

## Dallas ISD Teacher Incentive Allotment FAQ

To access the Texas Education Agency's Teacher Incentive Allotment resources and FAQ click [here](#).

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

#### ***What is the Teacher Incentive Allotment?***

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

For More information, see the TEA Teacher Incentive Allotment Overview [here](#).

#### ***Is the allotment earned for the teacher or the campus?***

Funding for teachers designated as Recognized, Exemplary, and Master under TIA will flow to districts, which in turn must spend at least 90% of the funds on teacher compensation on the campuses where the designated teachers work. Statute states that allotment funds are not considered a property right. During the system review process, districts will submit their spending and communication plans for TEA review.

TEC Section 48.114 (i)(1)(A): A district shall annually certify that funds received under this section were used as follows: At least 90% of each allotment received was used for the compensation of teachers employed at the campus at which the teacher for whom the district received the allotment is employed.

#### ***Where is information about my designation stored? Can I see it?***

Your designation will be published on your official Texas Educator Certificate and will be visible in September 2020.

### **2019-2020 Designation Process**

#### ***How did Dallas ISD identify teachers for designation of Recognized, Exemplary, or Master?***

Under the TIA system rules, districts may develop and gain approval of a local plan to designate teachers. Because the District has both a teacher evaluation system that meets minimum state requirements and existing performance data, Dallas ISD proposed mapping state designations onto TEI Effectiveness Levels without making any modification to TEI system rules.

Using 2018-19 TEI data and 2019-20 TEI Effectiveness Levels and DTR-eligibility, the District identified teachers for designation using the crosswalk below:

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

***What data was used by the district for determining designations in 2019-20?***

Based on the crosswalk above, the district submitted teachers for designation using 2018-19 TEI data and 2019-20 campus assignment. Note that teachers must have remained active employed and TEI-eligible in 2019-20 to be identified for state designation.

***Will additional teachers be identified for designation?***

Yes, the District will submit additional teachers for designation to the state annually based on TEI data. The “next” cohort of teachers will be identified in September 2021 using 2020-2021 TEI Evaluation data and Effectiveness Levels.

***If I do better (ie my Effectiveness Level changes) on my TEI Scorecard, can my state designation change to reflect my new level?***

Yes. Teachers with an existing TIA designation will be resubmitted for a higher designation within their five-year valid TIA designation period if a subsequent year performance earns a higher TIA designation - example, a teacher that earned a Recognized TIA designation during 2020-2021 could be submitted in 2021-2022 for a Exemplary TIA designation if they earn a qualifying TEI Effectiveness Level based on the District’s approved crosswalk.

***If my TEI Effectiveness Level decreases, can my state designation go down?***

State designations are valid for 5 years, beginning with the 2019-20 school year. Teachers with an existing TIA designation will not be resubmitted to lower a TIA designation within their five-year valid TIA designation period.

***Is there another route to state designation that does not use TEI data?***

Teachers who hold national board certification through the [Nation Board for Professional Teaching Standards](#) will be submitted for the Recognized designation.

**202-2021 Designation Process**

Due to the COVID-19 pandemic, the Board of Trustees approved through Board Resolution in February 2021 modifications to 2020–2021 school year teacher appraisals under the Teacher Excellence Initiative (“TEI”). As a result of these modifications, the submission of teachers for TIA Designation will follow the process outlined below.

- Teachers designated in 2019-20 will carry forward the existing designation for 2021-22.
- Additional teachers will be submitted for a Recognized Designation who meet criteria outlined below:
  - Be in at least their third year of service;
  - Undergo the 2020-21 DTR process (new application or carryover)
  - Earn a minimum score of 80 on their 2020–2021 summative appraisal;
  - Earn at least half of available points on their 2020–2021 SLO; and,
  - Receive a 2020–2021 TEI evaluation score within the top 25% of scores.
  - Meet all other requirements outlined in HB3 statute and **Dallas ISD TIA Designation Submission Rules** below.

**Eligibility*****Can only teachers earn a state designation?***

Yes, the state designations established in HB3 are limited to teaching positions. In addition, Dallas ISD teachers must remain TEI-eligible to be identified for state designation.

In order to be eligible for a TIA designation, a teacher must hold a valid SBEC teaching certification and be coded as a teacher (code 087) within our local student information system, which is reported to TEA through the Public Education Information Management System (PEIMS). Additionally, district salary compensation

should mirror PEIMS teacher coding for a minimum of 90 days at 100% of the day or 180 days at 50-99% of the day.

***How long does my designation last? Do I need to re-apply?***

State designations are valid for 5 years. The district will submit TEI data once annually, and the teacher does not need to submit an application or re-apply to maintain the state designation.

