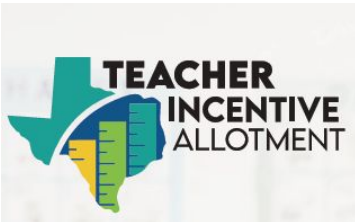




Teacher Incentive Allotment 2026-2027



Teacher Incentive Allotment Background

The Teacher Incentive Allotment (TIA) originated in Texas House Bill 3 (HB 3) in 2019. The Teacher Incentive Allotment (TIA) was established in 2019 to provide outstanding teachers with an accessible pathway to a six-figure salary. TIA is based in two sections of the Texas Education Code. TIA is not a grant.

- Focuses on recruiting, rewarding, and retaining highly effective teachers in all schools.
- The core component of TIA is a designation system for high performing teachers identified with ratings of Acknowledged, Recognized, Exemplary, or Master.
- Additional state funding is assigned to a District for every designated teacher (\$3,000 - \$32,000) per year through the Foundation School Program (FSP).
- The Texas Education Agency (TEA) and Texas Tech University must approve the designation system and designations that are proposed by the District each year.
- All designation systems must include a teacher observation measure and a student growth measure for determining teacher designations.
- Once a teacher earns a designation, they retain that credential for five years.



ESC20 TIA Districts (as of May 2025)

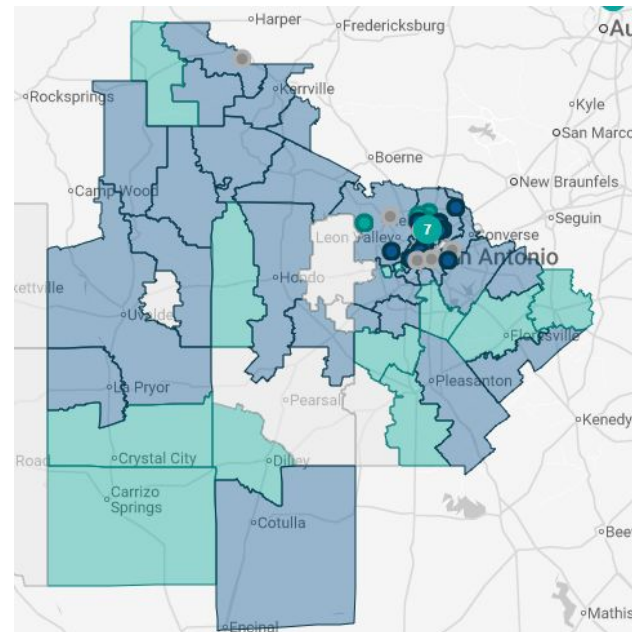
809 Fully designated districts in Texas ($\approx 1,200$)

58 ESC 20 districts already designated

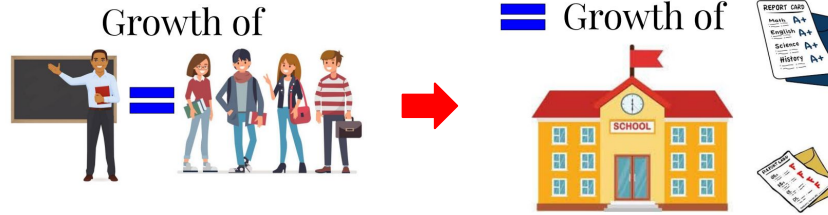
15 ESC 20 districts either newly accepted or have not yet applied



