

Expanding Teacher Compensation through HB3 Teacher Incentive Allotment

Board Briefing, February 2020

Teacher Incentive Allotment (TIA) Overview

Adapted from HB3 in 30 Webinar, accessed on 10/30/2019



Districts, if they choose to, can develop a local designation system and designate high-performing teachers (*Master, Exemplary, or Recognized*).



Districts will receive additional funding for every designated teacher they employ.



Districts will receive greater funding (\$3-32k) for designated teachers who work on rural and/or high-needs campuses.

90%


At least 90% of TIA funds must be used on **teacher compensation on the campus** where the designated teacher works.



TEA in partnership with Texas Tech University will examine validity and reliability **and approve** the local designation systems.

Crosswalk: Teacher Incentive Allotment to TEI

Because the district has both a system that meets minimum state requirements and 2018-2019 performance data, Dallas ISD proposes mapping state designations onto TEI Effectiveness Levels.



State TIA Requirements

Teacher Designation	Teacher effectiveness must <u>meet</u> or <u>exceed</u> ...
Recognized	Top 33% or National Board Certification
Exemplary	Top 20%
Master	Top 5%



District TEI System Rules

TEI Effectiveness Levels	Teacher must meet minimum criteria, CYS, and DTR...
DTR-Eligible Proficient I <u>OR</u> Proficient II	Top 30%
Proficient III	Top 8%
Exemplary I,II Master	Top 2%

The designation is added to the teacher's SBEC certification and is valid for 5 years.

Teacher Incentive Allotment: *Anticipated 2020-21 Funding*



Using 2018-2019 TEI data, eligible teachers will earn a State TIA Designation in Fall 2020, and the district will receive payout using the HB3 funding formula based on 2019-20 campus assignment.

Effectiveness Level	State Designation	N 2018-19 Scorecards	N 2019-20 Active Teachers	Projected Funds Generated
<i>DTR-Eligible Proficient I OR Proficient II</i>	Recognized	1806	1680	\$28 Million <i>(90% must be spent on teacher compensation)</i>
<i>Proficient III</i>	Exemplary	788	721	
<i>Exemplary I</i>	Master	151	283	
<i>Exemplary II</i>		139		
<i>Master</i>		6		

**Also includes national board certified teachers (NBCT)*

2020-2021 TEI Compensation Priorities

Utilize available Strategic Initiative Funds (\$17M) and HB3 Teacher Incentive Allotment (\$25-28M) funds to ensure Dallas ISD teacher salaries aggressively lead the DFW market.

Priority 1: Increase all TEI Compensation levels to ensure market competitiveness for returning teachers in 2020-2021 (\$32M)

Priority 2: Incent strategic staffing at high-priority and ACE campuses by stipends based on TIA state designation and campus assignment (\$10M)

Priority 1: 2020-2021 TEI Compensation Levels

Invest \$32M in base salary increases to ensure that TEI levels lead the market at all experience levels.

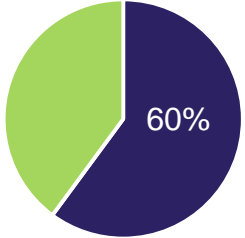
Effectiveness Level	# of Teachers (19-20)	2019-2020	2020-2021
Unsatisfactory	97	\$47,000	\$47,000
Progressing I	1302	\$54,000	\$57,000
Progressing II	1841	\$54,500	\$57,500
Proficient I	3863	\$58,500	\$64,000
Proficient II	1252	\$63,000	\$67,000
Proficient III	789	\$70,000	\$72,500
Exemplary I	155	\$74,000	\$76,000
Exemplary II	140	\$82,000	\$84,000
Master	6	\$90,000	\$100,000

Priority 2: Strategic Staffing at High Priority Campuses (HPC)

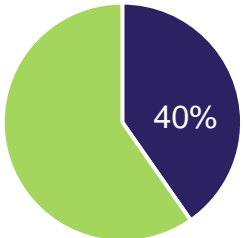
Identify 75 High Priority campuses and/or ACE campuses based on accountability and intensity of poverty.

