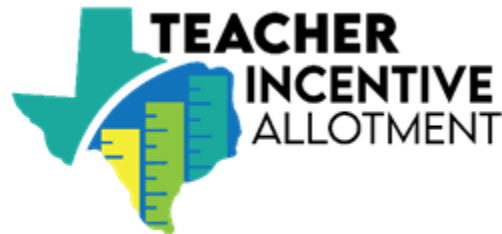




Waxahachie  
INDEPENDENT SCHOOL DISTRICT



# GUIDEBOOK

UPDATED 8-6-2024

This is a working document and is subject to change.

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# TEACHER INCENTIVE ALLOTMENT

## Overview

The Texas Education Agency's Teacher Incentive Allotment (TIA) was established by House Bill 3 (HB3), which was passed by the 86th Texas Legislature in 2019 and signed into law by Governor Greg Abbot on June 11, 2019. The goal of the TIA is to provide a realistic pathway to a six-figure salary for teachers in order to help recruit, support, and retain highly effective teachers in all schools, particularly in high-needs and rural schools.

HB3 established the TIA to recognize effective teachers on three different levels: Recognized, Exemplary, and Master. These teacher designations generate additional teacher-focused allotment funding for districts in order for them to reward their top performers. <https://tiatexas.org>

Teachers earn designations through different routes:

- National Board Certification (automatic Recognized designation)
- Local Teacher Designation System (TEC Sec 21.3521)

Waxahachie ISD's implementation began during the 2023-2024 school year. The TIA provides a pathway to financially recognize top teachers and serves as a great opportunity to honor the hard work of Waxahachie ISD teachers.

This **will not** replace the district's current pay structure. A stipend, paid with funds received from TEA, will be issued to those who are eligible for compensation under TIA. The TIA payment is credited to the Teacher Retirement System (TRS) and will be used in retirement benefit calculations.

# TIA in Waxahachie ISD

## Why is Waxahachie Participating in the TIA?

- Strengthen Student Outcomes
- Improve Teacher Retention
- Increase Recruitment Rates
- Reward Quality Instruction
- Incentivize Hard-to-Staff Positions and High-Needs Schools
- Support Educator Development
- Encourage Professional Collaboration
- Maintain a Competitive Market

# DESIGNATIONS

## What is a Designation?

House Bill 3 (HB-3) established the Teacher Incentive Allotment (TIA) to recognize effective teachers at three distinct levels: Master, Exemplary, and Recognized. These teacher designations generate additional teacher-focused allotment funding for districts to reward and retain their most effective teachers.

### 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. The Recognized Designation can be earned through the Local Teacher Designation System or through National Board Certification.



# DESIGNATIONS

## Pathways to Designation

The Recognized designation may be earned through National Board Certification. National Board Certification is available in 25 certificate areas across 16 disciplines with emphasis on grade levels from PK through 12th grade. Waxahachie ISD staff who possess a National Board Certification should contact the Human Resources Department to provide the necessary documentation.

### National Board Certification

National Board Certification **automatically qualifies** any teacher for Recognized designation regardless of teaching assignment, but the teacher must be PEIMS-coded as 087. Staff interested in pursuing National Board Certification are encouraged to consult the National Board for Professional Teaching Standards site <https://www.nbpts.org/> for more information.

**National Board Certified Teachers (NBCTs) are eligible to earn a Recognized designation if they meet the following criteria:**

- Hold an active National Board certification.
- NBCT directory listing reflects Texas residency and/or employment.
- Reported by the Texas school system in a role ID coded as 087 during that year's Class Roster Winter Submission in February.
- Once earned, the designation will remain active until the July following the expiration of the National Board certificate.
- NBCTs are eligible for higher designations through the Local Teacher Designation System.

**National Board teachers are eligible to generate an allotment for their district if they meet the following criteria:**

- Employed and compensated by a Texas school system in a role ID coded as 087 for at least 90 days at 100% of the day or 180 days at 50-99% of the day.
- Reported by the Texas school system in a role ID coded as 087 during that year's Class Roster Winter Submission in February.

