# DONNA
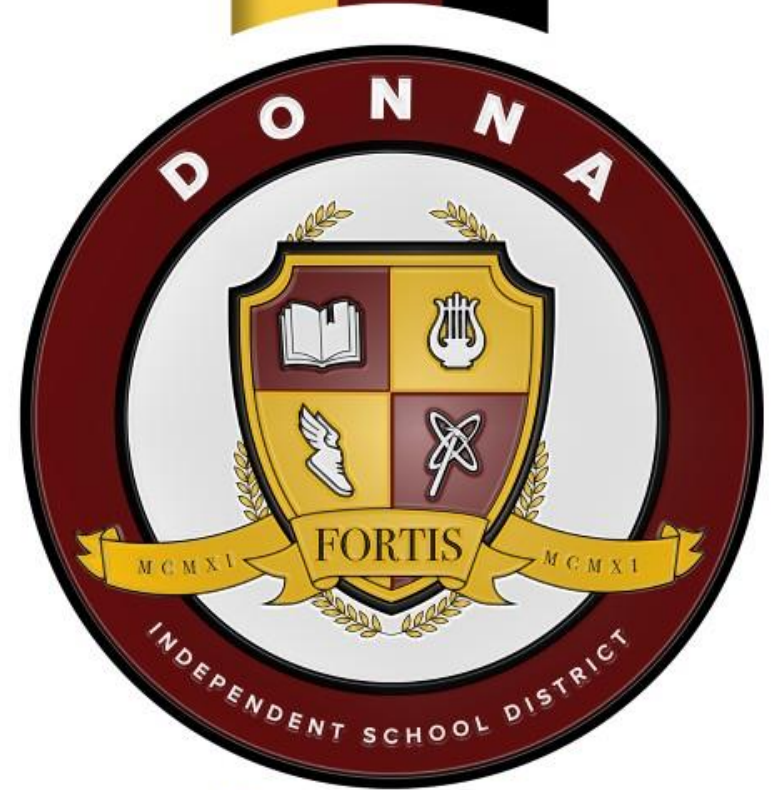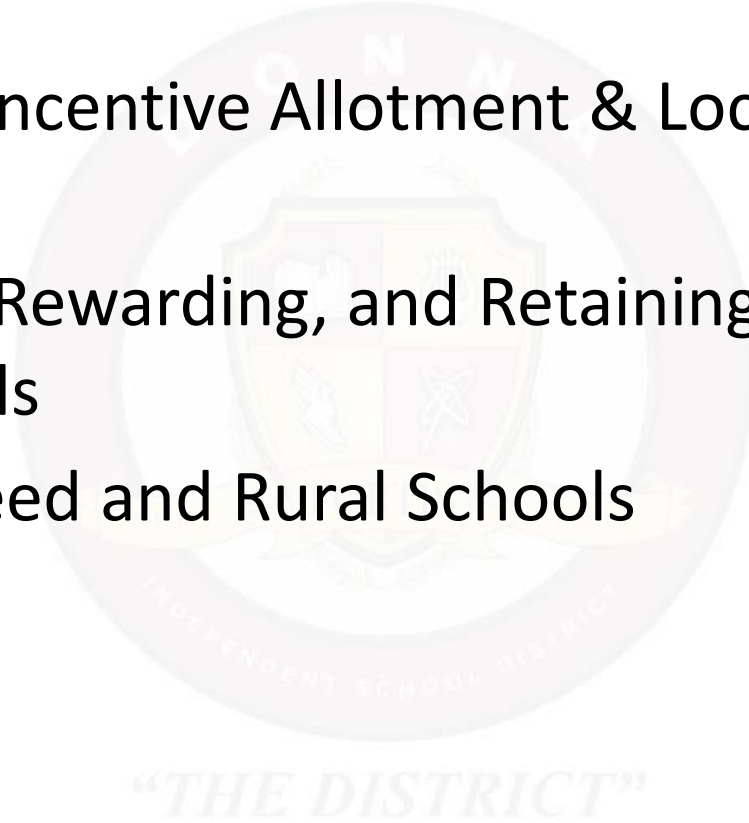## INDEPENDENT SCHOOL DISTRICT

# Teacher Incentive Allotment

Updated 3/23/2021

# House Bill 3

- Established Teacher Incentive Allotment & Local Optional Designation Systems
- Focus on Recruiting, Rewarding, and Retaining Highly Effective Teachers in All Schools
- Emphasis on High-Need and Rural Schools

# TIA Basic Facts

- Designation System for High-performing Teachers (Recognized, Exemplary, Master)

- Additional State Funding for Every Designated Teacher ($3K - $32K per year)

