

# TIA Teacher Retention Strategies

Districts participating in the Teacher Incentive Allotment (TIA) should find that their systems support teacher retention through fair and accurate performance evaluations, teacher recognition and advancement opportunities, and added compensation. When communicating the benefits of their local designation system with teachers, administrators, and prospective hires, TIA leads may refer to the key points and recommendations below.

## PERFORMANCE EVALUATION SYSTEM

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The performance evaluation system in TIA districts provides valid and reliable data to share with teachers. Districts must provide a minimum of one 45-minute observation of teachers instructing their students and collect evidence of student growth during the school year. TIA requires campus appraisers to calibrate and analyze data regularly to ensure fairness and accuracy across campuses and teaching assignments.

Classroom walkthroughs provide opportunities for consistent and reliable feedback on practices. At mid-year, districts should have enough data to inform their teachers of what they are doing well and where they could improve before scores are finalized at the end of the year.

### Recommendations:

- Provide campus-wide or PLC presentations outlining a fair and accurate teacher observation system to ensure teacher buy-in.
- Emphasize teacher effectiveness is demonstrated by student growth and not achievement; highlight examples from different content areas where possible.
- Once data is available, share how each teacher's performance data aligned with designation outcomes; provide specific growth areas for improvement and pathways to new or higher designations.
- Collect and utilize ongoing stakeholder feedback on the performance evaluation system to make improvements throughout the year.

## TEACHER RECOGNITION

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TIA recognizes highly effective teachers at the state level through designations and district compensation. Districts may consider how leadership teams will celebrate and spotlight designated teachers and showcase the local designation system within the community.

### Recommendations:

- Hold a district-wide or campus-wide ceremony.
- Provide informal, congratulatory classroom visits from district leadership.
- Distribute TIA swag by using the [TIA templates](#) or creating your own.
- Have administrators hold one-on-one stay conversations with designated teachers and other high-performing staff in the spring before teachers determine plans for next year.
- Work with the district communications team to publicize teacher celebrations and system benefits through local media outlets and social media.

## CAREER ADVANCEMENT PATHWAYS

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Districts can promote designated teacher retention by creating career advancement pathways using local funds or up to 10% of the allotment funds. These opportunities can provide access to even higher compensation levels and allow teachers to grow their professional practice and leadership skills while remaining in the classroom serving students.

### Recommendations:

- When staffing and scheduling, consider how designated teachers can support growth and retention for other teachers on their campus through mentoring, teacher residency pairings, or partial release time for instructional coaching.
- Support designated teacher growth by providing opportunities to attend conferences or online professional development, mentor pairing with campus or district-level administrators, or forming cohorts of highly effective teachers.
- Create opportunities for designated teachers to serve in leadership roles and positions of influence. These may include campus or district-level advisory committees, providing opportunities to present to the school board, or leading professional development.

## COMPENSATION

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There are many ways for districts to build and improve their TIA spending plan with the central question: *How will TIA compensation incentivize highly effective teachers to continue in the classroom?* Strong local designation systems have goal-oriented spending plans, developed through engaging with district and campus-level stakeholders.

### Recommendations:

- Create a document or website that summarizes the district's TIA spending plan.
- Be clear about the range of compensation offered for each level of designation.
- Highlight high-needs and hard-to-staff positions with higher compensation opportunities.
- Communicate that TIA compensation is tied to teacher effectiveness and not additional job duties.
- Share career advancement pathways that offer additional compensation outside of TIA funds.

