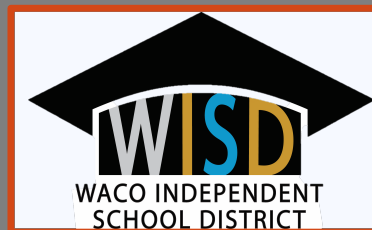




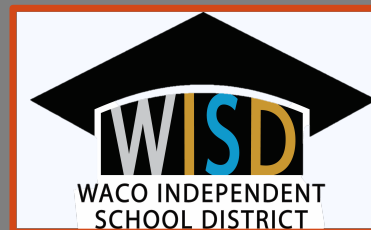
# Teacher Incentive Allotment

Board Workshop Presentation  
October 15, 2020



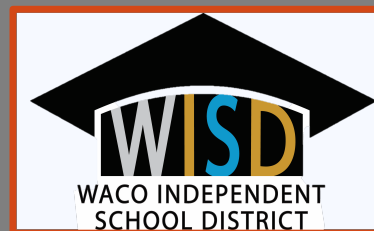
# Points of Pride

- Positive and enthusiastic feedback from WISD teachers during the August Launch Presentations
- WISD is the only district in Region 12 approved for TIA engagement through Cohort C
  - 2 different designation systems
- WISD's application was approved with full readiness

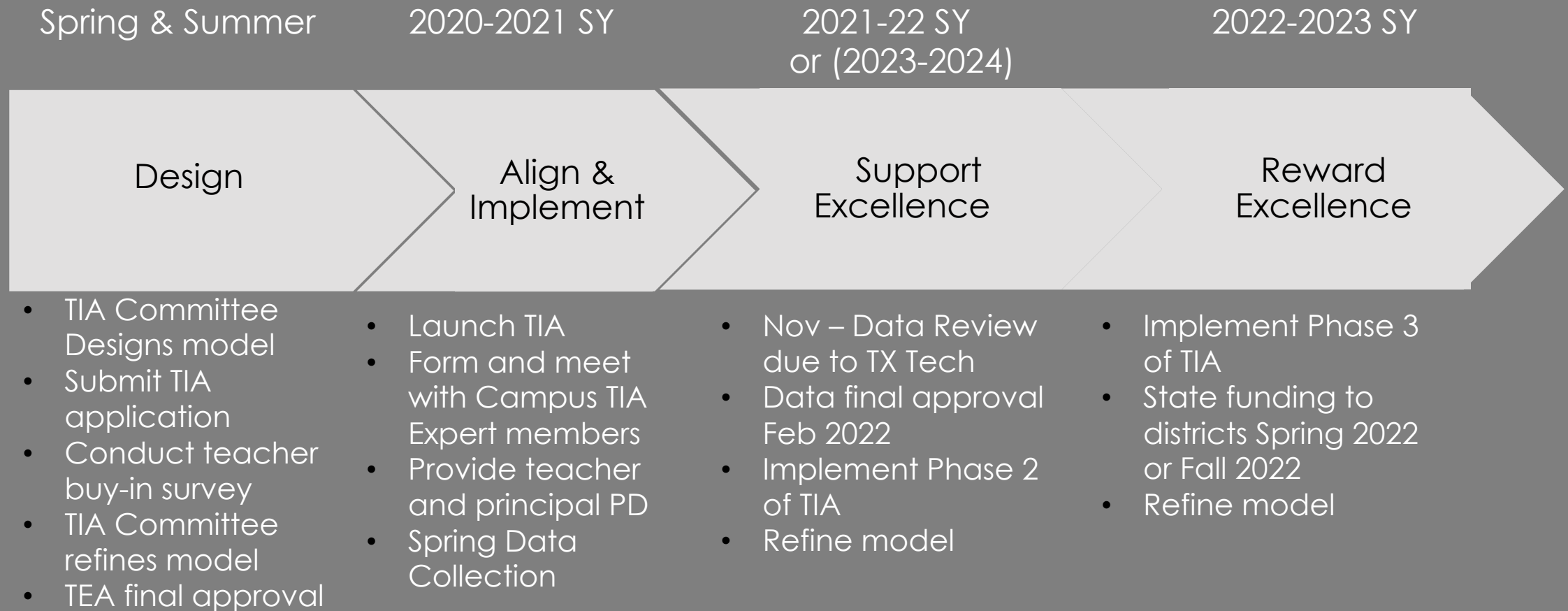


# The "Why" Revisited

- Increase student achievement
- Support teacher growth
- Increase retention of the most effective teachers
- Increase equity of access of the most effective teachers
- Opportunity to strengthen current evaluation system
- Remain competitive in a tight labor market
- Use state funding to increase teacher salaries