- Greater Funding for Designated Teachers in Rural or High-need Schools

- At Least 90% of Funds Must be Used for Compensation on Campus Where Designated Teacher Serves

- TEA & Texas Tech University Must Approve the Designation System

- Higher the Teacher Designation, the Higher the Funding

| Campus name | District name | Rural flag | Recognized | Exemplary | Master |
|---|---|---|---|---|---|
| 3D ACADEMY | DONNA ISD | Non-rural | $6.298 | $12.596 | $22.993 |
| A M OCHOA EL | DONNA ISD | Non-rural | $7.860 | $15.721 | $28.201 |
| A P SOLIS MIDDLE | DONNA ISD | Non-rural | $6.480 | $12.960 | $23.599 |
| C STAINKE EL | DONNA ISD | Non-rural | $7.098 | $14.195 | $25.659 |
| CAPT D SALINAS II EL | DONNA ISD | Non-rural | $6.607 | $13.214 | $24.024 |
| DANIEL SINGLETERRY SR | DONNA ISD | Non-rural | $6.830 | $13.660 | $24.767 |
| DONNA H S | DONNA ISD | Non-rural | $6.601 | $13.201 | $24.002 |
| DONNA NORTH H S | DONNA ISD | Non-rural | $6.227 | $12.453 | $22.755 |
| DORA M SAUCEDA MIDDLE | DONNA ISD | Non-rural | $6.350 | $12.699 | $23.165 |
| ELOY GARZA SALAZAR EL | DONNA ISD | Non-rural | $6.028 | $12.056 | $22.094 |
| GUZMAN EL | DONNA ISD | Non-rural | $8.427 | $16.853 | $30.089 |
| J W CACERES EL | DONNA ISD | Non-rural | $5.843 | $11.686 | $21.476 |
| JULIAN S ADAME | DONNA ISD | Non-rural | $5.963 | $11.926 | $21.877 |
| LE NOIR EL | DONNA ISD | Non-rural | $7.080 | $14.161 | $25.601 |
| M RIVAS EL | DONNA ISD | Non-rural | $5.484 | $10.967 | $20.279 |
| MARIA ALICIA P MUNOZ EL | DONNA ISD | Non-rural | $6.538 | $13.077 | $23.795 |
| PATRICIA S GARZA EL | DONNA ISD | Non-rural | $6.107 | $12.214 | $22.356 |
| RUNN EL | DONNA ISD | Non-rural | $7.488 | $14.977 | $26.961 |
| T PRICE EL | DONNA ISD | Non-rural | $5.517 | $11.035 | $20.391 |
| VETERANS MIDDLE | DONNA ISD | Non-rural | $6.046 | $12.091 | $22.152 |
| W A TODD MIDDLE | DONNA ISD | Non-rural | $7.005 | $14.010 | $25.350 |

# TIA Basic Elements

- System Must Include:
  - Teacher Observation Measure
  - Student Growth Measure

- May Include Optional Factors (Surveys, Leadership Role Project, Action Research Project, etc.)

