



# Teacher Incentive Allotment

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Crowley Independent School District

**GOAL 3**  
**EMPOWERED  
STAFF**

# The Goals



## RETENTION

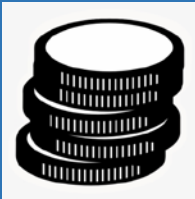
To ensure top teachers have a **realistic** path to a competitive annual salary

## RECRUITMENT

To **attract** and **keep** effective educators in the classroom and **incentivize** teaching at challenged campuses



# Key Points



Districts will receive additional funding (\$3,000-\$32,000 per year) for every designated teacher they employ.



Districts will receive greater funding for designated teachers who work on rural and/or high needs campuses.



Designations will remain on a teacher's certification for five years.



# Levels of Distinction



**Recognized**

**\$3-\$9K**

*Top 30% in the state*

**National Board Certification**



**Exemplary**

**\$6-\$18K**

*Top 20% in the state*



**Master**

**\$12-\$32K**

*Top 5% in the state*



# District and State Roles



## District Role

Develop & implement a designation system  
based on teacher observation  
and student growth



## State Role

Approve district systems based on their  
validity and reliability

# Designation Components



Teacher  
Observation

- Observation based on T-TESS or locally developed system
- District application must show evidence of validity and reliability



Student  
Performance

- Student performance measures determined by district
- District application must show evidence of validity and reliability



*Optional:  
Additional  
Factors*

- Districts *may* consider additional factors in making designations (e.g., mentoring other teachers, student surveys, etc.)



# Surrounding Participants



## Districts

- Fort Worth ISD
- Burleson ISD
- Everman ISD
- Dallas ISD
- Grand Prairie ISD
- Richardson ISD

## Charters

- IDEA Public Schools
- Great Hearts Texas
- Uplift Education
- International Leadership of Texas



**32 Members**

Teachers

Campus Administrators

District-level Staff





# Two-Step Approval Process



## 1. System Review (TEA)

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Districts submit application, which could include narrative components and artifacts, to TEA to demonstrate high-quality, valid and reliable:

- ✓ Teacher observation system
- ✓ Student performance measures



## 2. Data Review (TTU)

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Districts submit evidence of teacher effectiveness to TTU to ensure the relative accuracy and reliability of:

- ✓ Student performance measures
- ✓ Teacher observations



# Application Components



Weighting



Teacher  
Observation



Student  
Growth



System  
Development



Spending  
Plan

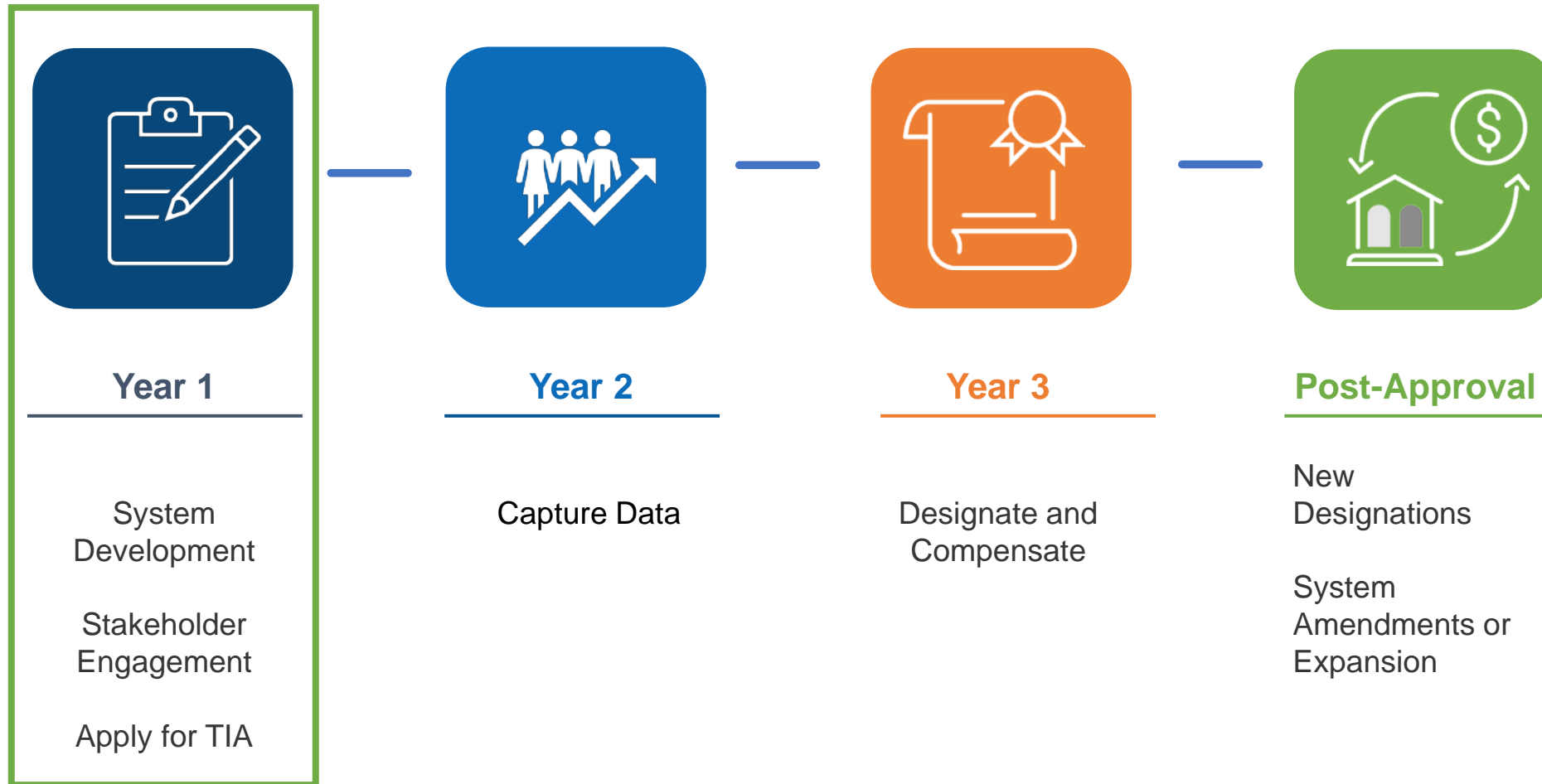


District  
Support

*How will we identify, reward and retain highly effective teachers?*



# Timeline



# Next Steps



Survey

Design Team  
Meetings

Application  
Due **April 15**



## Teacher Incentive Allotment Website

[www.tea.texas.gov/TIA](http://www.tea.texas.gov/TIA)

## Email

[kohler@crowley.k12.tx.us](mailto:kohler@crowley.k12.tx.us)



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