

Industrial TIA frequently asked questions:

Industrial family,

Thanks for your time, and participation on Monday.

You all provided us with lots of great ideas for overcoming some of the biggest challenges that we foresee as we move forward in this exploration of the Teacher Incentive Allotment.

Please remember that we are building this plane as we fly it. I would love to have all of the info up front, become an expert myself, and then lead us through this process. Unfortunately, this isn't the way this is designed. In order to build our system, we have to have your input. Therefore, I have to present to you a skeleton and then work to build it with you.

In theory, I love this concept. When actually doing it, challenges are presented as far as allowing for a clear understanding for anyone at the beginning! (me included...)

Many of you asked for lots of communication, and transparency. I will do my best to provide these things throughout this process!

On many of your forms, questions were presented along with your suggestions. I took these as well as the ones from the posters in the auditorium foyer, and compiled this FAQ document.

As we proceed, I will work to update this as new questions, and new information come forward.

The answers below are my answers. This means that they may not be the right answers! Please understand that as we learn, some of these answers may become more specific and clear to me as well. I will make corrections as needed!

I added hyperlinks on the graph's, and also in a few other places to provide you with more information if you desire to look.

Thanks for all that you do, and thanks in advance for your support as we all work through this initiative together!

1. Do you have to be a certified teacher like CTE teachers with an alt cert?



Frequently Asked Question

 Question	Are only certified teachers eligible to earn a designation?
 Answer	<ul style="list-style-type: none">• Yes, only certified teachers are eligible to earn a designation. This would include intern, probationary, and standard certificates.
In Statute	TEC 21.3521(a): "A school district or open-enrollment charter school may designate a certified classroom teacher as a master, exemplary, or recognized teacher for a five-year period."

I found this answer as I did some research. I added a hyperlink to it that takes you to the full powerpoint from TEA. I hope this answers this question. Intern certified, probationary certified, and standard certified teachers are eligible.

0. How often are committee meetings, and when will they be held?

There will be several up front that will likely be held in person. If these are held during the day, then subs will be provided. There will be no meetings on weekends, but after school may be utilized at times. Sub committee's will be formed based on the advice we have been given on application completion. For these sub committee's, meetings can happen remotely, or through google collaboration. Once our application is turned in, the number of meetings should fall off until we look into expanding those put up for designations. I think that as we grow into this, the number of decisions will be reduced when compared to the initial start up.

