



TIA & Beyond

The future of educator compensation



What is the Teacher Incentive Allotment (T-I-A)?

2019

HB 3

Established to support districts in building strategic compensation systems and provide teachers with a pathway to a six-figure salary. Based in TEC §§21.3521 and 48.112.



2021

United begins the TIA Journey

United ISD submits application for TIA. The work begins with the LBJH Feeder Pattern.

2023

United Expands to USHS Feeder Pattern

United ISD expands TIA to the LBJH & USHS Feeder Pattern.

2025

United expands to all Feeder Patterns & HB 2

Enacted by the 89th Legislature. Expands funding, increases eligibility, and introduces Enhanced TIA for districts with strategic compensation systems.



2026-2027

Pathway to 100%

United ISD TIA Local Designation System expands to 99% TIA Eligible Teachers. Strategic Compensation System U-RISE established for campus principals and assistant principals.

How it's going?

326

TIA Designated Teachers

181 New or Higher Designated in 2025-2026

\$9M+

TIA Total Allotment Generated



2020-2022

Application Year ('20-'21)

Data Capture Year 1 ('21-'22)

2022-2023

42 Designated Teachers

\$735K+ TIA Generated

2023-2024

46 Designated Teachers

\$708K+ TIA Generated

2024-2025

211 Designated Teachers

\$2.9M+ TIA Generated

Data Capture: 467

2025-2026

326 Designated Teachers

\$5M+ TIA Generated

Data Capture: 1630

2026-2027

Designated Teachers: Coming Soon

Data Submission: 1630

Data Capture: 2600



2026-2027



What is Strategic Compensation?



Core Concept

A performance-based system strategically aligned to district goals and culture.



Traditional
Pay

The Shift Away

Moves away from traditional step-and-ladder and across-the-board increases.



Strategic
Compensation

Differentiated Pay

Differentiates compensation based on educator effectiveness and impact.



TIA Foundation

Serves as the vital baseline foundation for Enhanced TIA implementation.



Strategic Compensation vs Enhanced TIA



Strategic Compensation

- District compensation strategy
- Local design decisions
- Performance-based pay for principals, assistant principals, and teachers



Enhanced TIA

- TEA designation
- State criteria
- Access to +10% TIA funding



Student Outcomes



Observations



Other District Priorities

HB 2 Goals for Strategic Compensation/Enhanced TIA



Develop a refined administrator evaluation system for principals and assistant principals



Develop and adopt a TIA-compliant teacher evaluation system for all



Replace the traditional step and ladder pay system and transition to one based on bands of effectiveness



Blend TIA, Teacher Retention Allotment (TRA) and other funding sources to ensure financial sustainability



Adopt an approach to teacher and administrator assignment based on student need

For ALL teachers and administrators

Why Principal Compensation Matters



Instructional Quality

Catalyst for Classroom Rigor

Principals directly drive academic success by setting standards for educational standards:

- Ensuring rigorous instruction
- Systematic observation
- Targeted teacher coaching
- Continuous feedback loops

Teacher Retention

Supporting Educators

Effective leadership is the primary driver of teacher satisfaction and career longevity:

- Fostering professional growth
- Creating supportive cultures
- Retaining high performers
- Empowering teacher leaders

Student Growth & Equity

Impact on High-Need Campuses

Strong leadership ensures equitable academic progress across all student demographics:

- Sustaining leadership where impact is greatest
- Driving consistent academic progress
- Utilizing data-informed decision making
- Stabilizing high-need campus environments

The Bottom Line for TIA Success

Enhanced TIA isn't just about teacher designations—it requires robust principal systems that actively support, sustain, and scale instructional excellence across the entire district.



