Teacher Incentive Allotment Annual Report 2019-2020

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Overview and Summary

The annual report will cover three targeted areas of analysis. The first area is applicant analysis which includes trends around approval and denial of districts. The second area is designated teacher demographic analysis which analyzes various teacher demographic characteristics of designated teachers as compared to the state-wide teacher population. The final area is student demographic analysis which analyzes various student demographic characteristics of districts that were approved for a local designation system as compared to the state-wide student population.

The purpose of this document is to provide transparent information about the application process and teacher designations. Key takeaways from 2019-2020 include:

- The approval rate of local teacher designation systems was 77% with a higher percentage for rural districts at 86%.
- Cohort A was comprised of an ethnically diverse group of designated teachers. Of the three largest ethnicity groups in the state (White, Hispanic, and African American), African American teachers had the largest difference in percent of designated teachers when compared to the statewide population. They represent 22% of all designated teachers when compared to the statewide population that has only 11% African American teachers.
- Cohort A approved district's student population was more diverse when compared to the statewide student population. Hispanic students represented 67.39% of the Cohort A approved population when compared to the state that has 52.8% Hispanic students. The same goes for African American students that represented 16.56% of all Cohort A approved district's students when compared to the state has 12.6% African American students. Lastly, economically disadvantaged students were more represented in approved Cohort A districts. They represent 77.32% of all approved Cohort A districts' students when compared to the state that has 60.3% economically disadvantaged students.
- For purposes of this analysis, 26 districts were approved for local designation systems in 2019-2020 and comprise the Cohort A group. 34 total districts applied for Cohort A. The smaller sample size may lead to a disproportionate impact of a single district on the percentages in each analysis.

Applicant Analysis

<u>Cohort A Approval Rates</u>

Approval Status	Count of Districts	Percent of Total
Fully Approved	15	44%
Provisional Approval (2 year)	4	12%
Provisional Approval (1 year)	7	21%
Denied Approval	8	23%

Summary:
Approval rate including all provisional types was 77% while denial rate for was 23%

<u>Approval Rates by District Type</u>

Approval Status	Independent School District		Charter School	
Fully Approved	8	47%	7	41%
Provisional Approval (2 year)	1	6%	3	18%
Provisional Approval (1 year)	5	29%	2	12%
Denied Approval	3	18%	5	29%

Summary:
Approval rates including all provisional types for Independent school districts was 82% and for charters was 71%. Denial rates for independent school districts was 18% and for charters was 29%.

<u>Approval Rates Rural vs Non-Rural</u>

Approval Status	Rural District		Non-Rural District	
Fully Approved	4	57%	11	41%
Provisional Approval (2 year)	0	0%	4	15%
Provisional Approval (1 year)	2	29%	5	18%
Denied Approval	1	14%	7	26%

Summary:
Approval rates including all provisional types for Rural Districts was 86% and for Non-Rural Districts was 74%. Denial rates for rural districts was 14% and for Non-Rural was 26%.

Approval Rates High-Economically Disadvantaged District
Note: High Socio-Economic Districts is Categorized as greater than 75% economically disadvantaged students.

Approval Status	High Eco-Dis		Low Eco-dis	
Fully Approved	8	40%	7	50%
Provisional Approval (2 year)	1	5%	3	21%
Provisional Approval (1 year)	6	30%	1	7%
Denied Approval	5	25%	3	21%

Summary:
Approval rates including all provisional types for high economically disadvantaged districts was 75% and for low economically disadvantaged districts was 79%. Denial rates for high economically disadvantaged districts was 25% and for low economically disadvantaged districts was 21%.

Designated Teacher Demographic Analysis

<u>Designated teachers compared to state teacher population</u>

Population Group	Designated Teachers	Designated Teacher %	Statewide	Statewide %
Total Teachers	3976	100.00%	363,121.2	100%
Male	885	22.26%	86,302.4	23.8%
Female	3080	77.46%	276,818.8	76.2%
No Data	11	0.28%	NA	NA
White	1510	37.98%	209,453.0	57.7%
Hispanic	1328	33.40%	102,099.7	28.1%
African American	866	21.78%	39,132.5	10.8%
American Indian	25	0.63%	1,239.6	0.3%
Two or More Races	71	1.79%	4,165.2	1.1%
Asian	156	3.92%	6,393.2	1.8%
Pacific Islander	9	0.23%	638.2	0.2%
No Data	11	0.28%	NA	NA
Beginning Teachers	3	0.08%	26,875	7.4%
Teachers 1-5 Years Experience	917	23.06%	101,303.6	27.9%
Teachers 6-10 Years Experience	635	15.97%	70,302.4	19.4%
Teachers 11-20 Years Experience	1373	34.53%	106,767.7	29.4%
Teachers > 20 Years Experience	750	18.86%	57,855.2	15.9%
No Data	18	0.45%	NA	NA
Teacher No Degree	33	0.83%	4860.5	1.3%
Teacher BA Degree	2743	68.99%	266594.8	73.4%
Teacher MS Degree	1121	28.19%	89088.4	24.5%
Teacher PH Degree	61	1.53%	2576.8	0.7%
No Data	18	0.45%	NA	NA
Rural District	78	1.96%	55855.4	15.4%
Non-Rural District	3898	98.04%	307259.6	84.6%
Independent School District	3477	87.45%	343167.7	94.5%
Charter School	499	12.55%	19808.4	5.5%

