



Teacher Incentive Allotment (TIA)

TIA Overview: 2026-27

TIA Overview



What is TIA?

Learn about the core mission and legal framework of the allotment.



Why TIA?

Four Levels of Designation
\$3,000 to \$36,000 in additional funding



Our System

Teacher Focused Funding designed to reward classroom excellence.



Next Steps

Guidance on the designation process and upcoming milestones.

Test #1: Week 3-4 344-7.3



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$$= a^7 \left(-\frac{1}{3} \cos^3 \theta + \frac{2}{5} \cos^5 \theta - \frac{1}{3} \cos^3 \theta \right) + C$$

$$= a^7 \left(-\frac{1}{3} \left(\frac{\sqrt{a^2 - x^2}}{a} \right)^3 + \frac{2}{5} \left(\frac{\sqrt{a^2 - x^2}}{a} \right)^5 - \frac{1}{3} \left(\frac{\sqrt{a^2 - x^2}}{a} \right)^3 \right) + C$$

What is TIA?

The Teacher Incentive Allotment (TIA) Pathway



Accessible Pathway

Effective teachers earn a **higher income** while remaining in the classroom.

Sustainable funding written into statute (law) with no caps. This is **NOT** a grant or "program".

How TIA Works



Four Levels of Designation

Acknowledged
Recognized
Exemplary
Master



\$3,000 to \$36,000

Annual additional
funding for each
designated teacher



Prioritizes Hard-to-Staff Positions

Greater funding for
high-needs and
rural campuses



Teacher Focused Funding

90% of all TIA funds
go towards teacher
pay



Five Year Validity

Teachers retain
designations for 5
years regardless of
placement

Funding Per Designated Teacher



Acknowledged

**\$3,000 -
\$9,000**



Recognized

**\$5,000 -
\$15,000**



Exemplary

**\$9,000 -
\$25,000**



Master

**\$12,000 -
\$36,000**

Allotments are based on teacher designation level, campus socioeconomic level, and campus rural status.

Every Teacher Has The Potential to Be Designated

In order to be designated, teachers must at minimum meet these requirements:



Eligible Assignment

Be teaching in an eligible assignment as defined by the local system.



Employment Status

Employed and compensated by the recommending district in a teacher role for a creditable year of service.



Designation Criteria

Meet local criteria which **MUST** include student growth data and teacher observation data.



Certification

There are no specific certification requirements for TIA designation.

At Its Core, A Local Designation System is Comprised of **Three Major Components**

ELIGIBLE ASSIGNMENTS & CAMPUSES

All teaching assignments can be eligible for TIA as long as they have valid and reliable data from teacher observation scores and student growth data.

Some districts choose to start with a subset of eligible assignments and then expand their system later.

TEACHER PERFORMANCE DATA

Teacher observation data, student growth data, and data from optional components make up teacher performance data.

Districts use this data to determine teacher designations.