# Timeline Briefing



# Phase In Model

Data Collection Year	Teacher Groups
2020-2021	All Schools <b><u>Reading &amp; Math only</u></b>
2021-2022	All Schools <b>(Add Science and Social Studies Teachers)</b>
2022-2023	All Schools <b>(Add All Other Subjects)</b>

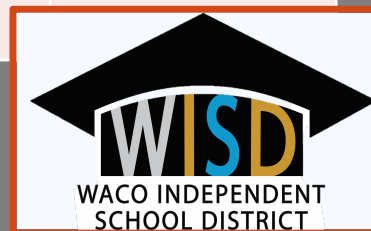
# Approved Designation Model

## Measures and Weights

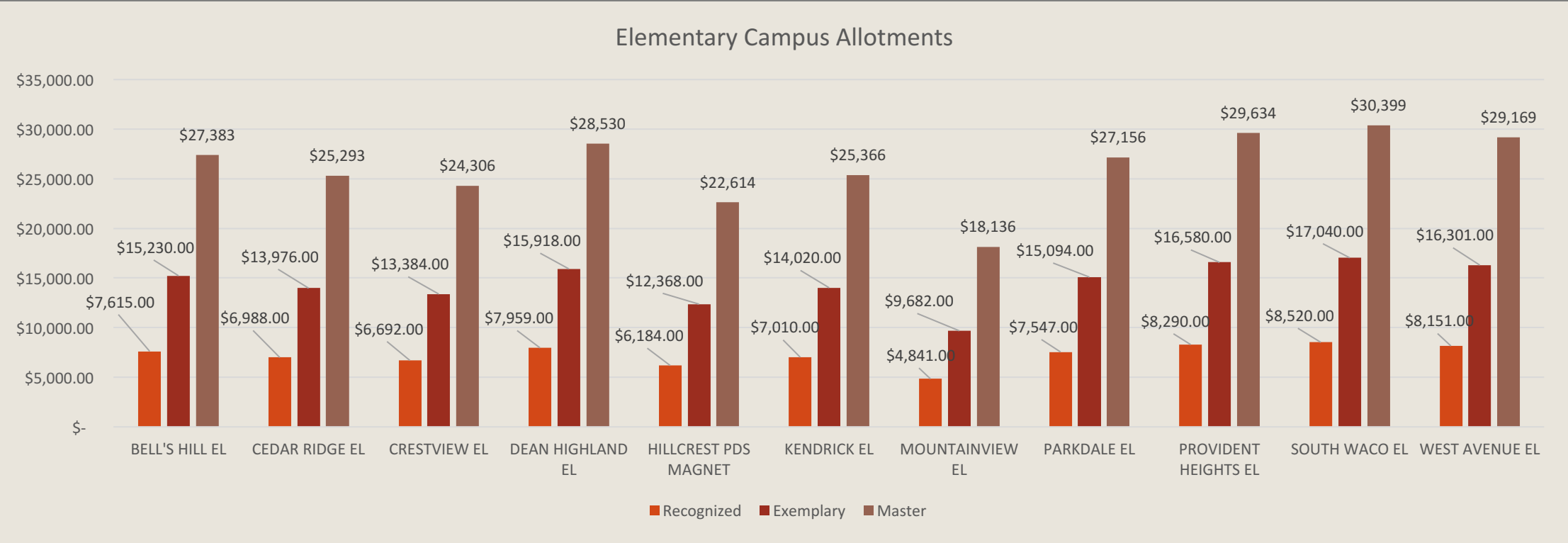
Measures	Weights	Points
T-TESS/Observations	40%	Up to 40 points
Renaissance 360, Circle & TX KEA	50%	Up to 50 points
Core Leadership Practices	10%	Up to 10 points

