



FREQUENTLY ASKED QUESTIONS

Is there a limit to the number of teachers that can be designated?

- *Any eligible teachers that meet the TTESS and Student growth measures criteria can be designated. There is no limit to the number of teachers who can receive a designation.*

How long are teacher designations valid?

- *Teacher designations are valid for 5 years.*

Who will add the designation to the teacher's certification?

- *The Texas Education Agency will add the designation to the certifications. The teacher designation data will be submitted by the district. TEA will not change any designations submitted by local education agencies. Once your part 2 of the application is approved teachers submitted with necessary data criteria you submitted.*

When are allotments paid?

- *TEA reimburses funds to districts after September 1 after the designation data collection year. More clarification of timelines in funding and spending are forthcoming.*

Special populations and growth measures...how does that work?

- *Student growth measures will be set per campus assessment (NWEA MAP, Pre/Post test etc). Statistical growth measures will be set per assessment according to students "expected" growth from pretest to post test. This is not a "pass or fail" measure. Each student should show growth. For example, high achieving students should maintain high performance at pre/post test assessments periods.*

How does incentive pay affect TRS?

- *House Bill 1525 determined that all TIA funds are TRS eligible. It is up to the district how they choose to pay into TRS. More clarification of timelines in funding and spending are forthcoming.*

If I get designated the first time but want to try for a higher designation the next year, can I?

- *If the teaching assignment that the teacher is requesting a higher designation for has already been approved in the LISD plan, LISD will submit the new data in November to get those requesting teachers approved for the higher designation. If the teaching assignment is not already included in LISD's plan, we will have to add to or amend that portion of the plan and resubmit the amendment before the teacher can be considered for redesignation.*

How does funding work for designated teachers coming from other districts?

- *Their designation does follow them to the new district. The LISD spending plan will address how those funds are dispersed according to year 1. More clarification of timelines in funding and spending are forthcoming.*

Why didn't we get approved last year? How is this application better?

- *LISD received the feedback below on the initial Cohort D application to address Part 1 C in Teacher observation trends:*

| | |
|--------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. How often do district and campus leaders review teacher observation trends? | District and campus leaders review teacher observation trends at least once quarterly by grade, subject, and appraiser. (October, January, March, June) The campus instructional leadership team reviews results and at least annually, trend data is shared with teachers. |
| 2. How is skew in teacher observation trends identified at the campus level? | At the campus level, appraisers review the teacher observation trends through the reports option in DMAC to identify any areas of skew at the campus level. |

- *The Feedback from the TEA TIA team to address this area was: "Require review of campus and district-based teacher observation trends at least quarterly. Assign campus-based teams to address any issues of skew, with support from district leadership. Best practice is to communicate trend data to teachers."*
- *In order to be ready to meet Readiness requirements for the Cohort E application, the application team (Clouse, Widemon, Lane) have participated in weekly TIA webinars, cooperated with area adms interiors to review their approved plans, read and reviewed multiple approved plans across the state, partnered with LaTonya Whitaker from Region 7 to assist in application entry and review. Compiled "exemplar" applications that align with LISD vision for incentive funding.*

Will there be unfamiliar people evaluating me for TTESS?

- *Campus administrators will perform the majority of TTESS observations as usual. Other administrators in the district will be available to assist with TTESS if requested by the campus principal. For example, the Special Programs Director may assist with Special Education TTESS observations for Life Skills where teachers are familiar with her presence, Mrs. Widemon may assist at EJ Moss, etc.*

Are there routes to opt out of incentive pay?

- *If the teaching assignment is being put forth in the LISD plan then the teacher cannot opt out of data collection (TTESS and Student Growth). The teaching assignments have data collected according to those assignments that are included in the application/plan. Teachers may opt out of a designation after their data collection year. Essentially, you can not forgo data collection, but you may forfeit the designation and funds after it is submitted.*

Previously labeled "Master Teacher" certifications were renamed to "Legacy." How does that relate to this designation process?

- *The incentive designation system is legislative via HB3 and is separate from previous labeling. Designation labels of "Recognized," "Exemplary," or "Distinguished" will be added to teacher certifications in connection with TIA. Further explanation of this change in wording can be found by searching: HB 3 Update – Master Teacher Update | Texas Education Agency*