

## **Proposed HB3 Teacher Incentive Allotment Designation and Teacher Excellence Initiative Crosswalk**

### ***Teacher Incentive Allotment (TIA)***

House Bill 3 (HB3), passed by the 86th Texas Legislature in June of 2019, established an optional [Teacher Incentive Allotment](#) with a stated goal of a six-figure salary for teachers who prioritize teaching in high needs areas and rural district campuses. Districts who opt-in and gain approval of local systems will:

- (1) Using local system rules, designate teachers as Master, Exemplary, or Recognized, based on teacher effectiveness, which is then added to a teacher's SBEC certificate and valid for five years.
- (2) Receive an allotment of \$3,000-32,000 annually per designated teacher, with prioritized funding available for designated teachers at high-needs and/or rural campuses.
- (3) Utilize 90% of allotment funds on teacher compensation at the designated teacher's campus
- (4) Submit system for approval to TEA and teacher data for validation to Texas Tech

Key to the TIA theory of action is the notion that it is the state's role to validate the system utilized by local districts; however, it is the district's responsibility to develop the system and identify teachers for designation.

### ***Rationale***

Dallas ISD chose to participate in the Teacher Incentive Allotment because we are "one of the nation's fastest improving school districts," according to the Council of the Great City Schools. Nonetheless, as stated in the 2019-2020 Dallas ISD District Improvement Plan, "attracting the highest performing principals and teachers to the lowest performing schools remains a challenge. Recruitment strategies, compensation incentives, and quality professional development need to continue to improve."

Dallas ISD hopes to achieve the following goals by sustaining its innovative Teacher Excellence Initiative (TEI) and expanding its impact through the resources provided by the Teacher Incentive Allotment by: (1) strengthening and sustaining Dallas ISD's ability to identify, reward, and retain highly effective teachers Districtwide and (2) increasing equity and access to highly effective teachers at the District's 75 High Priority and ACE campuses.

TIA helps Dallas ISD advance its strategic plan by providing resources to increase the equitable distribution of effective educators across the District. In addition to TEI base compensation, TIA-designated teachers will be eligible to earn additional stipends by serving at a High Priority or ACE campus. Through the proposed TIA spending plan, these highly effective, distinguished teachers in Dallas ISD who opt to serve at High Priority and ACE campuses have a path to a six-figure salary.

Finally, Dallas ISD is working to address teacher recruitment and retention from multiple angles. Because the District's established local TIA designation established local teacher evaluation system prioritizes student growth, a teacher at any campus has a similar opportunity to earn designations. Having a system that recognizes and rewards our best teachers improves the quality of instruction for all students in our schools.

**Teacher Excellence Initiative (TEI)**

As designed and approved in 2014, the Dallas ISD [Teacher Excellence Initiative](#) evaluation and strategic compensation system focuses on effective teaching – defined through teacher performance, student perceptions, and student achievement, with emphasis on student growth. Using multiple measures in balanced weights, Dallas ISD’s TEI system meets the criteria outlined in HB3 for teacher effectiveness as measured by teacher performance and student growth.

Through TEI, teachers earn an Evaluation Rating and Effectiveness Level annually that aggregates available evaluation components, including Teacher Performance, Student Achievement/Growth, Student Perception, and Distinguished Teacher Review. To promote equity, a target distribution is utilized to ensure that one “category” of teacher does not have an advantage or disadvantage.

Each Effectiveness Level is associated with a compensation level, or base salary, which is approved annually by the Board of Trustees. As such, outside of annual cost of living adjustments, all Dallas ISD teacher salary increases are merit based.

**Proposed TEI to TIA Crosswalk**

Because the District has both a teacher evaluation system that meets minimum state requirements and existing performance data, Dallas ISD proposes mapping state designations onto TEI Effectiveness Levels.

TEI Effectiveness Level	State TIA Designation
Progressing II AND DTR-Eligible Proficient I AND DTR-Eligible Proficient II	Recognized*
Proficient III	Exemplary
Exemplary I Exemplary II Master	Master

*\*Dallas ISD will also include NBPTS National Board-Certified Teachers at the Recognized level.*

**TIA Designation Submission Rules**

Following system approval, Dallas ISD will submit teacher names annually after TEI scorecard release to the Texas Education Agency for TIA designation. To ensure consistency in this process, the District has established the following rules regarding submission for TIA designation by Dallas ISD:

1. Per Texas Education Agency, teacher eligibility is limited to those with Standard, Professional, Provisional, or Visiting International Teacher certification.
2. The teacher must remain employed by the District and TEI-Eligible at the time of data TIA designation submission. The teacher must also meet Texas Education Agency criteria of serving in an 087 role for at least 100% for ½ the year or 59-99% time for 180 days.
3. Only teachers earning a TEI Effectiveness Level identified in the crosswalk above based on data from the most recent evaluation cycle will be submitted for TIA designation by Dallas ISD.
4. Teachers with no prior TEI Evaluation Data and/or teachers who do not earn a TEI scorecard due to extenuating circumstances in the most recent evaluation cycle will not be eligible for TIA designation submission.
5. The District will submit eligible teachers’ names once annually for TIA designation following rules established by the Texas Education Agency.