## Calculation for Core Leadership Practices by Component

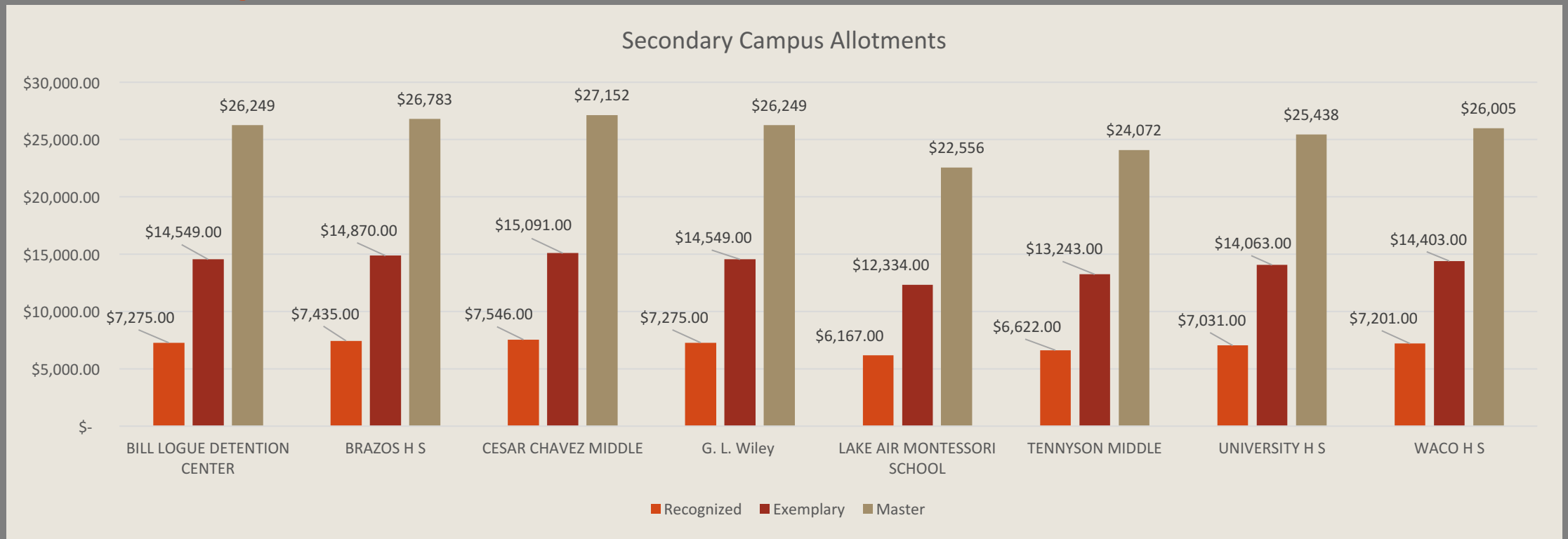
Leadership Practices	Points
Collaborative Practices	3
Mentorship	2
Extends/Expands School & Community Involvement	3
Supports the Vision, Mission and Values of Campus	2



# Elementary Allocations



# Secondary Allocations





# Funding Distribution

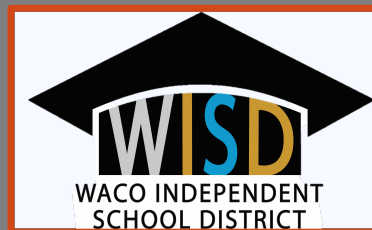
Allotment going to Designated Teachers	Allotment going to other Teachers	Allotment going to District
75%	15%	10%

Paid out in a one-time stipend

Paid out in one-time stipends based on a rubric that includes 2 of the 3 measures used to determine eligibility for designation (leadership practices and teacher observation scores)

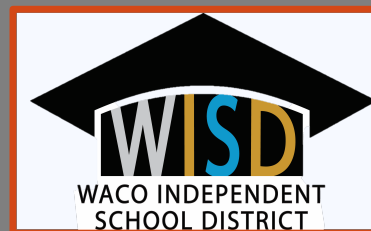
- Support PD
- Stipends
- Costs of Assessments
- Personnel to oversee systems
- Coaches/Support Roles
- Support Administrators

# Implementing Phase I

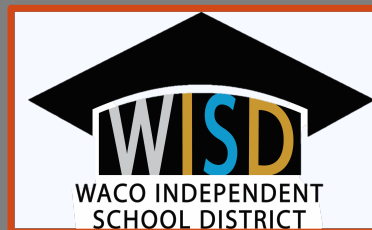


# 2020-2021 Project Plan Highlights

- Execute calibration protocols
- District and campus level data reviews to support coaching and professional development
- Mid-Year congruence reviews for district and campus level data
- Action Plan Coaching training for appraisers
- Online Teacher Toolkit
- Designation Dashboard/Scorecard
- Teacher Input Survey #2



# Planning for Phase II



# Student Growth – What's next?



- Create a model for how Student Growth should be measured for Science and Social Studies Teachers
- Measurements to consider for Student Growth:
  - Pre-Post Tests
  - VAM
  - SLO's
  - Portfolios
  - Other

# Moving Forward

- ❑ Execute the implementation project plan for Phase I
- ❑ Continue planning for Phase II and prepare application
- ❑ Submit Cohort D TIA application by April 15, 2021
- ❑ Develop online teacher dashboard/tracker