### Local Teacher Designation System

Teachers are eligible to earn a designation through a local designation system if they meet the following criteria:

- Employed by the recommending district in a role ID coded as 087.
- Employed and compensated by the recommended district in a role ID coded as 087 for at least 90 days at 100% of the day or 180 days at 50-99% of the day.
- Not currently designated by a local designation system unless being recommended for a higher designation or in the last year of a teacher designation.

All designated teachers are eligible to generate an allotment for their district if they meet the following criteria:

- Employed and compensated by the recommended district in a role ID coded as 087 for at least 90 days at 100% of the day or 180 days at 50-99% of the day.
- Reported by the Texas school system in a role ID coded as 087 during that year's Class Roster Winter Submission in February.

# DESIGNATION

## Local Designation System Requirements

House Bill 3 provides districts with local control and flexibility in choosing how to evaluate teachers and assign designations.

**The designation system must include both a teacher observation and a student performance component:**

- **Teacher Observation based on T-TESS**
- **Student Growth Measures Determined by the District.**  
These can include pre- and post-tests, value-added measures, student learning objectives (SLOs), and portfolios. District application must show evidence of validity and reliability.

**The systems must be submitted to TEA for approval and undergo a data-validation process which will be conducted by Texas Tech University. As part of the validation process, Texas Tech will:**

- Review alignment between teacher observation ratings and student performance ratings.
- Review alignment between student performance ratings and value-added ratings for applicable teachers.
- Review data validity by appraiser/rater, by campus, across campuses in a district, and by teaching assignment.
- Compare district data to state data by comparing the percentage of teachers across a district put forth for designation to overall district performance.

## Waxahachie ISD's Local Designation System

The designation system in Waxahachie ISD includes the following components:

**Teacher Observation based on T-TESS:** Teachers in the TIA Eligibility Band will receive a full evaluation including a formal observation by their campus principal or assistant principal. The numerical score for each of the 8 components in Domain II and III will be used to fulfill this component.

**Student Growth Measures:** In 2024-2025, the growth measures used will be:

- Grades K-8 Reading, Grades K-8 Math, 5-8 Science, Geometry, Algebra II, English III, English IV: MAP growth measures. Teachers in the eligibility band administer MAP to all their students. If a teacher has students who take more than one MAP contents in the eligibility band, all growth scores will be used in the factoring of the designation components.
- Algebra I, English I, English II: STAAR Academic Measure. Teachers in the eligibility band administer STAAR EOC as scheduled by the state. The state calculates and provides Waxahachie ISD with the STAAR Academic Growth Measure.

# TEA PERFORMANCE STANDARDS

## Requirements for Designations

To implement the Teacher Incentive Allotment, House Bill 3 also requires the setting of “performance and validity standards” to ensure that the identification of highly effective teachers under three designation categories - Master, Exemplary, and Recognized - yields reliable and comparable results across the state. The performance standards for T-TESS evaluations and student growth are listed below.

### Teacher Performance

TIA establishes a **priority emphasis** on Domains 2 and 3 (Instruction and Learning Environment) of the T-TESS rubric. To be eligible for a TIA-designation, teachers must earn a rating of proficient or higher on each of the eight dimensions measured across Domains 2 and 3 during the data capture year.

Based on an analysis of state-wide T-TESS observation data, TEA has identified **score averages** across Domains 2 and 3 of T-TESS.

- **Recognized designation  $\geq 3.7$**
- **Exemplary designation  $\geq 3.9$**
- **Master designation  $\geq 4.5$**

More information can be found in TEA's [Teacher Observation Performance Standards](#).

### Student Growth

To be eligible for a TIA designation, teachers must earn a student growth outcome during the data capture year. TEA established these expectations based on statewide performance expectations:

- **Recognized designation  $\geq 55\%$**
- **Exemplary designation  $\geq 60\%$**
- **Master designation  $\geq 70\%$**

More information can be found in TEA's [https://tea.texas.gov/sites/default/files/student\\_growth\\_performance\\_standards.pdf](https://tea.texas.gov/sites/default/files/student_growth_performance_standards.pdf).



