

Midland Independent School District

TIA

Teacher Incentive Allotment

Data Capture Year 2021 - 2022

Midland ISD Teacher Incentive Allotment

What is TIA?

Passed by the 86th Texas Legislature in 2019, HB3 established an initiative named The Teacher Incentive Allotment (TIA).

The Teacher Incentive Allotment is an opportunity to bring resources to Texas teachers and districts, particularly in high need and rural areas, to aid in recruiting, supporting, and retaining highly effective teachers in all schools through increased compensation.

Midland ISD Teacher Incentive Allotment

Why did Midland ISD Apply for TIA?

Midland ISD wants to reward highly effective teachers who get results.

It is essential that we are able to recruit, retain and reward high performing teachers.

Research has shown that principals are second only to teachers as the most important school-level factor in student achievement.

It is important to provide the opportunity for highly effective teachers to earn more without having to leave the classroom.

Midland ISD Teacher Incentive Allotment

Stakeholder Participation Design Team

Thais Soto - Elementary Core Teacher
Necole McPherson - Secondary Non-Core Teacher
Shannon Torres - Principal, Lee High School
Woodrow Bailey - Chief of Human Capital
Darrell Dodds - Chief Financial Officer
Elana Ladd - Chief Communications Officer
Lisa Goodnow - Chief Academic Officer
Claudia Alanis - Executive Director of Accountability & SDS

Midland ISD Teacher Incentive Allotment

Stakeholder Participation Subcommittee Members

T-TESS Calibration	Student Growth	Stakeholder Engagement	Weighting Calculations	System Development & Support	Compensation Plan
Lead: Lisa Goodnow	Lead: Claudia Alanis	Lead: Elana Ladd	Lead: Gregory Nelson	Lead: Woodrow Bailey	Lead: Darrell Dodd
Co-Lead: Jeff Horner	Co-Lead: Chris Hightower	Co-Lead: Sam Eaton	Co-Lead: Jennifer Warren	Co-Lead: Patrick Jones	Co-Lead: Carla Martin
Karina Barrera	Judy Bridges	Cindy Fouts	Lety Amalla	Melissa Horner	Tony De La Rosa
Heidi Kirk	Thais Soto	Julie Sims	Necole McPherson	Katie Atkins	Stan Vanhoozer
Cyndi Pyles	Corina Flores	Elise Kail	Shannon Torres	Laura Arthur	Kellie Spencer
Priscilla Villegas	Stephanie Carnett	Anita Gamertsfeldter		Amanda Hunter	Tony Kingman
					Cristina Vidal

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Stakeholder Participation Ambassadors/Experts DEIC

Amanda Hunter	Gabriella Morett	Reagan Hughes
Amanda Willingham	Heidi Kirk	Rebecca Smith
April Pinkerton	Jennifer Sublett	Samantha Stahl
Avery McWilliams	Jennifer Zavala	Sara Muzny
Bertha Bermudez	Kambra Beicker	Shawn Huffman
Carla Pattillo	Kathleen Kramer	Stacey Fivecoat
Carolyn Schweizer	Kathy Ruiz	Thomas Robinson
Celia Garcia	Kimberly Blackketter	Victoria Archer
Christina Watson	Kimberly Radcliff	Vidal Torres
Corina Flores	Kristen Godwin	
Cory Callaway	Laura Aguero	
David Thomas	Lori Smith	
Deena Acosta	Megan W.	
Diane Zunigha	Penny Carter	
Faron Holik	Rachel Ruedas	

Midland ISD Teacher Incentive Allotment

Cohort D Timeline

November 2020 - TIA Application Posted

April 2021 - Cohort D Application Due

August 2021 - Initial TEA Approval Notification

August 2021 – June 2022 - Data Capture Year

November 2022 - Data Review Due To Texas Tech University

February 2023 - Final Approval Notification

April 2023 - Final Designation and Allotment Notification

September 2023 - Initial Payouts for Cohort D Designated Teachers

Midland ISD Teacher Incentive Allotment

Who Qualifies? (Phase I)

Teachers Teaching:

*Kindergarten – 8th Grade ELAR and Math
English I, English II and Algebra I*

**ALL National Board Certified Teachers*

Midland ISD Teacher Incentive Allotment

Categories for National Board Certification

Certification is available in 25 certificate areas spanning 16 disciplines from Prek to 12 grade

