



## Teacher Incentive Allotment Frequently Asked Questions

	Data Collection Year	Data Validation Year	Payout Date	TEA Cohort Application
<b>Phase 1</b>	2020-21	2021-22	August 2022	C
<b>Phase 2</b>	2021-22	2022-23	August 2023	D
<b>Phase 3</b>	2022-23	2023-24	August 2024	E

Question	Answer
In some grades the students are assigned to a class and will remain in that class whether online or face-to-face. In some instances, teachers are sharing the online experience so all online math is being taught by teacher A, reading by teacher B... How will TIA be impacted?	The teacher on the roster that is assigned to the student(s) will be the one students are attached to for TIA purposes.
How is the TIA designation impacted when there are changes in the learning environment? Ex: Student 1 goes from online for math with teacher A the 1st six weeks and returns face-to-face with teacher B for math for the rest of the year or back and forth every six weeks.	For TIA purposes, the online and face-to-face are equal. These situations will need to be handled as they come up by reporting any concerns to Ronnita Carridine, Executive Director of HR at <a href="mailto:Ronnita.Carridine@wacoisd.org">Ronnita.Carridine@wacoisd.org</a> .
What about the online students who receive help at home during BOY testing? The same students may return to school for MOY and/or EOY and not do as well as the BOY?	A retest opportunity was made available to all students when a teacher had supporting evidence that a student's test results were not valid.



## Teacher Incentive Allotment Frequently Asked Questions

<p>How will we support students from other districts who attend GWAMA or GWAHCA?</p>	<p>We will enroll the non-WISD kids by hand in Renaissance so that we can test all students but only WISD kids count towards TIA.</p>
<p>How will assessments work at schools with specialized courses? (i.e., GWAHCA)</p>	<p>The student growth measures for schools with specialized courses will use relevant assessments that accurately measure what students are learning. These decisions have not been made at this time, but more information will follow. This will result in including this group of teachers in Phase 3 of the TIA roll-out so that ample time is provided to determine the best assessment strategy to measure growth.</p>
<p>What measurements will be used for specialized Science and Math classes? (e.g., Medical Math)</p>	<p>In the 2020-2021 school year, all math classes will use the Renaissance data in grades 1-12. <i>We have received feedback that this assessment may not be the best option for assessing student growth in specialized Math and/or Science classes. We will revisit this decision and make improvements as we continue into Phases 2 and 3. Science will be addressed in Phase 2 and we will be mindful of the feedback as we make future decisions.</i></p>
<p>How will teachers at specialized schools (GWAMA and GWAHCA) be designated and what is their payout breakdown?</p>	<p>Teachers will be coded/attached to a specific high school and their allocations will align with those schools. When a GWAMA or GWAHCA teacher is eligible for designation whether in Phase 1, Phase 2, or Phase 3, their payouts will match the approved payout structure that apply to all designation levels for their respective high school.</p>
<p>How many teachers can be designated per campus?</p>	<p>There is no limit to the number of teachers who can be designated per campus.</p>



## Teacher Incentive Allotment Frequently Asked Questions

<p>If there are multiple designated teachers at a campus, how does the monetary allocation work?</p>	<p>Each designated teacher will receive 75% of the rewarded allotment; 15% of the remaining campus based allocation will be distributed amongst other high performing teachers. The district will keep 10% to cover costs related to TIA.</p>
<p>How many other high performing teachers will be eligible for the 15% split?</p>	<p>At a minimum, the other high performing teachers eligible for 15% of the split allocation will be teachers not currently eligible for designation, but teachers who meet T-TESS performance standards set by TEA and the top scores on the campus for Core Leadership Practices.</p>
<p>What can keep a teacher from being designated after their name has been submitted to Texas Tech?</p>	<p>Teachers who are submitted for designation to Texas Tech will need to compete with other high performing teachers in other districts across the state. TEA will notify us of each teacher whose designation is approved after they run the data.</p>
<p>Will Texas Tech and TEA use WISD's Core Leadership Practices as part of their designation calculation?</p>	<p>The data from our Core Leadership Practices of our designation model will be submitted to Texas Tech and TEA. This measure is used as an additional data point that aligns to our district's core beliefs and strengthens our designation system, but is not used by TEA.</p>
<p>How will teacher observations and student growth be effectively measured for online instruction?</p>	<p>Teacher observations for remote instruction should align to the T-TESS rubric for online teaching. Student growth will be measured using the same assessments for both in-person and remote instruction.</p>
<p>How will online learning impact student growth, when parent influence can inflate results?</p>	<p>Remind parents of the importance of allowing their children to complete these assessments without assistance. If you determine that the parent influenced the test in a way that invalidates scores, then you should notify your principal. This information should be reported to the Director of Assessment.</p>