# TEACHER EVALUATIONS

## Requirements for Designations

The Texas Teacher Evaluation & Support System (T-TESS) is the state-adopted teacher appraisal instrument. T-TESS includes three components aimed at capturing the holistic nature of teaching and developing teacher habits of continuous improvement:

1. Goal setting and professional development plan
2. Pre-conference, observation, and post-conference (i.e., appraisal cycle); and
3. Student growth

For the Teacher Incentive Allotment (TIA) Waxahachie ISD calculates T-Tess dimension scores and an average score for the 8 Dimensions in Domains 2 and 3 of T-TESS.

### Dimension Scores

There are eight dimensions in Domains 2 and 3 on the T-TESS rubric:

#### Instruction (Domain 2)

Dimension 2.1	Achieving Expectations
Dimension 2.2	Content Knowledge and Expertise
Dimension 2.3	Communication
Dimension 2.4	Differentiation
Dimension 2.5	Monitor and Adjust

#### Learning Environment (Domain 3)

Dimension 3.1	Classroom Environment, Routines, and Procedures
Dimension 3.2	Managing Student Behavior
Dimension 3.3	Classroom Culture

Each dimension is scores on a scale of 1-5 in the order as follows:

1. Improvement Needed
2. Developing
3. Proficient
4. Accomplished
5. Distinguished

\*To be eligible for a TIA designation, teachers must earn a rating of proficient or higher on each of the eight dimensions across Domains 2 and 3.

# STUDENT GROWTH MEASURE

## Requirements for Designations

Student growth is calculated for all students that have TIA-designated fall and spring assessment. Student growth performance is associated with individual teachers based on the following enrollment criteria:

STAAR growth measure:

- Teacher of record at beginning of year (snapshot date)
- Teacher of record at end-of-year STAAR/EOC assessment (April/May)

MAP projected growth measure:

- Teacher of record at beginning of year (BOY) MAP test
- Teacher of record at end of year (EOY) MAP test

## Student Growth Instrument

The instrument used to measure student growth depends on the grade level and subject area;

- MAP Growth is used for K-8 Reading, K-8 Math, 5-8 Science, Geometry, Algebra II, English III, English IV, and Biology.
- STAAR Transition Table is used for Algebra I, English I, and English II.

## Calculating Student Growth

For MAP growth, student growth is calculated as the percentage of students who **meet or exceed their MAP projected RIT growth** from the fall (BOY) administration to the spring (EOY) administration.

For STAAR growth, student growth is calculated as the percentage of students who meet or exceed the STAAR Academic Measure as provided by the state. (Growth score of 1)

Classroom student growth will be calculated on all tests taken for each eligible course. For example, if a teacher teaches both Algebra I and English I, then the growth measure will consist of all the students in both courses. If a teacher is self-contained 5th grade, then the growth measure would consist of all the student scores for Math, Science, and Reading.

The number of students meeting growth expectations and the number of assessed students, regardless of which assessment type and content area, are combined to determine the **collective percentage** of students meeting (or exceeding) growth.

# Student Growth Measure Integrity

It is important to the integrity of the Waxahachie ISD's TIA System that student growth measures are administered fairly and consistently throughout the organization. To ensure that all students can demonstrate their full potential on student growth measures, the following conditions must be met:

## Student Growth Measure Security and Confidentiality

Maintaining security and confidentiality of student growth measures helps to ensure that student performance is accurately measured as part of Waxahachie ISD's TIA System. In order to maintain student growth measure security and confidentiality:

- Student growth measure test content should not be shared/discussed.
- Student growth measure test administration procedures should be followed exactly as provided by the test provider
- Student growth measure test materials or student products shall be maintained in a secure location before, during, and after test administration.
- Students must be actively monitored during student growth measure test administrations.
- Students may not receive assistance to complete student growth measures, beyond what is allowable by the test provider or prescribed by a governing student committee as applicable to standardized assessment programs (e.g. STAAR, ARD, LPAC, 504, etc...)
- Suspected educator misconduct must be reported in a timely manner.

