



Administrative Guidelines

The goal of the **Teacher Incentive Allotment** is to provide a realistic pathway to pay outstanding teachers six-figure salaries. This will dramatically improve the recruitment and retention of highly effective teachers. Teacher Incentive Allotment compensation will be paid in addition to the current salary schedule.

Teacher Eligibility

The teacher must have a valid SBEC certificate. Eligible types of the certificate include: Standard, Professional, Provisional. Eligible classes of certificates include: Classroom teacher (Chapter 233), Reading Specialist (Chapter 239), Legacy Master Teacher. The teacher must be coded 087 (Teacher) per the Public Education Information Management System (PEIMS) description of codes for 90 days at 100% of the day (equivalent to four and one-half months or a full semester) or 180 days required at 50-99% of the day and compensated for that employment.

TIA Designations

Designations are Recognized, Exemplary, and Master. Once earned, designations remain valid for a period of five years. They are determined by utilizing both teacher observation ratings and student performance data.

Plan to Facilitate National Board Certification

National Board Certification is a voluntary advanced professional certification for PreK-12 educators that identifies teaching expertise through performance-based, peer-reviewed assessment. Teachers are certified based on standards set by the National Board for Professional Teaching Standards (NBPTS) National Board Certification provides teachers an opportunity to hone their practice, demonstrate professional knowledge, and reinforce their dedication to their students and their career. The certification process is designed to collect standards-based evidence of accomplished practice, and on average takes 1-3 years to complete. To become a Board-certified teacher, eligible candidates must demonstrate



advanced knowledge, skills, and practice in their individual certificate area by completing four components: three portfolio entries and a computer-based assessment. Certification is available in 23 certificate areas spanning 16 disciplines from Pre-K through 12th grade. Por Vida will sponsor an annual cohort of up to 4 individuals seeking National Board Certification. The district will aid and supports necessary to ensure high rates of completion and success.

State-wide Teacher Observation Performance Standards

The minimum average scores were derived from a statewide analysis of T-TESS observations with scores on a 1-5 scale. Teachers in each of the three designated categories tend to have scores above these minimum averages. Por Vida will utilize EEP as our teacher evaluation system which we have had in place for the last 10 years on all of our campuses. After conducting an analysis and cross-walk between T-TESS and EEP it is confirmed that the two are equivalent in terms of teacher expectations and levels of rigor.

However, the overall holistic review may allow for scores that are nominally lower than these stated minimums in some cases.

Designation Level	Minimum Average Score Across Domain 2 and 3	Minimum Rating Required for each Dimension in Domain 2 and 3
Recognized	3.7	At least 3 (proficient) on all dimensions
Exemplary	3.9	At least 3 (proficient) on all dimensions
Master	4.5	At least 3 (proficient) on all dimensions

Student Growth Index Ranges Value-Added Performance Standards

Designation Level	Student Growth
Recognized	55%
Exemplary	60%
Master	70%



District Approval Process

The Teacher Incentive Allotment is fully funded by the Texas Education Agency. District approval requires a two-step process. The district makes application to the Texas Education Agency. Upon initial application approval by TEA, the district then submits both teacher observation and student performance measures to Texas Tech University. Texas Tech officials examine the submission and verify that the evidence is valid and reliable. Final approval is granted by TEA and designations (Recognized, Exemplary, Master) are placed on teacher certificates. Districts are notified and receive funding for teacher awards.

Teacher Designation Award Amount Determinations

The funding available from the Teacher Incentive Allotment varies by designation. The exact amount of funding per teacher is determined by a formula that takes into account the level of socioeconomic need at the campus and whether the campus is rural. The below amounts are directly from TIATexas.org

Please see below amounts by campus:

Por Vida Academy San Antonio

Funding for Recognized \$6980

Exemplary designation ranges from \$13960

Master designations range from \$25267

Por Vida Academy Corpus Christi

Funding for Recognized \$4734

Exemplary designation ranges from \$9469

Master designations range from \$17781



Teachers will receive 80% of their designation payout, other high performing teachers will receive 10% and 10% will be utilized by the district for TIA needs such as professional development, student growth measures, and/or administrative or non-teaching compensation.