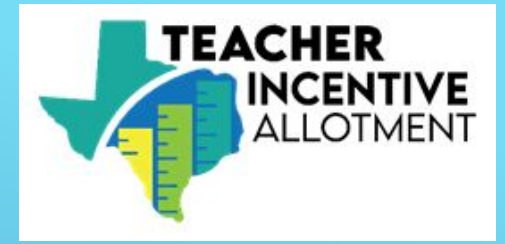




# Teacher Incentive Allotment Update

Waco ISD School Board Meeting  
April 28, 2022





*"Grow Students & Staff"*

## What?

Recruit &  
Retain  
Teachers

Reward Highly  
Effective  
Teachers

## How?

T-TESS  
40%

Student  
Growth  
50%

Leadership  
Practices  
10%

## Why?

Remain  
Competitive  
in the  
Marketplace

Equity of  
Access to the  
Most Effective  
Teachers

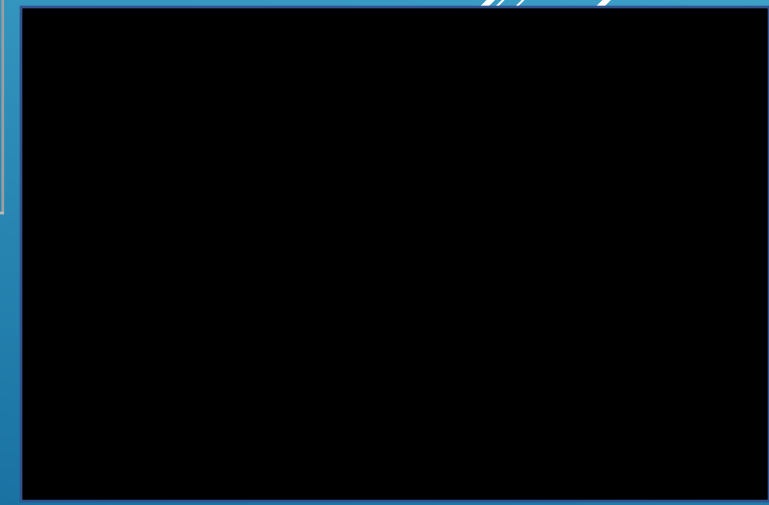


# Phases of Implementation



*“Grow Students & Staff”*

Waco ISD	Data Collection Year	Data Validation Year	Eligible Teachers
<b>Phase 1</b>	2020-21	2021-22	Reading and Math Teachers
<b>Phase 2</b>	2021-22	2022-23	Reading and Math Teachers + SS/Sci specific courses, SIT, and Sped Inclusion Teachers
<b>Phase 3</b>	2022-23	2023-24	Teachers for all Subjects and Grade-levels

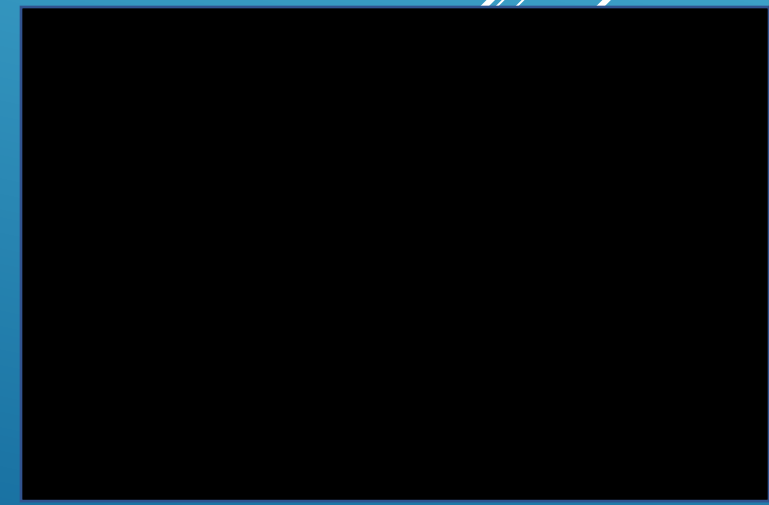


# Proof Points of Excellence

- TEA approved the designation of **47 Teachers**
- 2022-23 Salaries for some designated teachers will exceed \$90,000
- Over a 5-year period, the first designated teachers will generate a total amount of approximately \$2.7M
- Most teachers have shared that they plan to stay in Waco ISD as a result of their designation
- Only district in the surrounding area to have an approved TIA application and pass data validation
- TEA exemplar for teacher scorecards, data validation, and stakeholder engagement



