



**TEACHER
INCENTIVE
ALLOTMENT (TIA)
TECHNICAL ASSISTANCE**



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TEACHER INCENTIVE ALLOTMENT

LOCAL DESIGNATION SYSTEM

NATIONAL BOARD CERTIFICATION



TIA District Advancement Champions

Technical Assistance

Region 4 is a TEA-approved Technical Assistance provider for all five specialty areas including; General TIA Support, Teacher Observation, Student Growth Measures, Data Analysis, and Spending and Strategic Compensation.

There are two pathways to designation for teachers one is through a district-created Local Designation System (LDS), or a teacher earning National Board Certification. The process from system application completion and submission to having a fully approved LDS is three years. Earning National Board Certification generally takes two-three years, with some teachers completing the process in one. Teachers request reimbursement of component fees through their district upon earning certification.

The Region 4 TIA District Advancement Champions partner with districts to help teachers earn a TIA designation, whether it be through the development and maintenance of a LDS or through National Board Certification. Region 4 offers the support services necessary to help every district meet its goals!

OVERVIEW

MULTI-STEP APPROVAL PROCESS



Pre-Application

Districts in the pre-application stage may fall into one or more of the following categories:

- The district has not started the process of developing an LDS.
- The district has elected to use National Board Certification to designate teachers.

Applying Districts

Districts intending to submit a System Application have submitted an LOI for the current school year, and have started the process of building an LDS, while also completing the application. The completed application will be submitted to TEA by the deadline.

Data Capture

Districts in data capture year have earned an "Approved" application status with TEA. These districts will implement and verify the LDS through data collection and analysis throughout the school year.

LDS Expansion and Modification

Districts have earned a "Fully Approved" system, giving them the ability to designate teachers as "Recognized", "Exemplary", or "Master" for five years. Districts may modify or expand their LDS by submitting an expansion and modification application.

Renewal Districts

After five years districts must reapply for their LDS in the to continue designating teachers. All Renewal Districts are notified by TEA to indicate they are in their Renewal Year.

OUR SERVICES

LOCAL DESIGNATION SYSTEM (LDS)

Region 4 District Advancement Champions are ready and excited to assist districts in creating and maintaining an LDS! We are here to guide, think through, and provide the resources needed for a successful LDS. Regardless of whether a district is in the design, implementation, expansion and modification, or renewal of an LDS, Region 4 offers technical assistance through customized contracts and micro-bundles of support. Districts may also choose professional development options that meet their ever-changing needs.

1.

General Teacher Incentive Allotment Support

Support services include reviewing and providing feedback on all three types of LDS applications and providing ongoing technical assistance through application submission and TEA feedback cycles.

2.

Teacher Observation

Technical assistance is customized and may include the review of district-created rubrics, the creation of observation schedules, T-TESS initial training or refreshers, calibration practice, cross-campus calibration walks, alignment of teacher observation to student growth measures, personalized professional development, and more.

3.

Student Growth Measures

Available supports include reviewing and providing feedback on selected student growth measures, professional learning on implementing pre-and-post-tests, Student Learning Objectives (SLO), and portfolios.

4.

Data Analysis

Data analysis supports include partnering with districts to analyze district-provided teacher observation and student growth data to support the fidelity of the LDS.

5.

Spending and Strategic Compensation

Region 4 offers feedback on spending plan communication, stakeholder engagement, and funding allocation.



OUR SERVICES

NATIONAL BOARD CERTIFICATION



Professional Development

Potential and current National Board Candidates can engage in learning for successful completion of the National Board of Professional Teaching Standards (NBPTS) requirements for certification. We are pleased to offer self-paced, on-demand courses to meet teachers where they are in their National Board journey.

Self-paced courses available include:

- Region 4 National Board Pre-Candidacy Institute
- Navigating National Board Certification: Component 1 Course
- Navigating National Board Certification: Component 2 Course

Self-paced courses coming soon:

- Navigating National Board Certification: Component 3 Course
- Navigating National Board Certification: Component 4 Course



National Board Certification (NBC) Cohort Technical Assistance Contracted Services

The Region 4 team offers technical assistance contracted services to support districts with developing a district led cohort. Services include the following areas of support; personnel and logistics, candidate application development, recruitment and retention of candidates, candidate selection, scope & sequence development, and cohort program evaluation. We partner with the district representative to create a cohort that aligns with TIA district goals and best practices to support candidates through their NBC journey.

“

National Board Certification is the gift I gave to myself and to my students. It has bonded me to my profession. It has centered my practice, and it has invited me to really know my students.

Crystal Culp, NBCT

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CONTACT US



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