0. How long will it take to get to full implementation? SpEd/specialty/support teachers? (7)

Fully Approved Cohort E Districts																			
Designation Year	2021-2022 School Year	2022-2023 School Year	District Approval Year 1 (2023-2024 School Year)			District Approval Year 2 (2024-2025 School Year)			District Approval Year 3 (2025-2026 School Year)			District Approval Year 4 (2026-2027 School Year)			District Approval Year 5 (2027-2028 School Year)			Continuation into next school year	
	April 2022	June 2022	September 2022	October 2022	November 2022	December 2022	January 2023	February 2023	March 2023	April 2023	May 2023	June 2023	July 2023	August 2023	September 2023	October 2023	November 2023	December 2023	January 2024
New Designations Year E1	Apply for TIA	Notify of TIA Approval	Data Capture Year			Retrospective Designation Start Date contingent on approval	Submit Designations to TIA/TIA	Notify of Approved Designations	Deadline to Submit Designations	Set-up of Teacher Designation Year 1 & First payment of designation year 1. All based on previous year February winter class roster	NA	District notified of submitted alignment based on teacher location from February winter class roster	Deadline to Submit alignment based on February winter class roster	Set-up of Teacher Designation Year 1 & First payment of designation year 1. All based on previous year February winter class roster	NA	District notified of submitted alignment based on teacher location from February winter class roster	Deadline to Submit alignment based on February winter class roster	Set-up of Teacher Designation Year 1 & First payment of designation year 1. All based on previous year February winter class roster	NA
New Designations Year E2			Data Capture Year			Retrospective Designation Start Date contingent on approval	Submit Designations to TIA/TIA	Notify of Approved Designations	Deadline to Submit Designations	Set-up of Teacher Designation Year 1 & First payment of designation year 1. All based on previous year February winter class roster	NA	District notified of submitted alignment based on teacher location from February winter class roster	Deadline to Submit alignment based on February winter class roster	Set-up of Teacher Designation Year 1 & First payment of designation year 1. All based on previous year February winter class roster	NA	District notified of submitted alignment based on teacher location from February winter class roster	Deadline to Submit alignment based on February winter class roster	Set-up of Teacher Designation Year 1 & First payment of designation year 1. All based on previous year February winter class roster	NA
New Designations Year E3			Data Capture Year			Retrospective Designation Start Date contingent on approval	Submit Designations to TIA/TIA	Notify of Approved Designations	Deadline to Submit Designations	Set-up of Teacher Designation Year 1 & First payment of designation year 1. All based on previous year February winter class roster	NA	District notified of submitted alignment based on teacher location from February winter class roster	Deadline to Submit alignment based on February winter class roster	Set-up of Teacher Designation Year 1 & First payment of designation year 1. All based on previous year February winter class roster	NA	District notified of submitted alignment based on teacher location from February winter class roster	Deadline to Submit alignment based on February winter class roster	Set-up of Teacher Designation Year 1 & First payment of designation year 1. All based on previous year February winter class roster	NA
New Designations Year E4			Data Capture Year			Retrospective Designation Start Date contingent on approval	Submit Designations to TIA/TIA	Notify of Approved Designations	Deadline to Submit Designations	Set-up of Teacher Designation Year 1 & First payment of designation year 1. All based on previous year February winter class roster	NA	District notified of submitted alignment based on teacher location from February winter class roster	Deadline to Submit alignment based on February winter class roster	Set-up of Teacher Designation Year 1 & First payment of designation year 1. All based on previous year February winter class roster	NA	District notified of submitted alignment based on teacher location from February winter class roster	Deadline to Submit alignment based on February winter class roster	Set-up of Teacher Designation Year 1 & First payment of designation year 1. All based on previous year February winter class roster	NA
New Designations Year E5			Data Capture Year			Retrospective Designation Start Date contingent on approval	Submit Designations to TIA/TIA	Notify of Approved Designations	Deadline to Submit Designations	Set-up of Teacher Designation Year 1 & First payment of designation year 1. All based on previous year February winter class roster	NA	District notified of submitted alignment based on teacher location from February winter class roster	Deadline to Submit alignment based on February winter class roster	Set-up of Teacher Designation Year 1 & First payment of designation year 1. All based on previous year February winter class roster	NA	District notified of submitted alignment based on teacher location from February winter class roster	Deadline to Submit alignment based on February winter class roster	Set-up of Teacher Designation Year 1 & First payment of designation year 1. All based on previous year February winter class roster	NA
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The above graphic has a hyperlink that takes you to the TIA webpage and gives a specific timeline for each cohort towards the bottom of the page. You can probably see the information better if you go to the actual web page.

Based on the cohort schedule, if we are approved, start data collection next year, submit the data for validation, and have it approved, the money can be paid to teachers in the 23-24 school year. The district would be reimbursed for monies paid to teachers in the 24-25 school year. If we don't get approved, then we start the process again. If our application is approved, but then our data submission isn't valid then there is no guarantee that the money will come. Depending on what we learn, we could continue to add areas slowly or we could feel good about moving more quickly at that point.

0. Will class sizes grow for non tested/selected contents to support those who are being considered?

I don't foresee this being an issue. What we do in Industrial works. I don't want to change anything we do in order to force this initiative programmatically. I want to start small to learn the process, then add new areas as quickly as possible.

0. What assistance/feedback will be there if my evaluation isn't satisfactory? (7)

This was truly a frequently asked question! To me, it speaks to our culture in Industrial. "I'll be fine if I don't get it if you can work with me to get better so I can get it next time!" Yes, support will be provided. Many of you suggested mentors, training, and additional support. I don't know how to give specifics as each person will be unique in the support that they may need/want, but we are committed to all of you to continually improve as we move forward.