Certificate Area	Developmental Level
ART	EMC (ages 3-12) EAYA (ages 11-18+)
CAREER & TECHNICAL EDUCATION	EAYA (ages 11-18+)
ENGLISH AS A NEW LANGUAGE	EMC (ages 3-12) EAYA (ages 11-18+)
ENGLISH LANGUAGE ARTS	EA (ages 11-15) AYA (ages 14-18+)
EXCEPTIONAL NEEDS SPECIALIST	ECYA (ages birth-21+)
GENERALIST	EC (ages 3-8) MC (ages 7-12)
HEALTH EDUCATION	EAYA (ages 11-18+)
LIBRARY MEDIA	ECYA (ages 3-18+)

Certificate Area	Developmental Level
READING-LANGUAGE ARTS	EMC (ages 3-12)
MATHEMATICS	EA (ages 11-15) AYA (ages 14-18+)
MUSIC	EMC (ages 3-12) EAYA (ages 11-18+)
PHYSICAL EDUCATION	EMC (ages 3-12) EAYA (ages 11-18+)
SCHOOL COUNSELING	ECYA (ages 3-18+)
SCIENCE	EA (ages 11-15) AYA (ages 14-18+)
SOCIAL STUDIES—HISTORY	EA (ages 11-15) AYA (ages 14-18+)
WORLD LANGUAGES	EAYA (ages 11-18+)

AYA: Adolescence and Young Adulthood
EC: Early Childhood
ECYA: Early Childhood through Young Adulthood
EA: Early Adolescence

EAYA: Early Adolescence through Young Adulthood
EMC: Early and Middle Childhood
MC: Middle Childhood

Midland ISD Teacher Incentive Allotment

How Do I Qualify? (Phase I)

*By Showing **Growth** In Student Performance - Weight 60%*

T-TESS Evaluation - Weight 40%

Growth Measure Assessment:

MAP – Kindergarten to High School

Growth Is Measured By Comparing Growth Between The Beginning Of Year And End Of Year Testing

Midland ISD Teacher Incentive Allotment

What Is A Designation?

A “Designated” Teacher Will Be Placed Into One Of Three Categories:

MASTER – Top 5% Of The State

EXEMPLARY – Top 20% Of The State

RECOGNIZED – Top 33% Of The State

National Board Certified – Automatically Placed In The Recognized Designation Category Unless Qualified For Higher Designation

Midland ISD Teacher Incentive Allotment

District Allocation Of Funds:

10% - To Address Program Implementation Costs

90% - To The “Designated” Teacher

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TIA Eligibility Composite Score Examples:

MAP Student Growth % Score	MAP Student Growth % Score Designation Eligibility	T-TESS Composite Score	T-TESS Composite Score Designation Eligibility	TIA Eligibility Composite Score	Local TIA Designation Eligibility Recommendation
87	ELIGIBLE	94	ELIGIBLE	89.8	ELIGIBLE
83	ELIGIBLE	86	ELIGIBLE	84.2	ELIGIBLE
72	ELIGIBLE	84	ELIGIBLE	76.8	ELIGIBLE
66	ELIGIBLE	76	ELIGIBLE	70.0	ELIGIBLE
60	ELIGIBLE	74	ELIGIBLE	65.6	ELIGIBLE
59	INELIGIBLE	88	ELIGIBLE	70.6	INELIGIBLE
88	ELIGIBLE	70	INELIGIBLE	80.8	INELIGIBLE
57	INELIGIBLE	68	INELIGIBLE	61.4	INELIGIBLE

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Important Notes:

The TIA Designation Analysis Is A Yearly Process.

Phase I Includes:

- *Kindergarten – 8th Grade ELAR & Math*
- *English I, II & Algebra I*
- *National Board Certified*

Phase II TBD

Teachers Designated as Recognized, Exemplary or Masters will retain their designations for 5 years (teachers may be recommended for a higher designation w/in this period).

Midland ISD Teacher Incentive Allotment

TIA Resources:

Midland ISD TIA Support Page: <https://www.midlandisd.net/Page/34339>

TEA TIA Support Page: <https://tiatexas.org/>

TEA TIA Funding Allotment Map:
<https://tiatexas.org/about-teacher-incentive-allotment/funding-allocations-map/>

TIA Questions:

Contact patrick.jones@midlandisd.net or
<https://www.midlandisd.net/Page/34339>