Designation Analysis

Teachers by designation level
(Rows add to 100%)

Population Group	Total Designations	Recognized	Recognized %	Exemplary	Exemplary %	Master	Master %
Total Teachers	3976	2449	61.6%	1100	27.7%	427	10.7%
Male	885	541	61.13%	249	28.14%	95	10.73%
Female	3080	1903	61.79%	848	27.53%	329	10.68%
No Data	11	5	45.45%	3	27.27%	3	27.27%
White	1510	910	60.26%	420	27.81%	180	11.92%
Hispanic	1328	818	61.60%	376	28.31%	134	10.09%
African American	866	570	65.82%	214	24.71%	82	9.47%
American Indian	25	15	60.00%	5	20.00%	5	20.00%
Two or More Races	71	40	56.34%	24	33.80%	7	9.86%
Asian	156	85	54.49%	55	35.26%	16	10.26%
Pacific Islander	9	6	66.67%	3	33.33%	0	0.00%
No Data	11	5	45.45%	3	27.27%	3	27.27%
Beginning Teachers	3	2	66.67%	1	33.33%	0	0.00%
Teachers 1-5 Years Experience	917	633	69.03%	219	23.88%	65	7.09%
Teachers 6-10 Years Experience	635	340	53.54%	211	33.23%	84	13.23%
Teachers 11-20 Years Experience	1373	804	58.56%	404	29.42%	165	12.02%
Teachers > 20 Years Experience	750	481	64.13%	184	24.53%	85	11.33%
No Data	18	10	55.56%	5	27.78%	3	16.67%
Teacher No Degree	33	25	75.76%	7	21.21%	1	3.03%
Teacher BA Degree	2743	1716	62.56%	754	27.49%	273	9.95%
Teacher MS Degree	1121	660	58.88%	319	28.46%	142	12.67%
Teacher PH Degree	61	38	62.30%	15	24.59%	8	13.11%
No Data	18	10	55.56%	5	27.78%	3	16.67%
Rural District	78	45	57.7%	16	20.5%	17	21.8%
Non-Rural District	3898	2404	61.7%	1084	27.8%	410	10.5%
Independent School District	499	218	43.69%	218	43.69%	63	12.63%
Charter School	3477	2231	64.16%	882	25.37%	364	10.47%

Student Demographic Analysis

Approved Cohort A districts' student enrollment compared to state student enrollment

Population Group	Approved Cohort A	Approved Cohort A %	Statewide	Statewide %
Total Students	415721	100%	5479173	100%
Male	211617	50.90%	2805903	51.21%
Female	204104	49.10%	2673270	48.79%
White	45583	10.96%	1477699	26.97%
Hispanic	280154	67.39%	2892928	52.80%
African American	68828	16.56%	691582	12.62%
American Indian	1416	0.34%	19999	0.37%
Two or More Races	6280	1.51%	138434	2.53%
Asian	13142	3.16%	250065	4.56%
Pacific Islander	318	0.08%	8466	0.15%
Bilingual/ESL	147156	35.40%	1128904	20.60%
Econ Disadvantaged	321453	77.32%	3303974	60.30%
Gifted & Talented	39974	9.62%	444125	8.11%
Special Ed	40798	9.81%	577868	10.55%
Rural	7306	1.76%	754275	13.77%
Non-Rural	408415	98.24%	4739418	86.50%
Independent School District	331982	79.86%	5155798	94.10%
Charter	83739	20.14%	336798	6.15%

Data Documentation Notes:

- *Approval status for Teacher Incentive Allotment Cohort A applicants:*
  https://tiatexas.org/about-teacher-incentive-allotment/participating-and-aspiring-districts/
- *District Type - ASK TED directory:*
  http://mansfield.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
- *Percent of economically disadvantaged students - 2019-20 TAPR reports:*
  https://tea.texas.gov/texas-schools/accountability/academic-accountability/performance-reporting/texas-academic-performance-reports
- *Statewide Demographic Data - 2019-2020 TAPR reports:*
  https://tea.texas.gov/texas-schools/accountability/academic-accountability/performance-reporting/texas-academic-performance-reports
- *Teacher Demographic Data - 2019-2020 PEIMS data.*