## Teacher Incentive Allotment Frequently Asked Questions

<p>How will current stipends be affected?</p>	<p>TIA will not impact current stipends. However, TIA will be paid as one-time supplemental pay that is above and beyond other Board approved stipends.</p>
<p>How will the district address varied T-TESS results from campus administration?</p>	<p>Campus administrators will receive training and support for effective implementation of T-TESS. The support will include strengthening of inter-rater reliability and checking for congruence with student growth.</p>
<p>How can teachers track their progress for reaching a designation?</p>	<p>Core Leadership Practices will be tracked by individual teachers through a collection of actions and/or artifacts for end of year submission.</p> <p>T-TESS progress can be monitored by teachers using walk-through feedback forms.</p> <p>Student growth can be tracked by teachers using the assessment results from their students' CIRCLE, TX/KEA or Renaissance reports from the beginning, middle and end of the year.</p>
<p>What will future assessments look like for Special Ed, Science, Social Studies, Foreign Languages, etc.?</p>	<p>The assessments that will be used to measure other content areas beyond Math and Reading have not been identified, but will align to our district's overall assessment strategy.</p>
<p>How will student growth be tracked for Art, Music, and PE?</p>	<p>Student growth measures for Art, Music and PE will be part of the designation development for Phase 3 that will be determined in the 2021-2022 school year for implementation the following year (2022-2023).</p>
<p>Will modifications be made for students receiving Special Education support or 504?</p>	<p>Testing accommodations should be addressed through the student's IEP or 504 documentation. It is important to follow all documented testing accommodations for student success.</p>
<p>Can a SIT teacher who is not evaluated using T-TESS be eligible for designation?</p>	<p>No. A teacher who does not have data points that align to the approved measures for designation will not be considered for designation.</p>



## Teacher Incentive Allotment Frequently Asked Questions

<p>Are we using STAAR as a measurement?</p>	<p>Yes. We are using STAAR/EOC as a growth measure in Phase 2 and 3 for:</p> <ul style="list-style-type: none"> <li>● 5th grade science</li> <li>● 8th grade science and social studies</li> <li>● 9th grade Biology</li> <li>● 11th grade US History</li> </ul>
<p>If our school does not use Renaissance 360 to assess students, what will we use?</p>	<p>At some point during the 3-year phase-in, every teacher who is eligible for designation will be connected to a student growth measure that fairly and accurately measures student growth for their courses.</p>
<p>What will we submit at the end of the year for Core Leadership Practices?</p>	<p>Continue to collect artifacts throughout the year that provide supporting evidence for the leadership practices that align to the look-fors in each component.</p>
<p>How does TEA determine your school's tier?</p>	<p>TEC 48.112 is used to determine your school's tier. The formula used is:  <math>TIA = \text{base} + (\text{multiplier} \times \text{avg student point value of campus})</math>  <a href="https://tiatexas.org/funding/">https://tiatexas.org/funding/</a></p>
<p>Can the tier of the school change?</p>	<p>Yes. Tiers are based on student need and SES percentages; therefore, if the students' your school serves increases or decreases in terms of need, then your school's tier may change.</p>
<p>Will teachers be compared to other teachers in order to achieve designation?</p>	<p>Yes. In order to become a designated teacher, your student growth and evaluation data will need to be as strong as other teachers in that designation bracket.</p>
<p>If we move to a different campus within our district will the designation and the pay follow us?</p>	<p>Your designation will remain on your certificate for 5 years. If you move to another campus in Waco ISD, you will be eligible for supplemental pay, but the allocations will differ based on the campus tier.</p>
<p>If we move to a different Texas district will the designation and the pay follow us?</p>	<p>Your designation will remain on your certificate for 5 years in Texas. If TIA funding is available, an allocation will continue to follow you if you work in another Texas public school. The</p>