FSHISD was fully designated June 2, 2026



One Goal, Many Paths

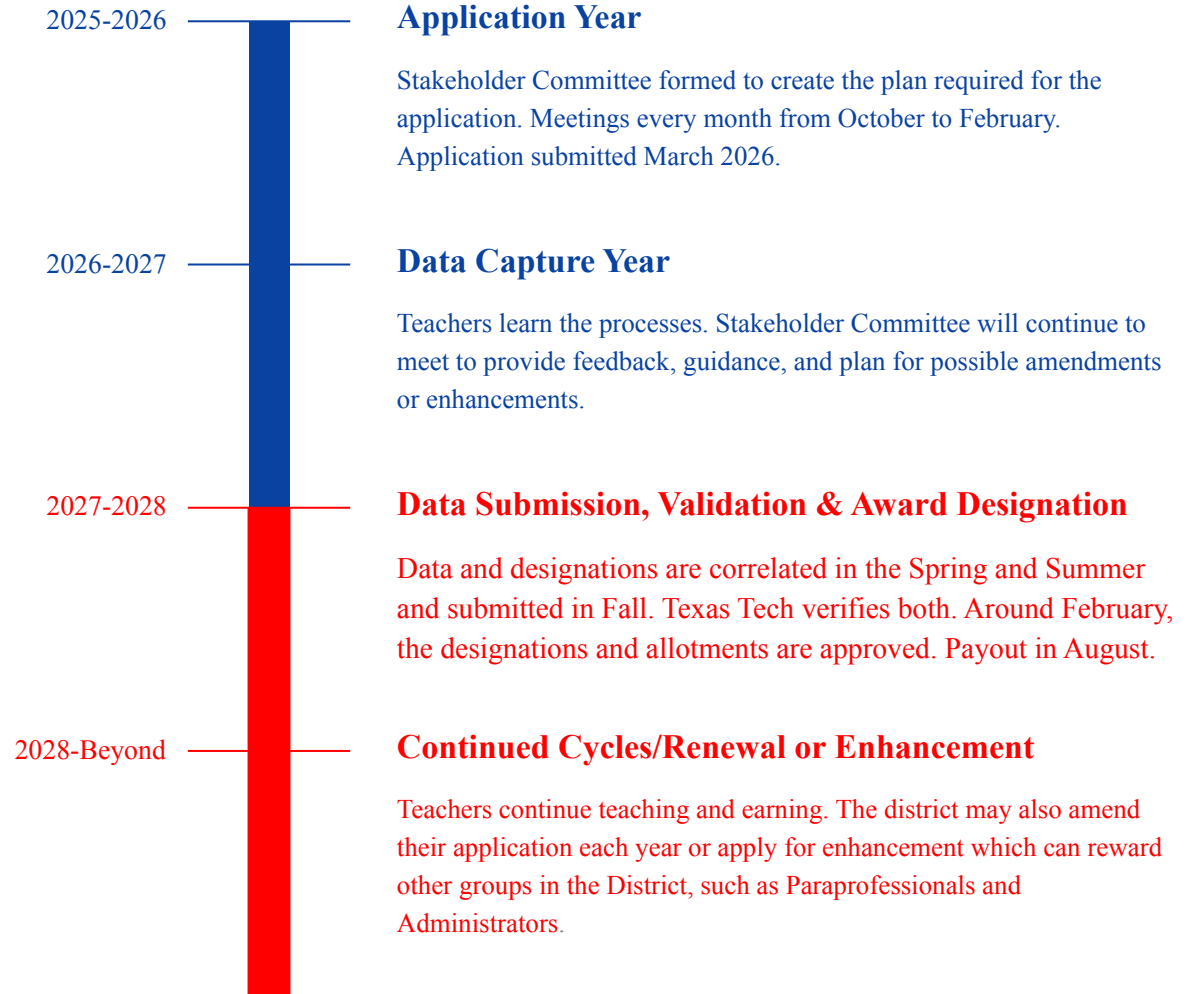


The Teacher Incentive Allotment goal, per TEA, is to recruit, retain, and reward high quality educators:

TIA is part of the following plans/goals for FSHISD:

- **5 year Strategic Plan - Strategy under Talent Strand**
 - **Also supports the Academic Experience Strand**
- District Improvement Plan - Goal 1 - Recruit and retain highly qualified teachers
- TIA also supports many initiatives in the District in terms of supporting growth

TIA Timeline



Spending Plan



90% Direct Distribution: TEA Statute requires that 90% of TIA funds be distributed directly to teachers.



10% District Retention: TEA Statute allows 10% of TIA funds to be retained by FSHISD for program implementation.



Lump Sum Payment: Teachers receive their 90% allotment in one lump sum in the first August paycheck.

Allotment is TRS eligible and subject to Federal, State, and local fees/taxes.

Deadline: All funds must be disbursed by FSHISD by August 31.



\$3K-\$9K

Acknowledged designations
represent the top 50%
of Texas teachers



\$5K-\$15K

Recognized designations
represent the top 33%
of Texas teachers



\$9K-\$25K

Exemplary designations
represent the top 20%
of Texas teachers



\$12K-\$36K

Master designations
represent the top 5%
of Texas teachers

ALL FSHISD Teachers are eligible - Including Special Education, Interventionists, All Electives, All Specialists

If a teacher retires or resigns but completes their contract, their allotment will be paid to them.

Designations are not given, they are earned

The TIA Designation Balance



Performance Thresholds for Master Designation

- Requires a 4.5 T-TESS average
- and 70% student growth outcome.

The FSHISD Designation system is built around student success & teacher growth

- Student Growth Measure - Student Learning Objective (SLO)
- T-TESS Domains 2 & 3 - Instruction and Classroom Environment

FSHISD will use these Texas Performance Standards as our baseline



Statewide Performance Standards

Designation Level	Statewide Percentages	Teacher Observation Performance Standards*	Student Growth Performance Standards
Acknowledged	Top 50%	3.5 or 70% of possible points	50% met or exceeded
Recognized	Top 33%	3.7 or 74% of possible points	55% met or exceeded
Exemplary	Top 20%	3.9 or 78% of possible points	60% met or exceeded
Master	Top 5%	4.5 or 90% of possible points	70% met or exceeded

**Represents average of all dimensions in T-TESS Domains 2 and 3.*

2025-2026 TIA Planning Committee

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Mariel Gaitan Martinez
Jennifer Morse
Jennifer Ryan
Celestria Shields
Marilyn Vasquez

This group will continue as the 2026 TIA Stakeholder Committee

Resources

[TIA Website](#)

[FSHISD Teacher Incentive Allotment Website](#)

[FSHISD TIA Handbook](#)