0. Will there be incentives for those not involved?

Part of our process is to determine how the dollars that come in are dispersed. This will be a decision that we make as a district through the committee, and district feedback. My first thought is to find ways to spread it out. With that being said, if we do this and a neighboring district gives all the dollars to the teacher who earned the designation then the teacher could leave. If the teacher leaves, all of the dollars go with them. This makes it a bit more complicated!

0. What do committee members get out of the deal?

Involvement in this allows committee members to have a voice at the table throughout this process. I will try to have snacks at the meetings???!!! Cold water/hot coffee???!!!

0. Is it as bad as a reading academy?

I am not participating in the reading academy, so it's hard for me to say. The feedback I have received from those who are participating lead me to believe that this will not be like reading academy! If you're talking about committee participation, then definitely not. If you're talking about the program all together, then I don't see this being an issue either. For teachers, you will mainly do what you already do... You may pay a bit more attention to those keys that we decide are factors in our local designation system to make sure that your focus is on student growth and good teaching.

0. What data will get looked at?

As we go through the process of applying, the type of data to be reviewed will be determined based on which groups are selected to start. If it's EOC/STAAR tested subjects, then student growth measures will be pulled using that data. If it's Special Education, then similar data sources will be utilized. For our non tested traditional type of areas, student growth measures will be reviewed utilizing different factors but will probably include data from unit assessments and other growth measurement sources. If it's CTE, Fine Arts, or other non-traditional types of areas, then we will have to create rubrics that will determine the data sources that we pull from.

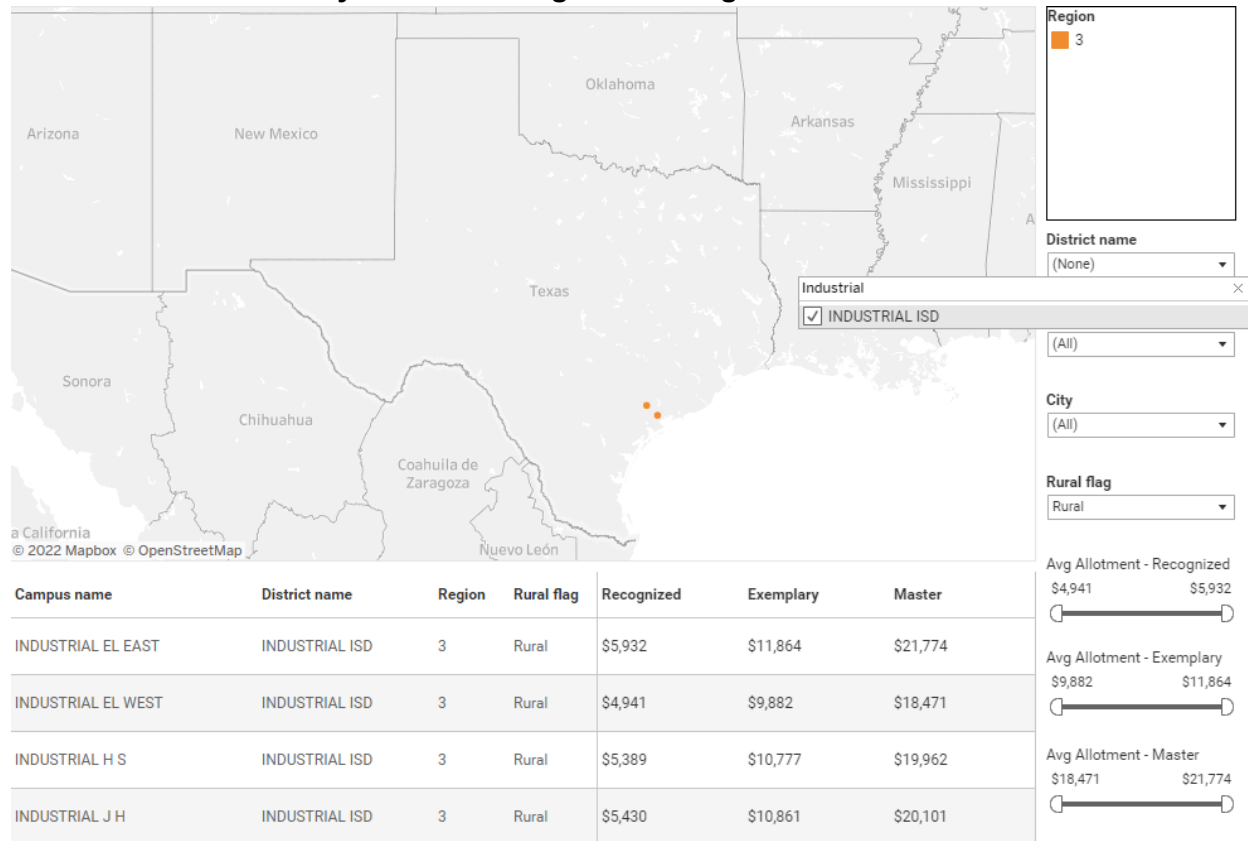
0. Who gets chosen first?

