

# TISA Quick Guide: Outcomes Funding

The Tennessee Investment in Student Achievement Act (TISA) provides outcomes bonuses to districts that achieve specific targets in student performance. The funds awarded for outcomes bonuses are 100% state funded. Bonuses are awarded once per year in the fall following the academic year in which the performance indicators are measured. In other words, the outcomes are lag indicators and are therefore paid out on a different timeline than the other TISA funding elements. Students can generate one bonus in elementary, middle, and high school. An Outcomes Committee, composed of various stakeholders, sets the targets for each school year.

The Outcomes Committee sets targets broken down by grade bands, with a set applying to elementary, middle, and high schools. The values of the outcomes are expressed as a percentage of the TISA base, mirroring the structure of the weights. To generate funds, the percentage is multiplied by the base funding amount to determine the initial value of the bonus.

## Elementary School Outcome Target

In elementary school, the outcome target is connected to the state's focus on early literacy. The outcome target is:

- A student scoring "**meets expectations**" or "**exceeds expectations**", or in other words, meets proficiency, on the 3rd grade ELA TCAP; or
- A student who scored "approaching" or "below" on the 3rd grade ELA TCAP but **improved by at least one performance level** by the 4th grade ELA TCAP (meaning the student moved from at least "below" to "approaching" or "approaching" to "meets expectations").
- For a student with disability taking the alternate assessment, this goal is also considered met if the student scores at the **highest performance level**.

Meeting this target generates an outcomes bonus of 10% of the base. If the student meeting the target is identified as economically disadvantaged, an English Learner, or a student with a disability, then the bonus value is 20% of the base.

## Middle School Outcome Target

In middle school, the outcome target is aligned to ongoing strong performance on the TCAP. The outcome target is:

- A student scoring "meets expectations" or "exceeds expectations" on **both** the ELA and Math sections of the 8th grade TCAP; or
- A student who improved **by at least one performance level** from the 7th grade TCAP to the 8th grade TCAP on both the ELA and math sections.
- For a student with disability taking the alternate assessment, this goal is also considered met if the student scores at the **highest performance level**.

Additionally, for this goal, if a student takes the Algebra 1 EOC in lieu of the 8<sup>th</sup> grade math TCAP, the same threshold goals will be applied.

As with the elementary school outcomes target, the middle school target generates a bonus value of 10% of the TISA base, or if the student is identified as economically disadvantaged, an English Learner, or a student with a disability, then the bonus value is 20% of the base.

## High School Outcome Target

For high school, the focus shifts to college and career readiness indicators. There are three paths on this particular outcome target applied to a graduating class, and each includes a focus on early post-secondary opportunity credit, or EPSO credit.

To first define this, EPSO credit is defined in rule as **completion** of an early post-secondary opportunity that results in one of the following:

- Postsecondary credits/clock hours, such as through dual enrollments opportunities
- A passing score on approved exams, such as Advanced Placement or IB, or
- A Tier 2 or Tier 3 industry credential.

EPSO credits represent concrete achievements in the form of credentials, skills, and knowledge, not just participation in such opportunities, that bolster a path to success in education and training after high school.

The three outcome targets are:

- A student earning **at least 2 EPSO credits AND either scoring a composite of 21 or higher on the ACT or improving their ACT composite by at least 4 points** between first 11th grade ACT and a retake
- A student earning **at least 3 EPSO credits**
- A student **scoring 31 or higher on the Armed Services Vocational Aptitude Battery (ASVAB) Armed Forces Qualifying Test, AND earning at least two EPSO credits**

As with the earlier goals, this high school target also generates a bonus value of 10% of the TISA base, or if the student is identified as economically disadvantaged, an English Learner, or a student with a disability, then the bonus value is 20% of the base.

## Additional High School Outcome Target for Students with Disabilities

There is an additional outcome target set for high school students with disabilities if they did not reach the first high school goal. This final target provides a few additional pathways to obtain outcomes funding and looks specifically at students with disabilities in a graduating class and outcomes they achieved.

For students to be eligible for this outcome metric, the district in which the student is enrolled must meet Indicator 5 of the state's Annual Performance Report (APR), which sets a statewide goal for the percent of students who receive instruction eighty percent of the day in the general education setting. If this threshold is met, then a student may generate outcome funding by **meeting at least 2 of the 3 targets below:**

- Graduation with a **general education diploma**
- **Proficiency on the state's alternate assessment**

- **Post-school outcomes**, including enrollment in higher education, training programs, or competitively employed

Each of these goals is tied to the state's Annual Performance Report and aligned to measures driving stronger outcomes for students with disabilities. If a student meets these goals, then the student will generate an outcomes bonus value of 10% of the TISA base.

### Further Information

The funding for outcomes bonuses is designated in the state budget, and if the total bonuses generated exceed the budgeted amount, they will be pro-rated. Any unused funds will carry over to the next year's pool for outcomes funding. The outcomes bonuses provide incentives and flexibility to districts, allowing them to enhance successful strategies. For more detailed information, local education leaders can refer to TDOE's [TISA Resources Page](#).