***Am I eligible to keep my designation if I transition to a non-teaching position or receive a promotion?***

Once earned, the state designation remains valid for 5 years, even if the teacher transitions to a non-teaching position; however, designated teachers will no longer generate an allocation or be eligible to earn additional compensation once they transition into a different position type.

***What happens to my state designation if I leave Dallas ISD?***

The state designation is applied to your teaching certificate and will remain valid after separation from the District for five years.

***What happens to my state designation if I leave Texas?***

The state designation is applied to your teaching certificate and will remain valid after separation from the District or leaving the state for five years.

***What happens after the five-year designation expires?***

Designated teachers who meet performance standards and district qualifications can be put forth for a new designation in their final year of designation. Once the designation expires, it will be removed from the SBEC certificate and allotment funding will no longer be generated.

**Allotments and Compensation**

***How is the allotment amount calculated?***

The funding available from the Teacher Incentive Allotment varies by designation. The exact amount of funding per teacher is determined by a formula that takes into account the level of socioeconomic need at a campus and whether the campus is rural. See the Dallas ISD designation amounts [here](#).

TIA funding goes to the campus where the teacher works and not directly to the teacher. However, districts must spend at least 90 percent of their allotment funds on teacher compensation on the campuses where the designated teacher works. Districts can set aside the remaining 10 percent for costs associated with implementing TIA

***How did the district develop its spending plan for the TIA allotment?***

The District began focus groups and stakeholder feedback sessions with teachers, campus leaders, and District leadership in Fall 2019 prior to applying for the Teacher Incentive Allotment to the state. Through this process, the district identified two priorities for the TIA Funds:

- (1) To sustain the ongoing cost of TEI merit increases and ensure the Dallas ISD teacher salaries, as determined through TEI Effectiveness Levels, aggressively lead the state and regional market.
- (2) To expand the district's strategic staffing efforts by increasing access to highly-effective ("Designated" or "TEI Distinguished") teachers at the district's [High-Priority \(HPC\) and ACE campuses](#) through targeted stipends.

***Does the allotment belong to the campus or to the District?***

Statute requires that 90% of the allotment earned must be spent on teacher compensation at the campus in which the teacher is employed; however, it is the District's responsibility to develop a local spending plan and to monitor that spending requirements outlined in statute are met.

***Does the campus principal develop the spending plan?***

No. The Dallas ISD spending plan was developed by HCM in collaboration with School Leadership.

***How does a state designation impact my compensation?***

Each district develops a local spending plan during the TIA application process. Under the District's approved spending plan, teachers at all campuses will maintain eligibility for merit increases annually, with the larger increases above the district novice salary, as shown below, reserved for those earning a TIA designation. Eligible teachers may earn additional compensation via a TRS-eligible stipend through service at one of the district's High Priority or ACE campus.

In anticipation of TIA approval, the District included the proposed spending plan, including 2020-21 increases and stipends in the 2020-21 budget approved by the Board of Trustees in June. With total spending proposed at \$44M in 2020-21, the district expects to meet and exceed spending requirements outlined in statute for the projected Teacher Incentive Allotment funds.

***What happened to my allotment? Is this additional money that I will receive?***

It is important to remember that TIA funding goes to the campus where the teacher works and not directly to the teacher. The District developed a spending plan that utilizes TIA funds to sustain ongoing costs of TEI merit increases, including highly competitive base salaries for distinguished teachers, and to expand strategic staffing efforts districtwide.

It is important to note that these anticipated TIA funds were included in the [Compensation Proposal](#) approved by the Board of Trustees in June 2020, and there will be no further modification made to approved compensation for the 2020-21 school year.

***How does my state designation affect my compensation if I am NOT serving at an HPC?***

It is important to remember that TIA funding goes to the campus where the teacher works and not directly to the teacher; however, state designations will provide funds that continue to sustain ongoing merit increases through TEI. Teachers may maximize the amount of "their" allotment earned by designation and campus assignment by pursuing a teaching assignment at an HPC or ACE campus.

**TIA Designations and TEI Effectiveness Levels*****How does this designation impact my TEI Effectiveness Level?***

It is important to remember that TIA designations are informed by TEI Effectiveness Levels, but are separate processes. Base compensation will continue to be earned through TEI Effectiveness Levels annually.

***If I earn a Master state designation, does this mean I now hold a Master Effectiveness Level?***

It is important to remember that TEI and TIA are parallel but separate processes. While state designation names and TEI Effectiveness Levels share similar names, they are two separate processes.

***Is my state designation something that I should use in my DTR application?***

Further guidance on how to best capture state designation in the DTR application process will be shared in DTR training opportunities during the 2020-21 school year.

***I am new to the district and applied for DTR in Round 2. Did I receive a designation?***

To earn a designation, the teacher required a 2018-19 TEI Evaluation and Scorecard with a qualifying Effectiveness Level. Teachers who have not yet earned a TEI Scorecard were not eligible in our initial submission to the state.