



Teacher Incentive Allotment (TIA) Update

April 27 - 29, 2022

Santa Maria ISD—Timeline

- **School Year 2020-2021** – Develop and submit the Teacher Incentive Plan to TEA by April 15, 2021.
- **June 2021** – System Application Result Notification.
- **School Year 2021-2022** – SMISD teachers are considered for a designation based on state and local criteria – T-TESS and SLO.
- **School Year 2022-2023**
 - Fall 2022: Teacher designation data will be sent to TEA and Texas Tech University for review and approval.
 - February 2023: SMISD will receive Final Approval Notification and teacher designations are added to the teacher’s certificate.
 - April 2023: TEA will issue the determination of system approval to SMISD.
- **End of School Year 2022-2023** – the district will compensate teachers based on their designation and district approved plan for TIA using district funds. Compensation will also be based on the Winter Class Roster (February) and the teacher must work in the district at least 90 days during the school year (2022-2023).
- **Fall of 2023**—SMISD will receive reimbursement for district funds used to pay teachers who qualified for the TIA at the end of 2022-2023 school year.
- **School Year 2023-2024** – the district will receive district-level funds from TEA to continue compensating educators

As per TEA, the designation is a two - year process

1st Year - formal teacher observation and use of the rubric (75% T-TESS & 25% SLO) for the teacher designation

2nd year - submission review, and approval of the TIA designation and post of the designation on the teacher certificate which will be good for 5 years

The teacher has to be in the same school district for these two years (2021-2022 & 2022-2023) to be eligible for the TIA at the school district for Santa Maria

Remember, Texas Tech University (TTU) and TIA will review the list of teachers for the designation, and it will be an all or nothing on the approval process by TEA and TTU

This data is obtained for campuses with average STAAR/EOC scores.

| Recognized Teacher | Exemplary Teacher | Master Teacher |
|---|---|---|
| 55% of students meet or exceed expected growth | 60% of students meet or exceed expected growth | 70% of students meet or exceed expected growth |

For example: If a campus has 20 teachers (based on state average)

- 5% Master designation = 1 teacher
- 10% Exemplary designation = 2 teachers
- 15% Recognized designation = 3 teachers

Cohort applicants will be expected to use performance standards along with district teacher observation and student growth data to determine which teachers qualify for designations.