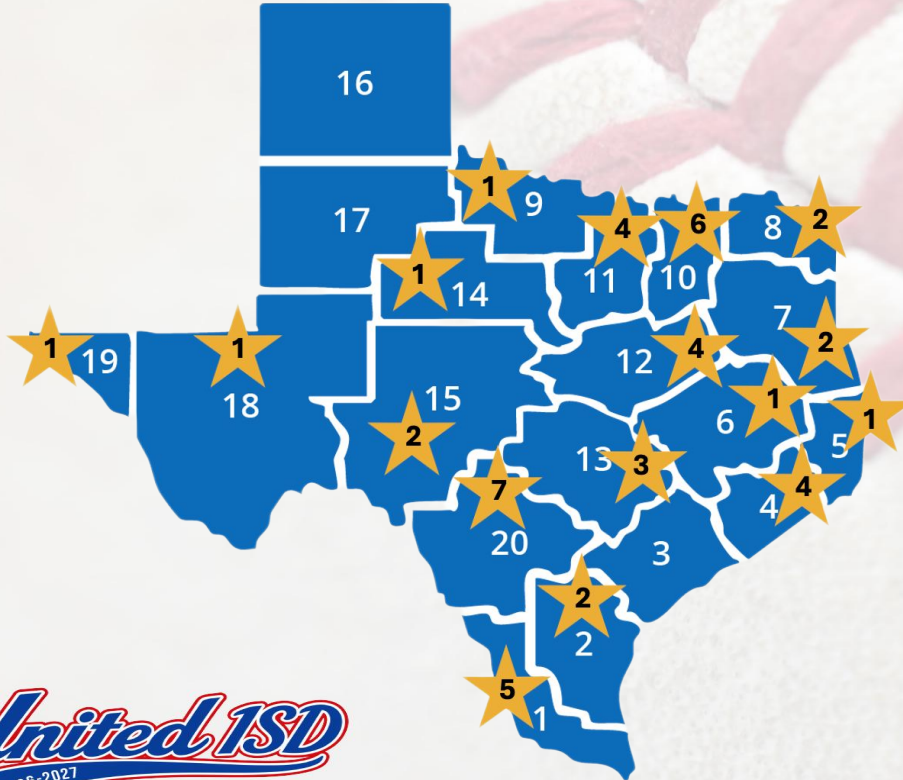
**Texas Strategic
Compensation**



Strategic Compensation Districts

47 Strategic Compensation Districts

Impacting 20% of Students
&
18% of Teachers in the State
of Texas



United ISD Implementation Plan



Grant Funding Ends

Workstream	Milestone (X = Completed, IP = In Progress)	25-26	26-27	27-28	28-29
TIA	Continue TIA implementation and data capture	X			
	Expand TIA eligible categories	X			
Enhanced TIA	Apply for and earn Enhanced TIA designation				
Administrator Strategic Compensation	Create Stakeholder Engagement & Communication Plan	X			
	Define eligible roles, finalize categories & rubric	IP			
	Create financial model & determine salaries	IP			
	Announce plan and hold stakeholder meetings	IP			
	Implement "no-harm" administrator pilot				
	Gather feedback, review framework, and adjust				
	Full implementation of administrator plan				
Teacher Strategic Compensation	Create Teacher Compensation framework & model				
	Implement "no-harm" pilot for teachers				
	Full implementation of teacher compensation plan				



Overview of Scorecard Structure

What Components Comprise Principal Effectiveness?

**Administrator/Leader
Performance**



45%

55%



**Student
Outcomes**

*Campus-level achievement
measures achievement measures
capture growth and proficiency on
state assessments*



**Administrator/
Leader
Performance**

*Principals are evaluated and
receive feedback on the
T-PESS rubric*

**Student
Outcomes**



What Components Comprise Assistant Principal Effectiveness?

**Administrator/Leader
Performance**



55%



**Student
Outcomes**

*Campus-level achievement
measures achievement measures
capture growth and proficiency on
state assessments*



**Administrator/
Leader
Performance**

*Principals are evaluated and
receive feedback on the
T-PESS rubric*

**Student
Outcomes**



Strategic Compensation Effectiveness Level Components

Principals

Component	Subcategory	Measure	Elem.	Middle	High	DAEP
Student Outcomes (55%)	STAAR	Domain 1	15	20	15	30
		Domain 2A	15	10	10	15
		Domain 3	15	5	5	
	TIA	Local Growth Measure	10	20		
	Post Secondary	College Readiness			25	
Administrator Performance (45%)	Quality of Instruction	T-PESS Domains 2, 4, 5	10			15
	Executive Leadership	T-PESS Domain 1	10			10
	School Culture	T-PESS Domain 3	10			15
	Survey	7Cs	5			10
	TIA	TIA R-value	10			5

