Teacher Incentive Allotment: Ideas for Getting Started

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Local Optional Teacher Designation System (LOTDS)

LOTDS
• Voluntary program but allows for additional funding from the state
• Master, Exemplary, Recognized
  • National Board = recognized automatically
• Designation is added to certificate and good for five years
LOTDS

• Texas Tech will approve district programs with TEA

• Will review validity, quality, and reliability of observation tools and student performance measures

LOTDS

• District designation system must include:
  • Teacher observation (T-TESS)
  • Student performance (VAMs, SLOs, pre- and post-tests, portfolios)
  • Can include additional optional factors (student surveys, leadership, mentorship, peer surveys)

LOTDS

• Estimate about 1/3 of teachers might get a designation

• But subject to district program design and TEA/Texas Tech approval

• TTU will review data for all teachers with those you’re trying to designate
LOTDS

• There will be fees associated with designation system
  • $500 per teacher for whom you’re seeking designation
  • Fees can be reimbursed out of FSP

LOTDS

• 800 districts submitted letter of intent
  • 34 Cohort A & 47 Cohort C applications
  • 26 districts approved in Cohort A
    • 12 of 26 are charter schools
    • 15 of 26 approved for full five years
  • TEA requested update to LOI cohort info

LOTDS

• Districts will submit teachers for designation to TTU, who will check for alignment with approved plan and distribution of observation and student growth ratings to look for issues
  • TTU will not be approving individual designations
LOTDS

- “Teacher” = who you report in PEIMS role ID 087
- Must have active teaching certificate (no school district permits, etc.)
- Must earn a creditable year of service

LOTDS – additional insights

- Voluntary but once you hire a designated teacher from another district, it becomes less voluntary

LOTDS – additional insights

- Won’t be a “quota,” but rigor in system development is necessary
- Everyone can’t earn a designation
LOTDS – additional insights

- Successful system will require revising current practices
- Review evaluation system & interrater reliability
- Plan for staffing needs & resources

LOTDS – additional insights

- Creating a system that stakeholders can agree on will take a lot of time
- Approach system development with strategic focus

LOTDS – additional insights

- You can start small
  - Only at highest-needs campuses
  - Only for teaching areas where you’re trying to move the needle on student growth
LOTDS – additional insights

Teachers in full appraisal waiver years would not be eligible to earn a designation:
- Instead, the district would need to not offer the waiver (requiring policy change), OR
- The teacher would need to agree to remove the waiver for a year in which designation is sought
### Teacher Incentive Allotment

- **Recognized**: $3,000 - $9,000 per teacher
- **Exemplary**: $6,000 - $18,000 per teacher
- **Master**: $12,000 - $32,000 per teacher
- More for designation at high-needs, rural campuses

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### Teacher Incentive Allotment Funding

<table>
<thead>
<tr>
<th>Designation</th>
<th>Base</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recognized</td>
<td>$1,000</td>
</tr>
<tr>
<td>Exemplary</td>
<td>$2,000</td>
</tr>
<tr>
<td>Master</td>
<td>$3,000</td>
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<table>
<thead>
<tr>
<th>Designation</th>
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At least 90% of funding must be spent on teacher pay at the campus where the designated teacher works. Money will follow the teacher with designation to any campus/district.
Teacher incentive allotment

• Website with possible TIA funding by campus was released June 5 (and full data set is downloadable)
• Rulemaking & expanded TIA website released (https://tiatexas.org)

Teacher incentive allotment

<table>
<thead>
<tr>
<th>Cohort</th>
<th>System Application due to TEA</th>
<th>Final Approval Notification</th>
<th>Fee due to TEA</th>
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<tbody>
<tr>
<td>A</td>
<td>May 1, 2020</td>
<td>August 1, 2020</td>
<td>August 15, 2020</td>
</tr>
<tr>
<td>B</td>
<td>May 1, 2020</td>
<td>June 1, 2020</td>
<td>February 2021</td>
</tr>
<tr>
<td>C</td>
<td>May 1, 2020</td>
<td>October 15, 2020</td>
<td>February 2021</td>
</tr>
</tbody>
</table>

Teacher incentive allotment

• First year: lump sum with required payment by August
• Subsequent years: line item payment in regular FSP payment schedule with settle-up each September
Teacher incentive allotment

- TEA will reimburse fees paid to NBPTS:
  - $1,900 for initial certification
  - $1,250 for renewal
  - $495 for “Maintenance of Certification”
- National Board money should flow to districts in 2021-22 with application window January 4, 2021 – March 15, 2021

Teacher incentive allotment

- Review detailed TEA guidance
  - Supporting documentation and timelines
  - Readiness checklist with success factors
- Begin stakeholder engagement
- Start planning and developing ideas as a leadership team

Teacher incentive allotment

- Board Policy update 114 included new DEAA language re: incentives
  - Legal covers all information about TIA, LOTDS, etc.
  - Local points to compensation plan to address incentives
TIA—additional insights

• If you're only considering doing it for the money, beware

• Risks might include:
  • Employee morale issues
  • Unplanned logistical and implementation problems
  • Compensation plan issues

• Most every district will be Cohort D or later (originally ~550 reported D)

• Districts seem to be most interested in National Board Certification

• Legislature will convene again before most districts even apply (01/12/2021)

TIA—additional insights

• Review Quick Assessment
  • How prepared is your district?
  • What can you do to start getting ready?
  • How can you begin employee engagement?