



Teacher Incentive Allotment Annual Report 2020-2021

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Overview and Summary

The 2020-2021 Annual Report covers two targeted areas. The first area is an applicant analysis which includes trends around approval and denial of districts. The second area is a designated teacher demographic analysis which compares various teacher demographic characteristics of designated teachers to the state-wide teacher population.

The purpose of this document is to provide transparent information about the local designation system application process and teacher designations. Key takeaways from 2020-2021 include:

- The approval rate of local teacher designation systems is remaining steady at around 90% from Cohort A-D.
- There is no difference in approval rates between rural, high-needs, or non-rural, or non-high needs.
- There was a consistent designation rate across all 9 demographic groups in 2021 and across 8 demographic groups in 2020.



Applicant Analysis

TIA System Review Approval Rates			
TIA Cohort	Failed	Passed	Total
Cohort A (All)	5 (15%)	29 (85%)	34
High Needs	3 (17%)	15 (83%)	18
Rural	1 (12%)	7 (88%)	8
Cohort B (All)	3(25%)	9 (75%)	12
High Needs	1 (20%)	4 (80%)	5
Rural	1 (50%)	1 (50%)	2
Cohort C (All)	13 (18%)	59 (82%)	72
High Needs	6 (27%)	16 (73%)	22
Rural	6 (20%)	24 (80%)	30
Cohort D (All)	14(7%)	187(93%)	201
High Needs	4 (6%)	62 (94%)	66
Rural	6 (6%)	101 (94%)	107
Total (All)	35(11.0%)	284(89%)	319
High Needs	14 (13%)	97(87%)	111
Rural	14 (9%)	133 (91%)	147

Designated Teacher Demographic Analysis

Gender Data:

Academic Year 2019-2020 TIA Cohort A

Group	Total	Female		Male	
		Number	Percent	Number	Percent
Statewide	375,222	285,709	76.14%	89,513	23.86%
TIA Districts	66,785	49,094	73.51%	17,691	26.49%
Eligible but not designated*	11,135	7,870	70.68%	3,265	29.32%
Designated*	3,888	3,017	77.60%	871	22.4%

Academic Year 2020-2021 TIA Cohort A-B (New Designations)

Group	Total	Female		Male	
		Number	Percent	Number	Percent
Statewide	368,284	280,604	76.19%	87,680	23.81%
TIA Districts	20,634	15,355	74.42%	5,279	25.58%
Eligible but not designated*	3,357	2,548	75.90%	809	24.10%
Designated*	692	593	85.69%	99	14.31%

*Some demographic data was not available for teachers.



Race/Ethnicity Data:

Academic Year 2019-2020 TIA Cohort A

Group	Total	American Indian / Alaska Native		Asian		Black/African American		Hispanic / Latino		Pacific Islander		White		Two or More Races / Ethnicities	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Statewide	368,284	1,253	0.34%	6,459	1.75%	39,395	10.70%	103,159	28.01%	646	0.18%	213,153	57.88%	4,219	1.15%
TIA Districts	66,795	233	.3%	1441	2%	13705	21%	32533	49%	166	.3%	17978	27%	739	1%
Eligible but not designated*	11,135	48	.4%	279	3%	2548	23%	5599	50%	23	.2%	2462	22%	176	2%
Designated*	3,888	25	.6%	150	4%	853	22%	1315	34%	5	.1%	1476	38%	64	2%

Academic Year 2020-2021 TIA Cohort A-B (New Designations)

Group	Total	American Indian / Alaska Native		Asian		Black/African American		Hispanic / Latino		Pacific Islander		White		Two or More Races / Ethnicities	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Statewide	375,222	1,282	.34%	6,735	1.79%	41,737	11.12%	106,212	28.31%	627	0.17%	214,242	57.10%	4,387	1.17%
TIA Districts	20,634	40	.2%	592	3%	3026	15%	11367	55%	35	.2%	5347	26%	227	1%
Eligible but not designated*	3,357	12	.3%	115	3%	468	14%	1536	46%	3	.1%	1174	35%	49	1%
Designated*	692	1	.1%	37	5%	80	11%	268	39%	0	0%	295	43%	11	2%

*Some demographic data was not available for teachers.



Data Documentation Notes:

- *District Type - ASK TED directory:*
<https://tea4avholly.tea.state.tx.us/tea.askted.web/forms/home.aspx>
- *District Rural Status- TEA and/or NCES district rural rules:*
<https://tea.texas.gov/reports-and-data/school-data/district-type-data-search/district-type-2017-18>
- *Statewide Demographic Data -*
<https://tea.texas.gov/sites/default/files/employed-teacher-demographics-tgs210603.pdf>
- *Teacher Demographic Data - 2019-2020, 2020-2021 PEIMS data*