

TIA Application Exemplar Answers: Spending Tab

The TIA Exemplar Answer Documents, complementary to the Scoring Rubric, support districts as they develop their local designation system and prepare to submit a TIA System Application. While the Scoring Rubric is designed to show the required criteria for an answer to be scored at 'Full Readiness', the TIA Exemplar Answer Documents are designed to show exemplary answers that go beyond the 'Full Readiness' criteria. The purpose of this design is to embed best practices that districts may reference in the design and implementation of their own local designation systems based on local context.

The sample exemplar answers, organized by each respective tab in the application, provide 1-2 sample answers for narrative question types. This is not an exhaustive list of ways in which a district could respond to the TIA System Application questions nor are the sample answers indicative of any one's district's plan. Each exemplar answer provided is a stand-alone example of how each corresponding question could be answered. Note: there are no exemplar answers for multiple-choice, drop-down menu or Yes/No question types.

SAMPLE EXEMPLAR ANSWERS FOR THE SPENDING TAB

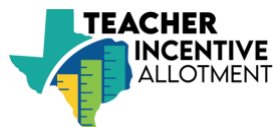
Part A

Question	Sample Exemplar Answer #1	Sample Exemplar Answer #2
1. To confirm that your district's spending plan complies with statute, provide additional details outlining how the district will spend funds on other eligible staff and how the district will spend any portion of the allotment remaining at the district-level.	The district will allocate 80% of the funds to the designated teacher and 10% to other student-facing instructional roles on campus. The 10% going to other instructional roles on campus will be split evenly across all other teachers and/or teacher assistants who support the designated teacher in the same teaching assignment, such as intervention teachers, reading and math specialists, dyslexia specialists, dual language and/or bilingual and/or special education teaching assistants, etc.	(For the 10%) The district will utilize funds reserved at the district level to partially fund an instructional technologist position that will be used to assist in data collection activities related to our TIA plan. Funds will also be allocated at the district-level to support TIA by providing enrichment and staff development to teachers to help them earn a designation, including supporting a National Board Teacher Certification cohort.

3. By what date will your district spend all TIA allotment funds? Please include details about the first year and subsequent years.	The first year's TIA amount will be paid in the form of a one-time stipend by August 31, 2025. In subsequent years, teachers can choose to have a one-time stipend on their May paycheck, or three equal stipends divided between the June, July and August paychecks. All funds will be expended by August 31 st annually.	
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Part B

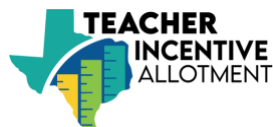
Question	Sample Exemplar Answer	Sample Exemplar Answer
1. What is the rationale for the distribution of allotment funds, and how does this align with district goals?	<p>The rationale for the distribution of TIA funds is to offer a competitive compensation package that rewards the most effective teachers in the district.</p> <p>TIA is strongly aligned to primarily address goals of the district's strategic plan which notes that the district will:</p> <ul style="list-style-type: none"> • attract, develop, retain, and sustain the highest quality talent for our classrooms and schools. • sustain longevity for top tier teachers in the district with supplemental pay. • attract quality talent by offering a competitive salary in a small learning environment. • align financial plans and budgetary expenditures to support student learning and teacher performance pay. • implement a differentiated compensation package to reward the highest performing teachers based on student performance. 	<p>After gathering input from stakeholders, we determined that teachers who earned the highest T-TESS ratings and promoted student growth the most should receive the funds. In our plan, 90% of the funds will go to the designated teachers. District goals are aligned with the Effective Schools Framework (ESF) and the TIA aligns with the goals.</p>



2. How and when will teachers receive TIA compensation? (If splitting the allotment among designated teachers and other teachers on the campus, please specify the plan for both.)	In year 1, the district will issue a single lump sum payment in the summer, by August 31. In subsequent years, the district will offer four stipends annually to designated teachers in September, December, March, and June. The September and December payments will be 20% of the allotment, while the March and June payments will be approximately 25% of the allotment. They will receive the stipend in addition to their regular paycheck. The final stipend of the remaining 10% of the allotment will be reserved for a Retention Bonus for teachers who return (or who notified the district on or before May 1 st of their intent to leave) and will be issued in August.	Payments will be made in one lump sum to teachers on July 1st. The plan for designated teachers and the other teachers on campus who will be receiving part of the allotment is the same.
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Part C

Question	Sample Exemplar Answer	Sample Exemplar Answer
3. Other (Please describe): What is the district's plan for adjusting the distribution of funds if a designated teacher leaves the eligible campus/district after Class Roster Winter Submission? Check one option from the drop-down menu. If the district is forwarding funds to some subgroups of teachers (such as retiring teachers) but not to other subgroups of teachers (such as teachers whose contracts have been terminated), select "Other" and please describe the district's plan.	<ol style="list-style-type: none"> 1. Designated teachers who retire and complete the school year will receive the payout in May. 2. Designated teachers who leave after their contract ends, will receive a one-time payout in May. 3. Designated teachers who break their contract or retire before the end of the school year (but after Winter Roster) will not receive their allotment payout and the district will redistribute the allotment they generated to other designated teachers (in 087 roles) on the campus where the departing designated teacher worked by August 31st. 	<p>Resignation/Retirement:</p> <ul style="list-style-type: none"> • If a designated teacher resigns/retires after Class Roster Winter Submission and after the end of the school year, they will receive their allotment per the spending plan. • If a designated teacher resigns/retires after the Class Roster Winter Submission, but before the end of the school year, the designated teacher will not receive their stipend. Their share of the allotment will be equally disseminated to the remaining designated teachers and qualifying non-designated teachers/instructional paraprofessionals that remain at the campus of the resigning/retiring teacher. • If a designated teacher resigns/retires after Class Roster Winter Submission and after the last day to resign in the summer, then the designated teacher will not receive the stipend. Their share of the allotment will be equally disseminated to the remaining designated teachers and qualifying non-designated teachers/instructional



		<p>paraprofessionals that remain at the campus of the resigning/retiring teacher.</p> <p>Termination: A designated teacher leaving the district after Class Roster Winter Submission due to termination will not receive their stipend. If the designated teacher has already been paid any part of their stipend, the district will not try to recoup stipend amounts already paid. If the designated teacher is terminated prior to the stipend payout, their share of the allotment will be equally disseminated to the remaining designated teachers and qualifying non-designated teachers/instructional paraprofessionals that remain at that same campus.</p>
<p>4 (<i>Applicable only if district is not forwarding all funds</i>). How will the district spend the funds that would have gone to the TIA designated teacher who left the district after Class Roster Winter Submission i.e., teachers who generated an allotment, but whose funds the district is retaining? Note: 90% must be spent on teacher compensation on the campus where the designated teacher worked by August 31st annually.</p>	<p>Designated teachers who break their contract or retire before the end of the school year (but after Winter Roster) will not receive their allotment payout and the district will redistribute the allotment they generated to other designated teachers on the campus and/or other instructional staff who meet performance requirements where the departing designated teacher worked by August 31st.</p>	<p>If a designated teacher resigns after Class Roster Winter Submission and after the last day to notify the district, then the designated teacher will not receive the stipend. Their share of the allotment will be used to fund a new hire signing bonus to fill the vacancy at the campus and will be paid to the new hire prior to August 31st.</p>