School Level	N HPCs (75)	% Total Campuses
ES (154)	46	29.9%
MS (36)	15	41.6%
HS (43)	14	32.6%

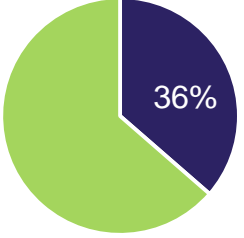
Percent of district students served in HPCs



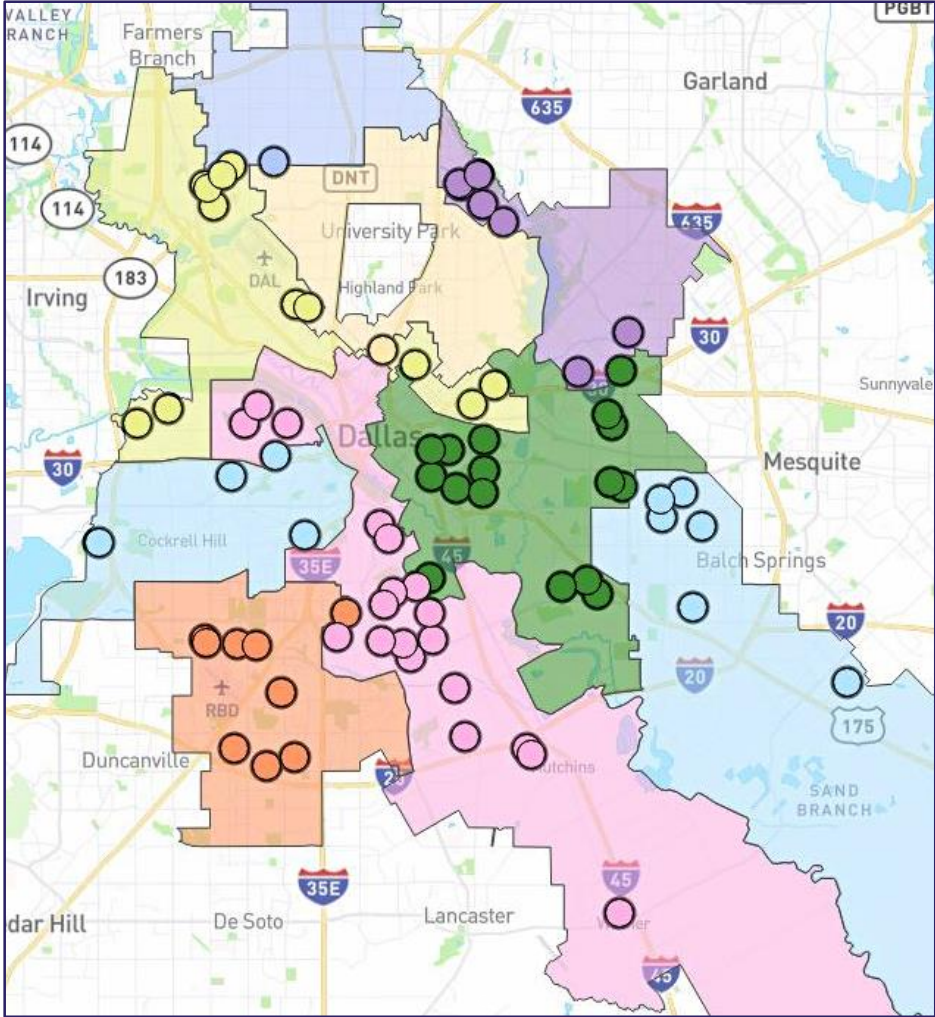
African-American



Economically Disadvantaged



English Learner



Priority 2: HPC/ACE Stipends

Support equitable distribution of highly-effective designated teachers by increasing Designated Teacher Stipends by campus assignment (\$8-10M)

Effectiveness Level	State TIA Designation	N Teachers (projected)
Unsatisfactory Progressing I Progressing II Proficient I	NA	<7000
DTR Eligible Proficient I <u>OR</u> Proficient II	Recognized	1400
Proficient III	Exemplary	600
Exemplary I	Master	300
Exemplary II		
Master		

HPC Campus Assignment (52 campuses)	OR	ACE Campus Assignment (23 campuses)
NA		\$4,000 by application
\$4,000		\$12,000
\$6,000		\$15,000
\$8,000		\$18,000

HCM pursues **TIA Cohort A** approval through TEA processes:

- *Letter of intent to apply, December 2019*
- *Submit relevant TEI materials for approval, March 2020*
- *Submit teacher data for review, Spring 2020*
- *TIA payout, Summer 2020*
- *TIA allotment payout to teachers, Fall 2020*

Partner with School Leadership and Communications to support campus leader and teacher understanding of TIA designation process and strategic staffing opportunities.

Questions?

