

Edgewood Independent School District

Regular Board Meeting

Date: February 20, 2024

AGENDA SECTION: Consent

SUBJECT: Consideration and approval of the Teacher Incentive Allotment Spending Plan for the distribution of Teacher Incentive Allotment funds for qualified TIA designated teachers.

BOARD POLICY: DEAA (LEGAL) and DEAA (LOCAL)

BOARD/SUPERINTENDENT PRIORITY(S):
(Select all applicable priorities)

- Priority 1 – Focus on Student Success
- Priority 2 – Focus on Students, Families and Community
- Priority 3 – Focus on Operational Excellence
- Priority 4 – Focus on Employees & Organizational Improvement
- Priority 5 – Focus on Financial Stewardship

ACCOUNT CODE(S): N/A

PREPARED/PRESENTED BY: Phillip Chavez, Deputy Superintendent

Background Information

In 2019-2020, EISD began the application process for the Teacher Incentive Allotment (TIA). After a year and a half of planning the district submitted its TIA plan to the Texas Education Agency (TEA). The TEA requires a plan to measure two variables: student growth scores and teacher evaluation scores. Once we have both variables for every teacher who teaches reading and mathematics, we are required to calculate the correlation between student growth and teacher evaluation. The TEA approved the district TIA plan on August 15, 2021.

The implementation of year one of the TIA Plan began in 2021-2022. Once we collected and compiled the data for the 2021-2022 cohort, we submitted the data in October 2022 to the TEA and Texas Tech University to run a series of 13 statistical analyses, or “check points”, on the correlation between student growth and teacher evaluation to ensure complete accuracy of the entire system’s data points. We were informed February 2022 the correlation for the 2021-2022 cohort did not meet the minimum standard and our TIA data was denied.

We went through the second year of our TIA plan for our 2022-2023 cohort of reading and mathematics teachers and submitted the correlation data in October 2023 to the TEA and Texas Tech University to run their statistical checkpoints. The 2022-2023 cohort correlations surpassed the highest correlation standard required by the TEA and Texas Tech University. We plan to hear back from the TEA and the TIA group in February 2024.

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Given the probability that our system correlation data will be approved, and our recommended designations will be approved, we come to the Board for your approval of the TIA Spending Plan. For the first year of system approval, the Teacher Incentive Allotment funds arrive as a lump-sum reimbursement in September settle-up. Districts must expend all allotment funds for the given school year by August 31 in accordance with the spending plan outlined in their System Application. The award amounts for Recognized, Exemplary, and Master teacher vary from district to district and within a district from campus to campus, based on their economically disadvantage numbers.

By statutory requirements, the spending plan must provide a clear description of how the district is meeting statute: At least 90% is spent on student-facing instructional staff on the campus where the designated teacher works and up to 10% can be used to support the designation system or to support teachers in getting designated. The district must also provide this clear plan for payouts prior to August 31st each year and the spending plan should be publicly accessible but is not required for statutory full readiness. EISD will post its final spending plan on its TIA website after Board approval.

To be sure, teachers will receive 90% of the TIA funding. However, cost for the Teacher Retirement Services, United States Income Tax, and requisite benefits portions will be subtracted from the final award.

Administrative Consideration

The EISD team has worked closely with the Teacher Incentive Allotment group and the Texas Education Agency and attended numerous information workshops and trainings. Campus administrators led by the Office of School Leadership and Academic Services have aligned their learning to better correlate teacher T-TESS evaluation with student growth outcomes. The team has worked with ESC-20, Amplify reading, and NWEA MAP training.

Communication Deployment

Board Workshop, Board Updates, Board Briefings, Board Minutes

Suggested Motion

The School Board approves of the Teacher Incentive Allotment Spending Plan for the distribution of Teacher Incentive Allotment funds for qualified TIA designated teachers.

Respectfully submitted,
Dr. Eduardo Hernandez, Superintendent of Schools