- National Board Certification brings Recognized Designation

- District has Some Discretion in System Development

- Teacher Designation is for Five Years

# Initial Planning Steps

- Project RISE (3D Academy & Rivas ES)
  - Teacher Observation Measure (T-TESS)
  - Student Growth Measure
    - Value-added Measure
    - Student Learning Objective Measure
- Referenced & Built Upon this Model in Planning for TIA
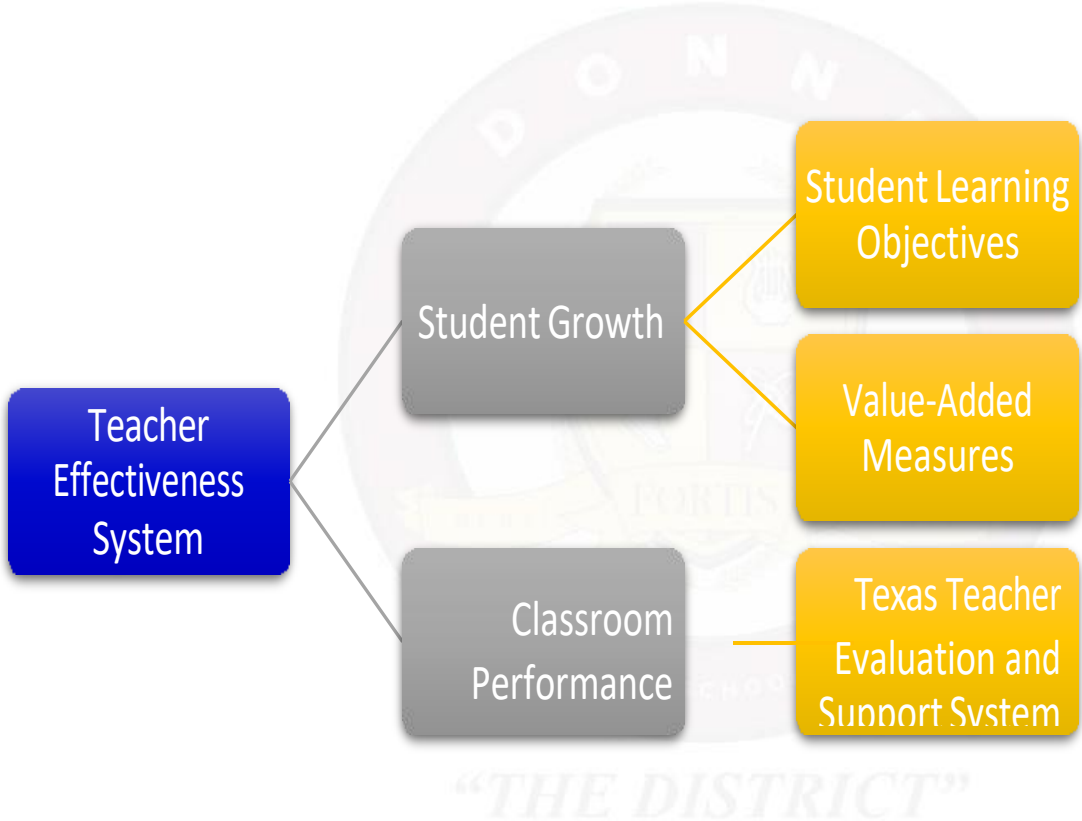- Assistance of Project RISE Staff (Dr. Espinoza)

# Project RISE Evaluation Structure

# Steps in Application Process

- System Approval from Texas Education Agency
- Data Validation from Texas Tech University & Texas Education Agency
- System Based Largely on Project RISE Structure of:
  - T-TESS Observation Data
    - Domain 2: Instruction
    - Domain 3: Learning Environment
  - [Value-added Measure](#)
  - [Student Learning Objective Measure](#)

# Designation System Details

- T-TESS Observation
  - Average Score of Domains 2 & 3 (3.8: Recognized, 4.0: Exemplary, 4.5: Master) – Instructional Domains
- Student Growth
  - Combining of Value-added & Student Learning Objective Data (55% students met growth: Recognized, 60% students met growth: Exemplary, 70% students met growth: Master)
- Expectations Mirror TEA Recommendations for Observation & Student Growth Thresholds for Designations
- Weighted 50% Observation & 50% Student Growth
  - Student Growth consists of SLO & VAM

| T-TESS Rubric Domains and Dimensions | |
|---|---|
| **Domain 1: Planning** | **Domain 2: Instruction** |
| • Standards and Alignment<br>• Data and Assessment<br>• Knowledge of Students<br>• Activities | • Achieving Expectations<br>• Content Knowledge and Expertise<br>• Communication<br>• Differentiation<br>• Monitor and Adjust |
| **Domain 3: Learning Environment** | **Domain 4: Professional Practices and Responsibilities[1]** |
| • Classroom Environment, Routines, and Procedures<br>• Managing Student Behavior<br>• Classroom Culture | • Professional Demeanor and Ethics<br>• Goal Setting<br>• Professional Development<br>• School Community Involvement |

"THE DISTRICT"

ASPIRE TO BE
ASPIRE TO LEAD
ASPIRE TO SUCCEED

"THE DISTRICT"

# Designation System Provisional Approval

- Provisional Approval of System for 1 year
  - System Approval from Texas Education Agency (Fall 2020)
  - Data Validation from Texas Tech University & Texas Education Agency (March 2021)
- Anticipating Final Approval of 2019-2020 Teacher Designations
- Only Other Region One Districts with Approval are:
  - Brownsville ISD
  - La Joya ISD
  - San Perlita ISD (All Project RISE Districts)

# Designation System Current Status

- 3D Academy & Rivas ES Proposed Designations for 2019-2020 are Under Final Review by TEA
- If Approved, Teachers Compensated by August 31, 2021
- 90% of Funding Earmarked for Teacher Compensation
- 90% of Funding to Compensate Designated Teacher
- 10% of Funding Earmarked for System Implementation & to Help Teachers Earn a Designation
- TRS Eligible?
- Certain Components of System May be Revised via Amendment

# Future Goals

- Achieve Full, Multi-year Approval of Designation System
  - Refine & Calibrate T-TESS & SLO Implementation
  - Must Submit Complete & Acceptable Teacher Evaluation Data for 2020-2021 for Rivas ES & 3D Academy
- Submit Application to Expand System to Remaining 21 Schools
- Support Teachers Seeking National Board Certification

# Questions?