## Serious Student Growth Measure Testing Violations

The following educator conduct represents serious student growth measure testing violations to security and confidentiality:

- Directly or indirectly assisting students with responses to test questions.
- Tampering with or falsifying student responses.
- Discussing or disclosing test content or student responses, except as needed for data analysis and/or instructional decision making.
- Duplicating, recording, or electronically capturing test content or student responses, unless authorized to do so by test provider.
- Exempting or preventing a student from participating in student growth measures.
- Failing to implement sufficient procedures to prevent student cheating.
- Encouraging or assisting an individual to engage in any conduct described above.
- Failing to report an individual that has engaged in or is suspected of engaging in any conduct described above.

## Link to MAP Testing Security and Procedures

<https://teach.mapnwea.org/impl/TestSecurityChecklist.doc>

# Scoring and Eligibility

## District Process

TIA designations are determined based on the TIA score, a weighted combination of the teacher observation dimensions, (the 8 dimensions of domains 2 and 3) and the student growth score. To determine annual teacher eligibility for a TIA designation, the following steps are completed at the district-level end-of-year analysis:

1	<p>The TIA score is calculated based on the weighted combination of teacher appraisal and student growth outcome.</p> <ul style="list-style-type: none"><li>• T-TESS Domains 2 and 3 weighted composite score component is <b>50%</b> of TIA score.</li><li>• Student growth composite score component is <b>50%</b> of TIA score.</li></ul>
2	<p>Overall TIA Designation score chart used to identify three levels of designations of teacher.</p> <ul style="list-style-type: none"><li>• Recognized</li><li>• Exemplary</li><li>• Master</li></ul>
3	<p>Teacher appraisal and student growth outcomes are verified to ensure that the component scores meet the State's minimum criteria:</p> <ul style="list-style-type: none"><li>• If performance criteria is met, TIA designation is submitted to the State for data review; pending TEA data validation, TIA designation is attached to the teaching certificate for a period of five years.</li><li>• If performance criteria is not met, TIA designation is not submitted to the State.</li></ul>

## TIA Local Designation Score Chart

**TIA Performance Standards for Student Growth from TEA**  
(Percentage of students who meet or exceed projected RITT growth)

- Recognized designation  $\geq 55\%$
- Exemplary designation  $\geq 60\%$
- Master designation  $\geq 70\%$

**TIA Performance Standards for Teacher Observation from TEA**  
(Average of the 8 Dimensions of Domains 2 & 3 of T-TESS EOY Conference)

- Recognized designation  $\geq 3.7$
- Exemplary designation  $\geq 3.9$
- Master designation  $\geq 4.5$

## TIA Cut Points

OVERALL TIA SCORE	DESIGNATION LEVEL
81-100	MASTER
70-80	EXEMPLARY
65-69	RECOGNIZED
0-64	NO DESIGNATION

## Student Growth Cut Points

TIA Level	TIA Performance Standard % of students who meet/ exceed Projected RITT growth	Student Growth Points = % of Score Meet or Exceed Growth X 50 points
Recognized	55%	$55\% \times 50 = 27.5$ points
Exemplary	60%	$60\% \times 50 = 30$ points
Master	70%	$70\% \times 50 = 35$ points

## Teacher Observation Cut Points (Domoains 2 and 3)

TIA Level	TIA Performance Standard	TIA Observation Points
Recognized	3.7	$3.7 \times 10 = 37$
Exemplary	3.9	$3.9 \times 10 = 39$
Master	4.5	$4.5 \times 10 = 45$

- To earn a designation, a teacher must meet the minimum requirement for each component.

