



# Teacher Incentive Allotment



# Agenda

1. Teacher Incentive Allotment and National Board Certification
2. District Cohort Support
3. Q&A



# Texas Incentive Allotment (TIA)

# TIA Theory of Action



“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.”

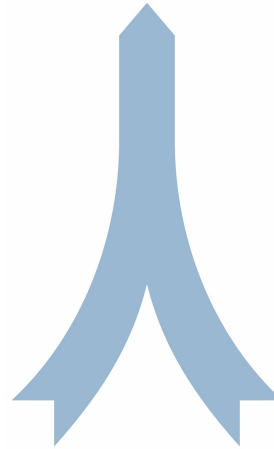
# Two Pathways to Designation



## National Board Certification

- Individual teacher achieves National Board Certification
- Districts may choose to support cohorts of National Board candidates

fairly automatic



## Local Optional Teacher Designation System

- District-created system
- District system is approved
- District determines and issues teacher designations

application & approval process



# About National Board Certification

# What is National Board Certification?



Develop, Retain &  
Recognize  
Accomplished  
Teachers

**A voluntary process to certify teachers** against the standards established by teachers, for teachers.

# The Certification Process



The certification process is designed to collect standards-based evidence of accomplished practice. In all [25 certificate areas](#), candidates are required to complete an assessment that includes four components. The content knowledge component is a computer-based assessment taken at a testing center; the other three are portfolio-based and submitted through an electronic portfolio system.

- Component 1: Content Knowledge
- Component 2: Differentiation in Instruction
- Component 3: Teaching Practice and Learning Environment
- Component 4: Effective and Reflective Practitioner



CERTIFICATE					
DISCIPLINE	DEVELOPMENTAL LEVEL	STUDENT AGE RANGE			
		3-8	7-12	11-15	14-18+
Art	Early and Middle Childhood	●	●		
	Early Adolescence through Young Adulthood			●	●
Career and Technical Education	Early Adolescence through Young Adulthood			●	●
English as a New Language	Early and Middle Childhood	●	●		
	Early Adolescence through Young Adulthood			●	●
English Language Arts	Early Adolescence			●	
	Adolescence and Young Adulthood				●
Exceptional Needs Specialist	Early Childhood through Young Adulthood	●	●	●	●
Generalist	Early Childhood	●			
	Middle Childhood		●		
Health Education	Early Adolescence through Young Adulthood			●	●
Library Media	Early Childhood through Young Adulthood	●	●	●	●
Literacy: Reading-Language Arts	Early and Middle Childhood	●	●		
Mathematics	Early Adolescence			●	
	Adolescence and Young Adulthood				●
Music	Early and Middle Childhood	●	●		
	Early Adolescence through Young Adulthood			●	●
Physical Education	Early and Middle Childhood	●	●		
	Early Adolescence through Young Adulthood			●	●
School Counseling	Early Childhood through Young Adulthood	●	●	●	●
Science	Early Adolescence			●	
	Adolescence and Young Adulthood				●
Social Studies-History	Early Adolescence			●	
	Adolescence and Young Adulthood				●
World Languages	Early Adolescence through Young Adulthood			●	●

# The Candidate Journey



## Timeline

- The four components can be submitted in any order over three years.
- Candidates can complete from one to four components a year.
- Candidates must submit all four components within the first three years of their candidacy.

Candidates may decide to form a cohort and/or seek the mentorship of a Professional Learning Facilitator (PLF)

The [Guide to National Board Certification](#) has important dates and deadlines for completing the certification process.



## 2023-24 Important Dates and Deadlines

Registration Window	May 22, 2023 - February 29, 2024
Component Selection	February 29, 2024
Withdrawal Deadline	February 29, 2024
Component 1: Content Knowledge Testing Window	May 1- June 15, 2024
ePortfolio Submission Window	April 1 - May 18, 2024
Score Release	December 7, 2024

# National Board Impacts Teaching



Teachers who engage with the National Board standards report making specific changes to their instructional practice including:

- Adjusting lesson plans to meet the needs of individual students
- Gaining and/or deepening knowledge in content areas
- Using data in new ways to assess student progress

# National Board Certification: Recognized Designation



## Recognized Designation

School district employees with a National Board Certification are eligible to earn a Recognized designation if they meet the following eligibility requirements:

- Valid Texas teaching certificate (Standard, Legacy Master teacher, Reading Specialist, one-year certification for out-of-state teachers)
- Valid National Board certificate
- Recognized designation valid until July following the NB certificate expiration



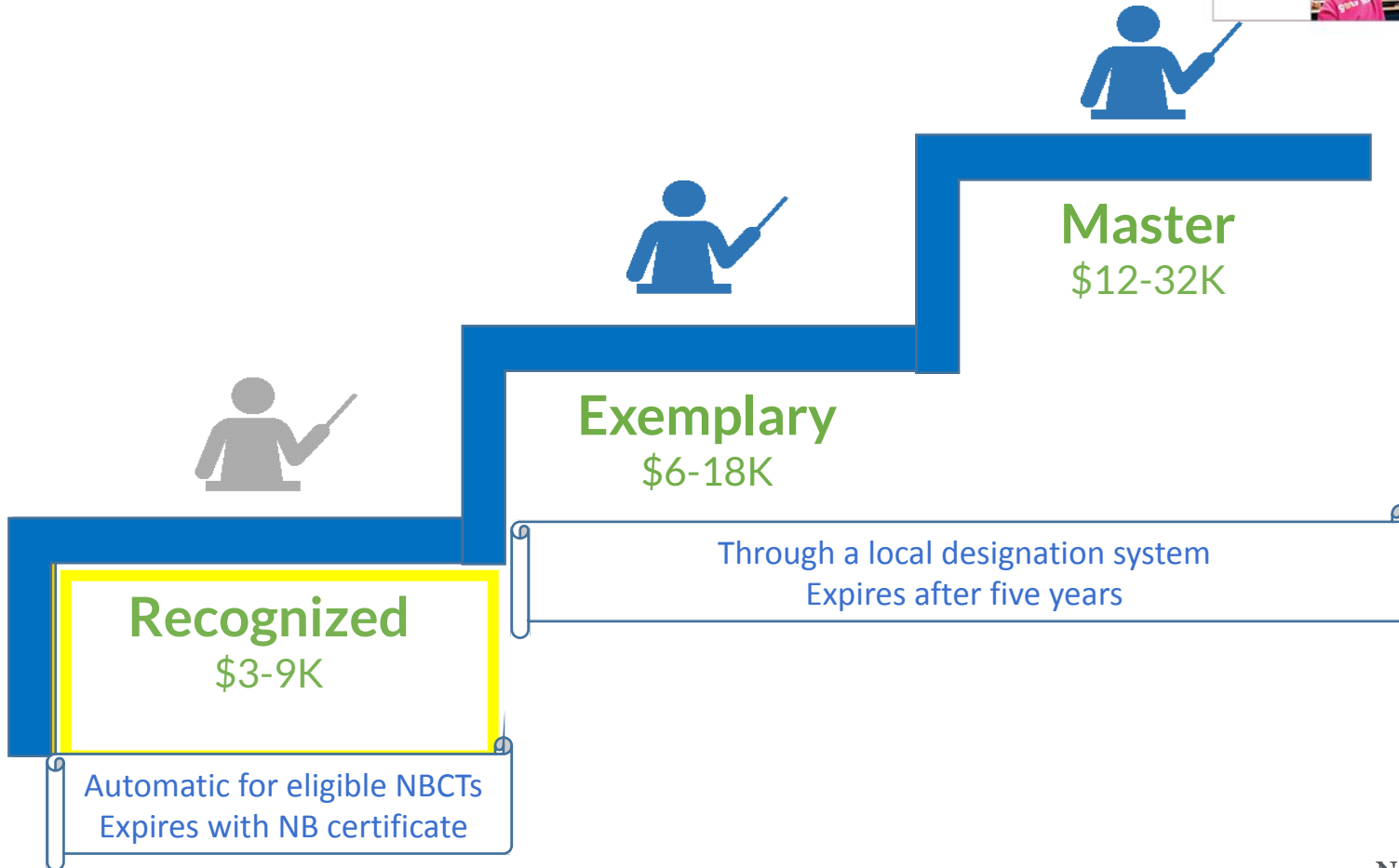
# Allotment Eligibility



National Board teachers with a Recognized designation will generate allotment funding annually if they:

- Are employed as a classroom teacher for at least 90 days at 4 or more hours per day
  - 087 role ID in PEIMS
  - Assistant teachers, reading specialists, interventionists, inclusion teachers are all eligible provided they are employed in a 087 PEIMS Role ID
  - NBCT working as counselors, librarians, administrators may earn a Recognized designation if they hold an active Texas teaching certificate, but will not generate annual allotment funds
- Were or will be compensated for a creditable year of service

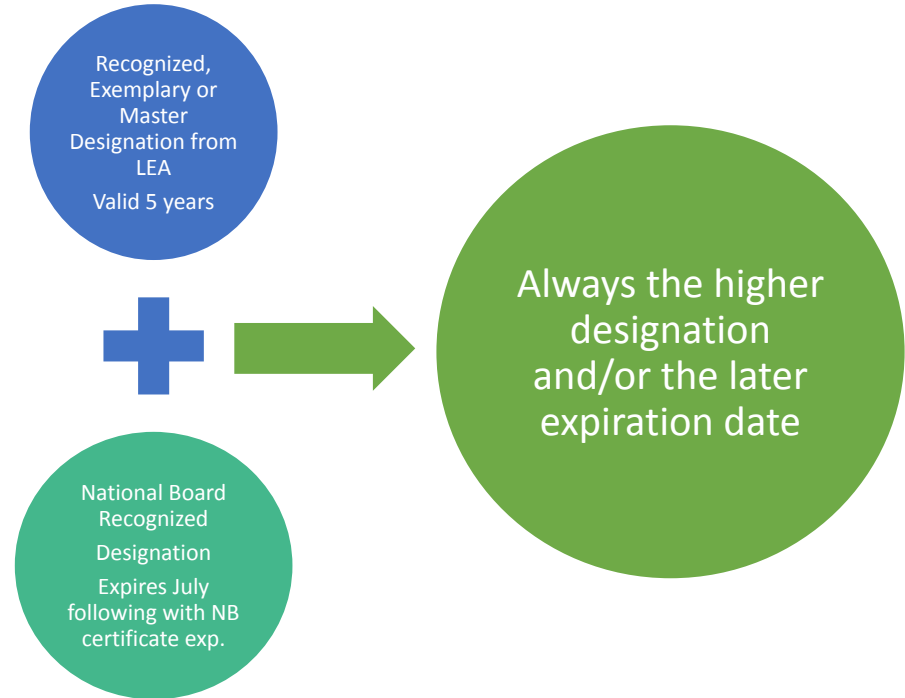
# Funding Factor #1: Teacher Designation



# Multiple Designations



- NBCTs with a Recognized designation may also qualify for a designation according to their local designation system
- If the local designation is Exemplary or Master, the higher designation will take precedence
- If a higher designation expires after five years, and the NBCT maintains NB certification, the designation will revert to Recognized until the NB certificate expires





# Teacher Compensation Considerations



- ❑ Districts must use at least **90%** of the TIA funds on **teacher compensation on the campus** where the designated teacher works.
- ❑ If a designated 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 **complete an annual attestation** form verifying how they used these funds to ensure compliance with spending requirements.

# National Board Fee Reimbursements



- Districts must **reimburse the NBCT prior to** submitting a reimbursement request through TIA
- With documentation, districts may request up to \$1900 for initial certification, \$1250 for renewal, \$495 for maintenance of certification
- To be eligible for fee reimbursement, the designated teacher must:
  - Have earned NB certification or renewal in 2019 or later
  - Have a valid Texas teaching certificate with a Recognized designation

Waxahachie Education Foundation Scholarships are Available (10)

# Want to learn more?



- [Teacher Incentive Allotment](#) page of the TEA website
- Teacher Incentive Allotment: National Board Certification in Texas  
nbpts.org

Questions? [tia@tea.texas.gov](mailto:tia@tea.texas.gov)



# Getting Started

# Teachers who want to become NBCTs



- ✓ Visit [www.nbpts.org](http://www.nbpts.org) to learn more about [getting started](#)
- ✓ Read [\*What Teachers Should Know and Be Able to Do\*](#)
- ✓ Become familiar with your [content-specific standards](#)
- ✓ Sign up for [monthly webinars](#)
- ✓ Discover the resources the [Texas National Board Coalition for Teaching](#) has to support candidates



# Questions

Seen  
So you can get your  
Bali if you get attached  
to it. The hospital  
isn't possible  
in you...