This will be determined by the committee along with feedback from the district.

0. What all extra is actually involved? (3)

For teachers, you will mainly do what you already do... You may pay a bit more attention to those keys that we decide are factors in our local designation system to make sure that your focus is on student growth and good teaching. (I know, I copied and pasted this from a previous question!) All teachers in the areas selected for review will have to be evaluated. I have no doubt that more thought and attention will go into your Student Learning Objective selection as student growth will be a required measurement.

0. How much money will each designation bring for Industrial?



This graphic is also hyperlinked to the TIA website. These numbers are specific for Industrial, but can change each year based on our enrollment.

0. How long will we do this? (2) (Answered with 14)

0. How long will the money be there? (5)

All I can provide here is that my hope is that we continue this as long as there is funding from the state for it. I searched high and low for a total amount budgeted by the state for this initiative. I couldn't find one! I remember when I was still in VISD and first heard about this a number was shared in one of the training sessions I went to. I want to say it was somewhere around 4 billion dollars (this is a guess based on my aging memory...). My thought then was 'why don't you just take that money and give all teachers a raise?'. (still pretty much my thought...) The website shows that this year TIA paid out just over 43 million dollars. If the 4 billion was a finite number, then my math says it will be gone in about 8 years. I'd like to think that the original dollar amount was not a finite number, and this will continue to be funded for many years. (Industrial, this is more of me thinking out loud than it is a 100% accurate answer!)

0. How many teachers can qualify?



Frequently Asked Question



Question

Is there a state cap on how many teachers can earn a designation?



Answer

- No.
- TEA is in the process of developing performance standards for each designation level.
- It is possible, over time, for all teachers to earn a designation through their local designation system given their ability to meet the statewide performance standards.

I hyperlinked this answer as well. I think this answer is a bit misleading though. When we first start this, I don't know how valid our data will be if everyone we submit for designation qualifies at the same level, or at all. I do think the slide is accurate when it says that in time everyone can qualify.

0. **Is it just for tested curriculum?**

No, our hope is that this will eventually impact all teachers in the district. Who we start with will depend on the committee along with feedback from the district.

0. **Time (18) Paperwork (10)**

(These are more 'FEC' frequently mentioned concerns than questions...)

For those on the committee and time: time will be added as we meet, and work through all of the things that have to be presented for decisions to be made through district input. For the committee and paperwork: the application will be submitted by the district. I think I would be the one taking on any mundane paperwork involved in the application. Any work added to teachers not on the committee throughout this process will be up to the teacher. You will have to learn about the program and how you qualify. You will either participate in surveys that come out asking for your input, or you won't. Then, it's up to the individual again as to anything extra that they decide to do as far as going for the designation. My hope is that this is more of a reward for quality of work rather than quantity of work. Sometimes it does take more time and effort to create more quality. Sometimes it doesn't. If someone wants to go after the ["National Board Certification"](#) (hyperlink) which qualifies you automatically for a 'recognized designation', it's my understanding that there is a lot of time and paperwork involved in this process.

0. How will these 'teacher labels' be communicated to parents?

This will be determined by the committee along with feedback from the district.

0. How many evaluations?

This will be determined by the committee along with feedback from the district.