

## FREQUENTLY ASKED QUESTIONS – DESIGNATION

### **What are the requirements for designation?**

The district's local designation plan was developed by a committee of over 100 staff members, of which 85% were teachers who would be participating in and therefore affected by the plan. The committee established the following criteria for earning a designation. Please visit our website at <https://www.killeenisd.org/tia> to review the local designation plan and access the TIA Field Guide with details for each component.

### **I am not returning next year; can I still earn a designation?**

Earning a designation is a two-year process. A teacher must be employed by the district throughout the two-year process to receive a designation. As such, the answer depends on where you are in the process.

Year 1 – Data Collection: During this period, the district gathers data related to student growth, teacher evaluation, and professional growth. Data is analyzed over the summer to determine recommendation for a designation. ***If you leave at the end of the data collection year, you will not be eligible for a designation.***

Year 2 – Data Validation: During this period, the district submits data and recommendations for designation to Texas Tech University. TTU runs a comparative analysis to determine reliability and validity, then TEA reviews the data and approves or denies designation. In May, after reviewing winter PEIMS data, TEA informs campuses of teacher designations and incentive award amounts. ***If you leave at the end of the data validation year, you will receive your designation and incentive award for the year from the district.***

## FREQUENTLY ASKED QUESTIONS - FINANCIAL

### **Is this a one-time incentive?**

Once a designation is approved, it remains with the teacher for five years. The incentive awarded is an annual award, provided the teacher remains employed with a Texas public school as a classroom teacher.

### **How will moving to another campus affect my incentive award?**

The funding amount awarded by TEA is based upon demographic and rural status of the campus at which a designated teacher is employed. Campuses that are rural and/or have high populations with socioeconomic needs receive a higher multiplier than those that are urban or have low populations with socioeconomic needs. Please visit TEA's website at <https://tiatexas.org/funding-map/> to find the specific incentive amount for each campus. To look at all districts and campuses statewide, you can click the link to download the full map data.

### **If I go to another school district next year, will I continue to receive my incentive?**

The TIA designation and associated funds are part of a state managed program, though earned through the district's local designation system. When a teacher earns a TIA designation, the state allocates funds to the employing school district and will be distributed according to the district's funding plan, approved under the local designation system.

If you were to transition to a new ISD within the state, your new district would receive the TIA funds allocated for the school year, as you would then be employed by them. They would be responsible for distributing any funds received according to their own local designation system's funding plan.

It is important to note that each district's funding plan may differ. While Killeen ISD directs 90% of the funds directly to designated teachers, other districts may have variations in their distribution plans, such as using the funds toward retention or recruitment bonuses for all teachers on the campus. Legislation requires that 90% of the funds be distributed to teachers at the campus in which the designated teacher is employed, not specifically to the teacher holding the designation. Therefore, we recommend that you review the funding plan in place with your prospective district to understand how TIA funds will be allocated and ensure you have a clear understanding of the financial implications.

### **I am resigning/retiring at the end of the school year; will I still receive my incentive award?**

The Texas Education Agency provides incentive funding information to school districts in the last week of April. The information indicates which teachers the district will receive funds for and the amount, based on data from the fall and winter PEIMS snapshots. If the district receives TEA funding for a teacher, the teacher will receive their incentive award in June.

### **If I retire with a designation and return before my five years are up, will I still receive the incentive or do I lose it once I retire?**

The designation is awarded and remains on your teaching credentials for five years. If you retire, sit out a year, and then return, and the five year period has not expired, you will be eligible to receive the incentive earned, provide you meet TEA's guidelines regarding teaching – 90 or 180 days depending on whether the position is a full or part-time teaching position.

## FREQUENTLY ASKED QUESTIONS – PROFESSIONAL GROWTH

### How many hours are required to for each level of designation?

A teacher must have a minimum of 40 hours to achieve a designation of recommended, 50 hours for exemplary, and 60 hours for masters.

### Is all PD eligible for credit in TIA?

No, there are items that are not eligible for credit, such as:

- Annual required training, e.g., STAAR test administration, cybersecurity, bloodborne pathogens, etc.
- Undergraduate or graduate coursework, regardless of institution accreditation
- Independent studies, including book studies.

### What is the deadline for completing PD hours for the year?

The current designation plan has set the dates for PD between June 1 to May 31.

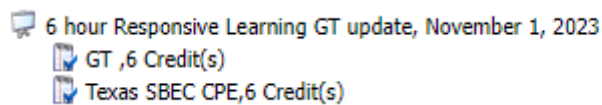
### What are the criteria for outside/online PD toward TIA requirements?

Conferences, workshops and online courses may be granted credit toward TIA. However, teachers must seek pre-approval from their campus administrators prior to attending training and requesting credit within STRIVE.

- Administrators may not approve any PD that falls under the criteria for ineligibility.
- Administrators should review all materials regarding the training to ensure quality of training and that it is aligned to the teacher's professional goals under T-TESS and/or campus goals.
- Administrators should determine and approve only the actual time spent learning. CEU hours are NOT used to determine credit awarded.
  - Example 1 – A course in Infobase Learning indicates three continuing education units awarded. However, the videos, assignment, and quiz for the learning will take approximately one hour to complete. The administrator may approve the course for one hour of credit.
  - Example 2 – A teacher attends a one-day conference that provides a certificate for eight hours of credit. During the conference, the teacher attends six, 45-minute sessions, with breaks and transitions in between. The administrator may approve 4.5 hours of credits for the actual time spent learning in sessions.
- Teacher must submit a request for credit via STRIVE, attaching evidence of attendance, including documentation of assignment completion, assessment scores, and certificate of completion, for review by the administrator so that credit may be awarded.

### My hours in Eduphoria don't match my hours on the dashboard. Why?

Courses in Eduphoria list categories for which teachers apply credit hours toward renewal, e.g. SBEC renewal, GT initial training or annual updates, etc. This allows teachers and administrators to track that requirements have been met. As such, a six-hour credit course may show up in multiple categories, like below.



The TIA dashboard awards credit whether a course has one category or three, though it only awards the appropriate credit hours for the course. In the example above, the teacher would receive six hours, not twelve. When a course falls into a non-approved category, such as annual training, it does not appear on the dashboard.

To check your credits in Eduphoria against the dashboard, compare titles for which credit has been awarded and find them on both the dashboard and Eduphoria. Pay attention to the green and red texts next to courses in Eduphoria indicating pending, registered, absent, etc. Courses with these superscripts have not been granted credit and therefore will not be on the dashboard.