# Annual Scorecard

Each year of the TIA evaluation cycle, TIA eligible teachers will be provided an annual scorecard. The purpose of the scorecard is to provide transparency within Waxahachie ISD's TIA system. TIA scorecards will provide teachers with an individualized report of the annual TIA outcomes based on their performance. Scorecard data elements will include:

- **TIA designation level, as appropriate**
- **T-TESS performance by dimension, domain, and a weighted score of domains 2 and 3**
- **Student growth outcomes**
  - Number of students meeting enrollment criteria across classes, course, and content areas
  - Number of students meeting student growth
  - Percentage of students meeting student growth

# Evaluation Frequency

Evaluation of teachers eligible for TIA designation is **considered annually**.

Teachers in an eligible TIA band will receive T-TESS evaluation and have student growth measures calculated annually.

- **Teachers with an existing TIA designation will not be annually resubmitted for designation within their five-year valid TIA designation period if they continue to meet the same designation level.**
- **Teachers with an existing TIA designation may be resubmitted for a higher designation within their five-year valid TIA designation period if a subsequent year's performance earns a higher TIA designation.**
- **Teachers with an existing TIA designation will not be resubmitted to a lower designation within their five-year valid TIA designation period.**

# CAMPUS ALLOTMENT FACTORS & COMPENSATION

The TIA program is available to all Texas school districts and open-enrollment charter schools. The amount of TIA funds generated is determined by a formula that considers campus characteristics, including student socioeconomic status and campus location.

- Schools with greater student need based on socioeconomic factors generate more TIA funds per TIA designated teacher.
- Rural schools generate more TIA funds per TIA designated teacher based on a higher multiplier applied to students based on socioeconomic factors.



For more information about the TIA allotment calculations, see TEA's Teacher Incentive Allotment page <https://tea.texas.gov/texas-educators/educator-initiatives-and-performance/educator-initiatives/teacher-incentive-allotment>. For more information about the specific amount of TIA funds generated by TIA designated teachers at every campus across the state, see TEA's Teacher Incentive Allotment Funding map. <https://tiatexas.org/funding-map/>



## Distribution of Funds

The District has a clear, written plan to abide by the spending requirements in TEC 48.112, including spending at least **90%** of the TIA funds awarded to the district on **teacher compensation** on the campus where the teacher works, a maximum of **10%** of the district's allotment on implementing TIA and/or supporting teachers in earning designations.

## Compensation

### Waxahachie ISD Distribution Plan

- **TIA designated teachers in Waxahachie ISD receive 90% of TIA funds, less applicable benefits.**
- **The District shall retain 10% of the TIA dollars to use as follows:**
  - To support district oversight of the implementation of TIA and ongoing development resources of TIA.
  - To provide professional development to support teachers in obtaining TIA Designations.
  - Purchase software components to support the management of TIA

### Frequency of Compensation

TIA compensation is an annual allotment provided by the State and subject to availability of state funding allocations. TIA compensation must be distributed toward teacher compensation on the campus where a teacher is designated.

- **TIA designated teachers will receive TIA compensation annually based on their TIA designations and state funding for their campus of assignment at the Winter snapshot date.**
- **Compensation will be distributed prior to August 31st.**

### TRS Retirement Impact of Compensation

TIA compensation amounts will be included in the annual wages reported to the Teacher Retirement System (TRS) and will be used when calculating retirement benefits.

### Deduction Information

TIA compensation stipends are eligible for use when calculating retirement benefits for TRS-eligible staff. Actual TIA compensation amounts distributed will include deductions for federal income tax, Medicare tax, and TRS contributions as part of an employee's annual wages reported to the state and federal governments, as well as the Texas Retirement System (TRS)

# TIA COHORT F TIMELINE

- **June 2024**  
Application Approval from TEA
- **School Year 2024-2025**  
Teacher Observation & Student Growth Data Collected
- **November 2025**  
Submit Designations and Data File to TEA & Texas Tech
- **February 2026**  
Receive Final Approval for Designees from TEA
- **August 2026**  
Teachers Receive Designation & Payout
- **September 2026**  
District Receives Payout Reimbursement from TEA

## **WISD TIA Contacts:**

- Lisa Mott, Assistant Superintendent - Elementary Leadership  
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