

About TIF

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## ABOUT TIF

The **Teacher Incentive Fund** (TIF) is a federal competitive grant program to ensure that students in high-need schools have better access to effective teachers and principals, especially in hard-to-staff subject areas. The federal TIF grant supports projects designed to reward effective educators and provide leadership opportunities and career pathways to educators.

Since 2006, the U.S. Department of Education has awarded four cohorts of TIF grants to states, school districts, and charter schools. The program has funded 131 projects and served over 2,000 schools in more than 300 urban, suburban, and rural school districts in 36 states and Washington, D.C.

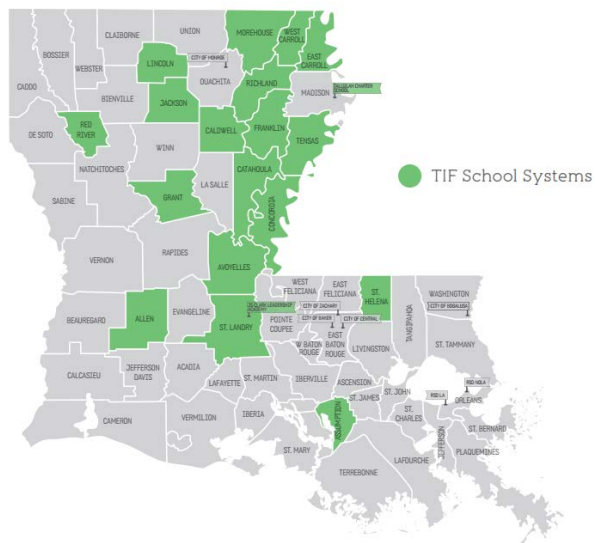
## PURPOSE

The Louisiana Department of Education's grant will build on existing efforts to strengthen the teaching profession and expand access to excellent teachers and leaders in rural schools. The grant will provide funding for:

- **Educator preparation**, as part of the nationally recognized Believe and Prepare program, including grants to teacher preparation providers and school system leaders as they shift to **yearlong residency** models, and stipends for undergraduate residents and mentor teachers;
- Improvements to tools for educator goal-setting, including access to high-quality "check-up" tests that align with state standards and reduce costly and unhelpful tests;
- Increased access to the **Principal Fellowship**, and other supports aimed at building principals' leadership skills;
- Opportunities and assistance for **rural districts to attract and retain effective, in-demand educators** through updated approaches to compensation.

### Partner Districts

Allen	JS Clark Leadership Academy
Assumption	Lincoln
Avoyelles	Morehouse
Caldwell	Red River
Catahoula	Richland
Concordia	St. Helena
East Carroll	St. Landry
Franklin	Tallulah Charter School
Grant	Tensas
Jackson	West Carroll



For more information about TIF programs, visit

## TIF EVENTS

Louisiana TIF teacher leaders, principals, and district leaders continuously engage in professional learning opportunities to improve their practice in order to meet the needs of every student.

### 2017 – 2018 Professional Learning Opportunities

#### September

##### **TIF Contact Meeting**

Date: September 12

Location: Supervisor Collaborative, Ruston

Participants: TIF Contact & Talent Pipeline Lead

##### **Superintendent Collaborative**

Date: September 19

Location: Louisiana Tech

Participants: Superintendents

#### October

##### **Fall TIF Community Meeting**

Date: October 16

Location: TBA

Participants: District TIF Leaders

To register, [click here](#)

#### November

##### **TIF Contact Meeting**

Date: November 9

Location: Supervisor Collaborative, Shreveport

Participants: TIF Contact & Talent Pipeline Lead

##### **Superintendent Collaborative**

Date: November 20

Location: Louisiana Tech

Participants: Superintendents

#### February

##### **TIF Contact Meeting**

Date: February 8

Location: Supervisor Collaborative, Ruston

Participants: TIF Contact & Talent Pipeline Lead

#### March

##### **TIF Contact Meeting**

Date: March 13

Location: Supervisor Collaborative, Ruston

Participants: TIF Contact & Talent Pipeline Lead

#### April

##### **Superintendent Collaborative**

Date: April 17

Location: Louisiana Tech

Participants: Superintendents

##### **Spring TIF Community Meeting**

Date: April 30

Location: TBA

Participants: District TIF Leaders

To register, [click here](#)

#### June

##### **Summer TIF Community Meeting**

Date: May 29

Location: TBA

Participants: District TIF Leaders

To register, [click here](#)

## TIF IMPACT

In total, 20 districts, 182 schools, 74,527 students, 4,645 teachers, and 606 administrators are impacted by TIF 5 activities.