*“Grow Students & Staff”*



# What are teachers saying...



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*"This is life changing for me and my family. I feel valued as an educator for the work that I do."*

*"After receiving these funds, I've decided to delay my retirement plans and stay in the classroom...the place that I love."*

*"I'm using the stipend to put a down payment on my first house."*



# Stakeholder Engagement



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## TIA Core Committee

Principals  
Teachers  
Curriculum & Instruction  
Human Resources  
Finance  
Technology  
Other

## TIA Sub-Committees

Teacher Expert Group (21)  
Phase 3 Assessment Sub-Committees (23)

- CTE
- Fine Arts
- PE/LOTE
- Core Academic Areas
- Special Education
- Emerging Bilingual
- Specialized Campuses

## Additional Input

Quality District Advisory Committee  
Teacher Association Groups  
Texas Education Agency  
Teacher Focus Groups (multiple)  
Annual TIA Buy-In Survey

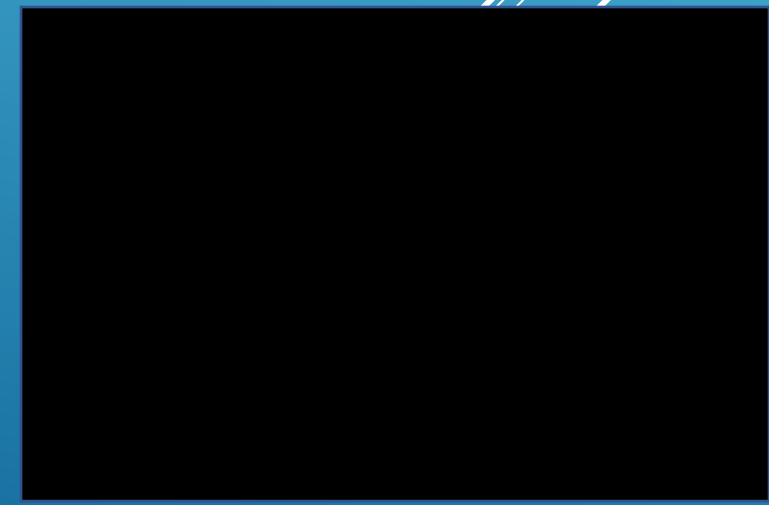


# Changes in Phase 3 Application



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- **Increased** Eligible Teacher Categories in Phase III from 8 to 20 to include: CTE, Emerging Bilingual, Sped Functional Academics, Brazos SGI, PE, Fine Arts, and LOTE
- **Modified** 4 Eligible Teacher Categories to be more inclusive: SpEd Early Childhood, Resource, Deaf Education, and Visually Impaired; AP Math and English; additional Math and Science
- **Added** district-created and 3<sup>rd</sup> party assessments to include all teachers for all subjects
- **Adjusted** the spending plan to give designated teachers 90% of their allotment beginning in 2024



## Fall 2021

- Distributed teacher scorecards
- Submitted data to TX Tech for review
- Implemented Phase II
- Planning for Phase III

## Summer 2022

- Development of Phase III assessments
- 2021-22 Data Analysis
- Phase III communications plan
- Development of Phase III training
- Teacher payouts

# TIMELINE

## Spring 2022

- TEA approved 47 teachers for designation
- Submitted Phase III application
- Teacher, Campus Admin, and HR TIA Survey
- Marketing of TIA program
- Recruitment



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# QUESTIONS

