exemplary designation ranges from \$6-18K, and Master designations range from \$12-32K.

TIA Designations

Designations are Recognized, Exemplary and Master. Once earned, designations remain valid for a period of five years. They are determined utilizing both teacher observation ratings and student performance data. The teacher observation component requires minimum average scores across domain 2 and 3 along with a minimum rating required for each dimension in domain 2 or 3.



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State-wide Teacher Observation Performance Standards

Cameron ISD will use data from the T-TESS annual evaluations to determine eligibility for the TIA. CISD requires all appraisers to be fully certified and to renew and recalibrate their appraisal certificate annually. CISD holds an annual professional development that covers the entire T-TESS appraisal system. All certified teachers are required to complete this professional development. This professional development breaks down the process, including all domains and dimensions. The goal of this training is to ensure that all certified teachers understand what each of the 5 performance levels looks like for all the domains and dimensions. Each teacher will receive at a minimum, a 45 minute yearly evaluation by a certified appraiser in order to be eligible for a designation. Per board policy, teachers can request a 2nd appraisal if they did not agree on the first appraisal. Teachers will receive multiple partial observations/walk-throughs that will be used for written feedback and a verbal conference for all observations. Yearly reviews of all appraisals are carried out by campus principals, assistant superintendent, and/or superintendent. These reviews are used to determine if any irregularities or other trends are occurring in the district. If any irregularities are found, an action plan to correct the issues will be put into place.

The Cameron ISD TIA plan will use the following T-TESS standards to determine designation eligibility for the 8 dimensions in Domains 2 and 3:

A numerical representation will be assigned to the 5 scoring labels.

- Distinguished will receive a value of 5
- Accomplished will receive a value of 4
- Proficient will receive a value of 3
- Developing will receive a value of 2
- Improvement Needed will receive a value of 1
- A teacher must receive a “3” or better in all 8 dimensions to be eligible for a designation.



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The overall appraisal value will be determined by adding up all the scores for the 8 dimensions and dividing by 8. EXAMPLE of teacher appraisal scores are as follows:

Dimension	Rating	Score Assigned
2.1	Proficient	3
2.2	Accomplished	4
2.3	Accomplished	4
2.4	Distinguished	5
2.5	Accomplished	4
3.1	Distinguished	5
3.2	Proficient	3
3.3	Distinguished	5

Total points = 33 divided by 8 total dimensions = 4.1 Average.

This score would equate to an Exemplary rating.

The minimum average scores were derived from a statewide analysis of T-TESS observations with scores on a 1-5 scale. Teachers in each of the three designated categories tend to have scores above these minimum averages, however the overall holistic review may allow for scores that are nominally lower than these stated minimums in some cases.

Designation Level	Minimum Average Score Across Domain 2 & 3	Minimum Rating Required for each Dimension in Domain 2 & 3
Recognized	3.7	At least 3 (proficient) on all dimension



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Exemplary	3.9	At least 3 (proficient) on all dimensions
Master	4.5	At least 3 (proficient) on all dimensions

Master Teacher

Master-level teacher designation indicates that the identified teacher has achieved a level of teacher appraisal and student growth performance that places them in a level commensurate with the top 5% of teachers statewide.

Exemplary Teacher

Exemplary level teacher designation indicates that the identified teacher has achieved a level of teacher appraisal and student growth performance that places them in a level commensurate with the top 20% of teachers statewide.

Recognized Teacher

Recognized level teacher designation indicates that the identified teacher has achieved a level of teacher appraisal and student growth performance that places them in a level commensurate with the top 33% of teachers statewide.

National Board Certification

An alternate path to a TIA recognized designation through National Board Certification is available in 25 certificate areas across 16 disciplines with an emphasis on grade levels from PK through 12th grade. CISD staff who possess a National Board Certification should contact CISD's Human Resource Department to provide the necessary documentation. Staff interested in pursuing National Board Certification are encouraged to consult the [National Board for Professional Teaching Standards site](#) for more information.



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Scoring Rubrics and Current areas eligible for Designation

Grade/Subject	Growth Measure Instrument
PreK4/Reading	CLI
K-12 Reading	Renaissance STAR Reading
K-8 Math, Alg I, Geometry, Alg II	Renaissance STAR Math
5th science, 8th science, 8th social studies, US History, Biology	Released STAAR - BOY & STAAR assessment in the spring
CTE Certification Courses	iCEV pre/post growth

Recognized Teacher	Exemplary Teacher	Master Teacher
55% of students meet or exceed expected growth	60% of students meet or exceed expected growth	70% of students meet or exceed expected growth

Student Growth Index for CLI PreK4 READING	T-Tess Observation Domain 2 and 3 Average				
		4.5 or Greater	4.0-4.49	3.7 -3.99	3.69 and below
	80% or above	None	None	None	None
	70-79%	None	None	None	None
	60-69%	None	None	None	None
	55-59%	None	None	None	None
	None	None	None	None	



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Student Growth Index for K-12 RENSTAR READING	T-Tess Observation Domain 2 and 3 Average				
		4.5 or Greater	3.9-4.49	3.7 -3.99	3.69 and below
	80% or above				None
	70-79%				None
	60-69%				None
	55-59%				None
	None	None	None	None	

Student Growth Index for K-8, Alg I, Geometry, Alg II RENSTAR MATH	T-Tess Observation Domain 2 and 3 Average				
		4.5 or Greater	3.9-4.49	3.7 -3.99	3.69 and below
	80% or above				None
	70-79%				None
	60-69%				None
	55-59%				None
	None	None	None	None	



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Student Growth Index for High school CTE Certification Courses iCEV pre-test and post test	T-Tess Observation Domain 2 and 3 Average			
		4.5 or Greater	4.0-4.49	3.7 -3.99
80% or above				None
70-79%				None
60-69%				None
55-59%				None
	None	None	None	None

Student Growth Index for 5th sci, 8th sci, 8th SS, HS US History, HS Biology Spring STAAR & EOC	T-Tess Observation Domain 2 and 3 Average			
		4.5 or Greater	4.0-4.49	3.7 -3.99
80% or above				None
70-79%				None
60-69%				None
55-59%				None
	None	None	None	None



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Examples of TIA designation qualification:

<u>PreK 4 CLI</u> 54% growth + 4.0 T-TESS avg = no designation
<u>3rd grade Reading</u> 63% growth + 4.1 T-TESS avg = EXEMPLARY
<u>9th grade Algebra I</u> 59% growth + 3.7 T-TESS avg = RECOGNIZED
<u>Principles of Education</u> 73% growth + 3.0 T-TESS avg = no designation
<u>8th grade Social Studies</u> 81% growth + 3.9 T-TESS avg = MASTER

Future TIA areas possible:

- Music in grades 2, 5, 8, and 9
- Theatre in grades 9-12
- Spanish I & II in high school
- Social Studies in 6th grade, 7th grade, World History, World Geography, Gov/Eco
- Science in 6th grade, 7th grade, IPC, Chemistry, Physics
- Math in Pre-Calculus, Calculus, Algebraic Reasoning, Math Models
- P.E. in grades 2, 5, 8, and 9