### YEAR 1 (2016-2017)

#### Planning and Setting a Strong Foundation

*Milestones:* Talent Pipeline Lead - Engaged in assessment audits - Created partnerships with teacher preparation providers - Strengthened performance award models

### YEAR 2 (2017-2018)

#### Implementing Performance Award Models to Recognize Excellence in Teaching and to Build a Stronger Workforce

*Milestones:* Strengthening compensation plans - Partnering with national experts to build exemplary models for rural districts

## 2017-2018 TIF Monitoring

### September

#### Budget Letters

Date: September 19

LDOE Point of Contact: [Michelle Carter](#)

### October

#### Compensation Profile

Date: October 1 - 31

LDOE Point of Contact: [Sara Strickland](#)

- What are the specific workforce challenges you are addressing using TIF compensation funds?
- How will those funds be used? What are the performance factors? Demand factors?
- How and when will these changes take effect?
- How and when are you communicating compensation changes to educators in your schools?

#### Compensation Baseline Data

Date: October 1

LDOE Point of Contact: [Sara Strickland](#)

Information: LEAs will report their baseline performance and demand-based compensation data during the first PEP reporting period (October 1).

- Percentage of educators in all schools who earned performance or demand-based compensation in 2016-2017
- Percentage of educators in all high-need schools who earned performance-based compensation (*The LDE will calculate this based upon PEP submissions.*)

## November

### Fall TIF Survey

Date: November 1

LDOE Point of Contact: [Jennifer Tuttleton](#)

Information: LEAs will report compensation profile information, workforce demographics, assessment decisions, and attitudinal information.

## TIF RESOURCES

### TIF eGMS Updates

#### *2016-2017 eGMS Application*

- **Deadline to submit reimbursement claims in eGMS for 2016-2017 TIF allocations is September 30, 2017.**
- **TIF funds do not rollover to year 2 budgets.**
- If you need to report an allocation error, please contact [Michelle Carter](#).

#### *2017-2018 eGMS Application*

- The eGMS vendor is currently working on the 2017-2018 eGMS application with an anticipated release in late September 2017. LEA's will receive notification when the application portal is open.
- Upcoming eGMS changes for 2017-2018
  - **LDOE has received sole source approval for ANet;** therefore assessment will not be a line item in the LEA budget.
  - The application will no longer have a program-specific tab. This will simplify the application process.
- Budgets will include:
  - Talent Pipeline Lead: the 100 percent FTE Salary allocation is \$75,000 with \$22,500 allocated for benefits at 30 percent
  - A per mentor allocation of \$1,000
  - A per year-long resident allocation of \$2,000
  - A per Principal Fellowship Facilitator allocation of \$12,750
  - A per Principal Fellowship Participant allocation of \$9,010
  - Travel for Teacher Leader Summit - \$400 per Teacher Leader
- **Please note that you will have a separate eGMS application for performance- and demand-based compensation,** which will be released in December. This application will only have the following two items:
  - 1) Salary (Object Code 100)
  - 2) Fringe (Object Code 200)
- The following information will be requested in order to build each performance- and demand-based compensation budget.
  - Number of classroom teachers eligible
  - Performance award amount allocated per eligible teacher and labels for each performance award (e.g., high-need content, high-need school)

## PRAXIS Support

The Louisiana Department of Education (LDOE) is excited to continue to provide **Praxis support to TIF districts**. To help increase the number of participants enrolled in teacher preparation programs in rural districts, the LDOE is offering TIF districts the opportunity to enroll participants in a Praxis Preparation cohort. You received information in June regarding the number of allocated seats each TIF district has for Praxis support. If you have not already done so, please send the names of the teachers you would like to enroll in Praxis support for the upcoming fall cohort to [Nicole Bono](#). If you have any questions regarding Praxis support, do not hesitate to contact our offices.

## TIF Q & A

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### ASSESSMENT SUPPORT

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**Q:** Will LEAs budget for ANet in 2017-18?

**A:** No, LEAs will not budget for ANet services in 2018-18. These services will be contracted and paid for by the LDOE.

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### BUDGET

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**Q:** Will 2017-18 budgets include fringe for mentor stipends like the 2016-17 budgets did?