DRAFT

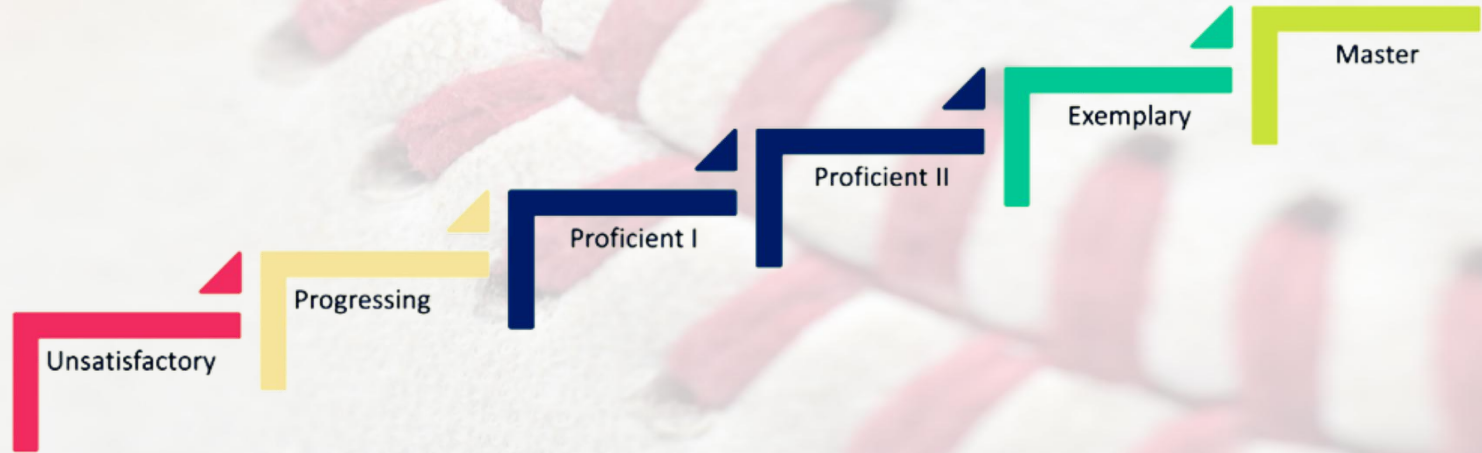
Strategic Compensation Effectiveness Level Components

**Assistant
Principals**

Component	Subcategory	Measure	Elem.	Middle	High	DAEP
Student Outcomes (45%)	STAAR	Domain 1	15	20	15	30
		Domain 2A	15	10	5	15
		Domain 3	5	5	5	
	TIA	Local Growth Measure	10	10		
	Post Secondary	College Readiness			20	
Administrator Performance (55%)	Quality of Instruction	T-PESS Domains 2, 4, 5	15			15
	Executive Leadership	T-PESS Domain 1	15			10
	School Culture	T-PESS Domain 3	10			15
	Survey	7Cs	5			10
	TIA	TIA R-value	10			5

DRAFT

Strategic Compensation Levels



Principal Compensation Models

Non-High Priority Campuses

Effectiveness Level	Elementary	Middle	High
Unsatisfactory	\$90,000	\$90,000	\$93,301
Progressing I	\$100,000	\$102,500	\$120,000
Proficient I	\$105,000	\$107,500	\$125,000
Proficient II	\$110,000	\$112,500	\$130,000
Exemplary	\$115,000	\$117,500	\$135,000
Master	\$120,000	\$122,500	\$140,000

Example

High Priority Campuses

Effectiveness Level	Elementary	Middle	High
Unsatisfactory	\$90,000	\$90,000	\$93,301
Progressing I	\$105,000	\$107,500	\$125,000
Proficient I	\$110,000	\$112,500	\$130,000
Proficient II	\$115,000	\$117,500	\$135,000
Exemplary	\$120,000	\$122,500	\$140,000
Master	\$125,000	\$127,500	\$145,000

How It Fits Together

- Teacher-level designation
- Based on teacher effectiveness
- Foundational piece needed to fund Texas Strategic Compensation

Teacher Incentive Allotment

Strategic Compensation

- Aligns compensation to district goals
- Combines TIA and local dollars
- Applies to all teachers and administrators

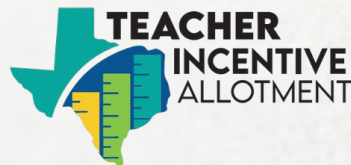
- District-level designation
- Access an additional 10% of TIA funds
- Raises for teachers AND administrators are based on student outcomes

Enhanced TIA



United - Recognizing Impact through Strategic Excellence

“At United ISD, we **RISE** together- recognizing the impact of educators, rewarding excellence, and advancing student success.”



Texas Strategic
Compensation