## Teacher Incentive Allotment Frequently Asked Questions

	payout for the allocation that will follow you depends on the district's plan for payout and the tier of your new campus.
If we move to a different state, will the designation and the allocation follow us?	Although the designation remains on your Texas certificate for 5 years, the designation will not follow you to another state. You will also not be eligible for the allotment, since it is specific to Texas.
What language will be used to assess students in the bilingual programs?	Students will be assessed in their dominant language. In the tested grade levels, assessments are provided in English. It is recommended to use your LPAC committee to help you make this decision. The BOY and EOY assessments will need to be in the same language in order to measure growth. Schools have access to administer tests in both languages.
How will I achieve my points for the Core Leadership Practices if I am not the grade level chair or do not lead PD?	The model is flexible, which will allow for layers of core leadership practices that exceed those for teachers in formal leadership roles. (i.e., assist with preparing for PLC's or PD, provide resources to support the PLCs, etc.) Ask your principal for ways that you can achieve your Core Leadership Practices goals, if you need some ideas. <a href="#">Leadership Practices Rubric Link</a>
Who will keep track of the points for TIA designation?	Teachers will track their own Core Leadership Practices and be able to easily determine their points. Teachers will also know how they are doing with their teaching practices based on walkthrough data. Student growth will be tracked using beginning, middle and end of year data points for each of your students using the CIRCLE, TX/KEA or Renaissance 360. A scorecard will be presented to every teacher in September of the following year, but tracking throughout the year will help you gauge success.
Will Behavior Intervention Specialists be eligible?	No. Behavior Intervention Specialists will not be eligible for any compensation through TIA since these positions are not coded 087 per the Public Education Information.
Will CTE teachers be able to participate?	Yes. If the criteria is met for T-TESS and the Leadership Components, CTE teachers will be eligible for the 15% split of the



## Teacher Incentive Allotment Frequently Asked Questions

	TIA implementation. When CTE teachers are fully phased in during year 3, this teacher group will be eligible for a designation.
If you teach both math and reading, will student growth results for both content areas be considered for designation?	Yes. Student growth for both reading and math will be considered for teachers who teach both content areas.
Are Dyslexia Specialists coded 087 in PEIMS and therefore eligible for designation?	No. Dyslexia Specialists will not be eligible for any compensation through TIA since these positions are not coded 087 per the Public Education Information.
When a teacher teaches both PreK and Kindergarten students in one class together, will the data be combined or do they have to reach 70% for each in the area of student growth?	They would have to meet the growth performance standards for both grade levels. We can review on a case by case basis for those who are close.
How will the Wiley/DAEP or Brazos teachers establish their student growth numbers since BOY and EOY data is needed?	For campuses with students entering and exiting regularly, a teachers' student growth data will only include students who were taught by that teacher during the first 4 marking periods in the school year and who also have a BOY and EOY score within the district.
Can a principal give a below rating to every teacher on their campus?	It is important that every appraiser follow the ratings that align with the T-TESS rubric based on the evidence from the classroom observation.
What qualifies as mentoring for the Core Leadership Practices?	Building relationships that positively impact the performance and growth of others. This includes, modeling lessons, peer coaching, offering academic support and emotional support.
Will TIA be TRS eligible?	Yes
Once a teacher qualifies for a designation, will the supplemental pay be allocated one time or for 5 years?	Once a teacher "designates" by TEA, the designation is applied to the teacher's certificate for 5 years. The dollar amount is



## Teacher Incentive Allotment Frequently Asked Questions

	<p>determined by the TEA school allotment.  <a href="https://tiatexas.org/funding/">https://tiatexas.org/funding/</a></p>
<p>When does the incentive allotment start for Foreign Languages teachers? When will it make a difference for music, art, and PE teachers?</p>	<p>All schools and all teachers will be included in the 2022-23 school year.</p>
<p>Is there any reason to submit your community involvement in the spring if you are not eligible for TIA?</p>	<p>Eligible teachers are included in the Waco ISD calculation for T-TESS, Student Growth, and Leadership Practices. Teachers do not opt in or out. Teachers are included by implementation year according to the Waco ISD TEA application cohort year.</p>
<p>How are resource teachers evaluated if they are not the teacher of record?</p>	<p>Resource teachers are the “teacher of record” for the students on their roster. Resource teachers will administer the student growth measure according to the Waco ISD TEA Cohort D application. Data collection for Cohort D takes place during the 2021-22 school year.</p>
<p>How will the BOY AP exams for Social Studies and Science be given and graded? Specifically the FRQ portions.</p>	<p>Science and Social Studies AP teachers will receive training from the Advanced Academic Department on administering a practice multiple choice AP exam through the College Board AP Classroom. The FRQ portion will not be administered in the pre-test. Teachers will submit student scores through a district-created and monitored Dropbox.</p>
<p>How is student growth calculated and what are the measurements for student growth to be considered recognized, exemplary, and masters for TxKea in kindergarten?</p>	<p>The calculations for student growth measures to be considered for each designation level will be sent to teachers through their scorecard in September.</p>



## Teacher Incentive Allotment Frequently Asked Questions

What if I teach an AP math or AP English class? Will I give the AP Pre-Test to my students for the BOY?	No, Renaissance 360 will be used as the BOY and EOY, administered through Eduphoria.
Will 5th grade science be included with math and reading scores?	Yes, 5th grade science scores will be included with Reading and Math scores.
Are SIT teachers included in TIA for 2021-22?	Yes, SIT teachers are coded as 087 in PEIMS. The TIA Director will work with principals to determine and document the number of students served by the SIT teacher and each content area.