**A:** Yes

**Q:** Can Praxis fees be reimbursed?

**A:** No. Although Praxis preparation services are available, the actual Praxis administration fee was not included in the approved TIF budget.

**Q:** Can half of the mentor or resident stipend be paid in December?

**A:** Yes, districts can determine when they pay the stipend to mentors and residents.

**Q:** How can districts use funds that are remaining after 2016-2017? Can districts carry these funds into 2017-2018?

**A:** All funds that are left over from 2016-2017 return to the LDOE. The LDOE is responsible for applying to USED for carryover. Carryover is not guaranteed by USED.

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### PREPARATION PROVIDER PARTNERSHIPS

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**Q:** Who will be the recipient of the allocations to pay residents and mentor teachers?

**A:** The LEA will receive both the formula funds and the TIF allocation through eGMS in October.

**Q:** Are districts limited on the number of mentors who receive stipends or who can participate in training?

**A:** There is no limitation on the number of mentors of undergraduate residents who receive BESE-approved stipends of \$1,000. TIF funds will pay for training and the additional TIF stipends are limited to 20 mentors.

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## CONTENT LEADER & MENTOR TEACHER TRAINING

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**Q:** Are TIF districts required to send teachers to the mentor training provided by the state?

**A:** Yes, mentors in TIF districts who receive a TIF stipend should attend the state training in one of the three years it is offered. In years 2 and 3, a significant portion of the training will occur at the Teacher Leader Summit, thus reducing travel costs.

**Q:** What does Year 2 mentor training look like in comparison to Year 1?

**A:** The content will be very similar. A portion of the sessions in Year 2 will take place over the summer during the Teacher Leader Summit and then some days over the school year. The exact number of days to take place at the Summit will be determined in spring 2018.

**Q:** Can a teacher be trained as a Content Leader and Mentor Teacher?

**A:** Given the time commitment required of both Content Leaders and Mentor Teachers, it would be extremely difficult to fulfill both roles. However, a teacher could be trained as a Content Leader in one year and a Mentor Teacher another year,.

**Q:** Can mentors who will work with uncertified teachers receive mentor training and receive a stipend?

**A:** Yes, mentors who work with uncertified teachers must participate in the training and are eligible for a TIF stipend if they are supporting post-baccalaureate candidates.

**Q:** Will materials for both Mentoring Training and Content Leader be open source?

**A:** Yes.

**Q:** How many Content Leaders may each district have?

**A:** Every district is guaranteed at least two Math and two ELA Content Leaders. However, districts are encouraged to nominate more people because more spots may be available.

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## TALENT PIPELINE LEAD

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**Q:** Can districts provide a stipend to a person(s) who assumed the Talent Pipeline Lead responsibilities until a full-time person was hired?

**A:** Yes, if the person(s) documented work is above and beyond the ordinary work schedule. Discretion is left to the Superintendent to determine how to compensate the person(s).

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## PERFORMANCE- AND DEMAND-BASED COMPENSATION

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**Q:** Can performance- and demand-based funds be used to provide stipends to middle-level school leaders (e.g., instructional coaches, curriculum strategists)?

**A:** Only classroom teachers are eligible for demand- and performance-based pay through TIF.

**Q:** Is there a deadline to have a performance- and demand-based plan?

**A:** Yes, TIF districts will be asked to share their plan by November 1. This will include responses to questions like:

- What are the specific workforce challenges you are addressing using TIF compensation funds?
- How will those funds be used? What are the performance factors? Demand factors?
- How and when will these changes take effect?
- How and when are you communicating compensation changes to educators in your schools?

**Q:** Can TIF performance- and demand-based compensation funds be used to pay for attendance?

**A:** Yes, if the teacher is rated effective. This means that a stipend may not be paid if the teacher was rated ineffective the prior year and there must be evidence that the teacher is on track to receive an effective rating in the current year (e.g., evidence of effective observations).

**Q:** Can attendance stipend be paid based on performance from prior year?

**A:** Yes. The attendance stipend can be paid on a quarterly basis. This stipend must be tied to effectiveness (e.g., effective observation ratings).

**Q:** Can uncertified teachers receive a stipend? If so, can it be paid midyear?

**A:** Yes, as long as the teacher is evaluated via Compass and is effective.

### For additional information, contact:

Jennifer Tuttleton, Ed.D.  
Louisiana Department of Education  
1201 North Third Street  
Baton Rouge, LA 70802-5243