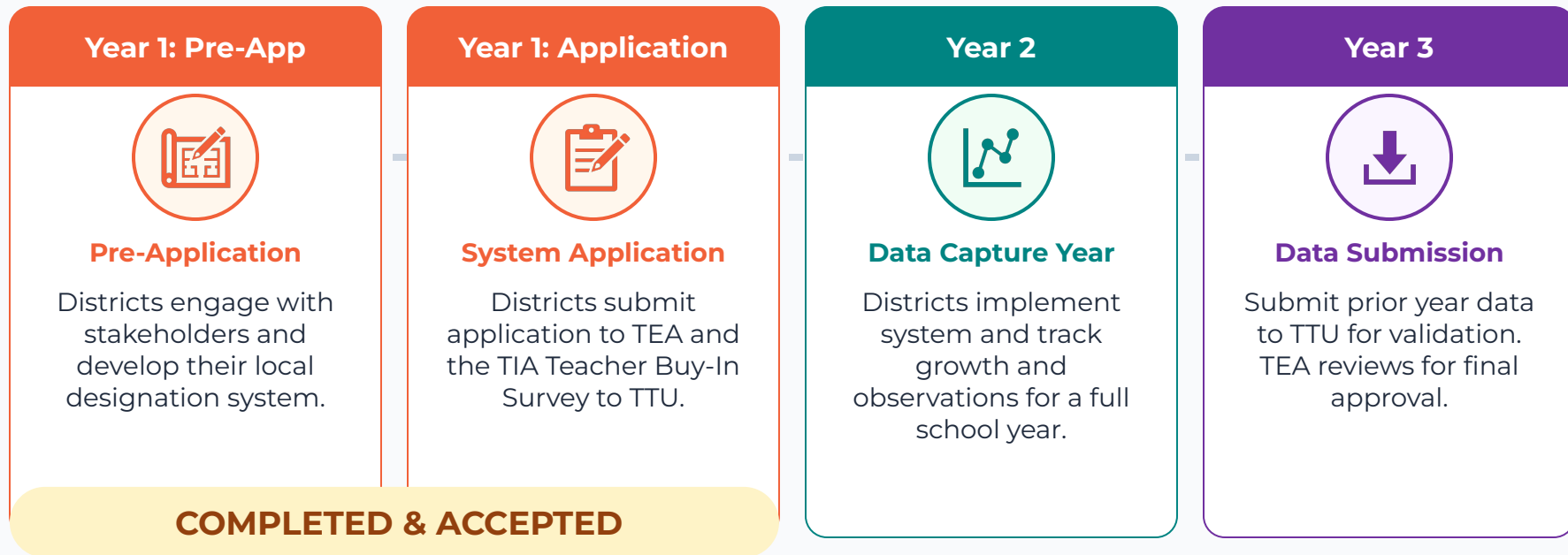
COMPENSATION PLAN

Districts must spend at least **90% of allotment funds on teacher compensation** where the teacher works.

Up to 10% may be used for system implementation or supporting teachers.

Three-Year, Two-Step Approval Process

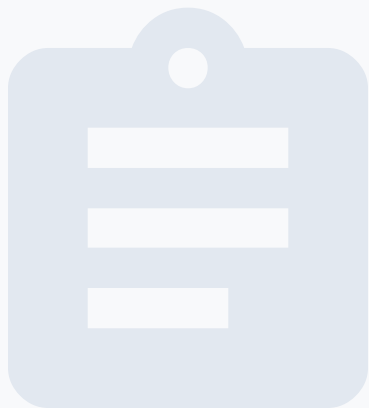
Building an approved local designation system spans three years through a two-step process.



Districts Report Dimension-Level Appraisal Data From All Observable Domains

TIA aligns the teacher observation requirements to T-TESS.

Districts that use T-TESS for their appraisal system already incorporate the requirements needed for TIA.



Appraisal Waivers are not allowed for any teacher in an eligible assignment during the Data Capture Year

To earn a designation, a teacher must be rated Proficient on **all** observable dimensions.

Ratings from Domains 2 and 3 are used when determining designations

Measuring Individual Student Growth – **NOT** **Achievement**

Student growth is measured by the **teacher's percentage of students who meet or exceed an expected growth target** over the course of a single school year.

Rather than using the magnitude of growth, effectiveness is measured by the impact teachers have on all students by setting **individualized growth targets**.



TIA Recognizes Four Different Student Growth Measures

Multiple growth measures may be used for a single eligible assignment.

Student Learning Objectives (SLOs)

Teachers set individual student growth targets and evaluate each student using Body of Evidence. Aligned with TexasSLO.org.

Portfolios

Measures a student's movement along a skill progression rubric with a collection of standards-aligned artifacts.

Pre-Test Post-Test

Involve the administration of a beginning of year pre-test and an end of year post-test. Tests must align directly to the standards of the course.

Value-Added Measures

Sets predicted scores based on multiple years of historical testing data across multiple contents using statistical modeling.

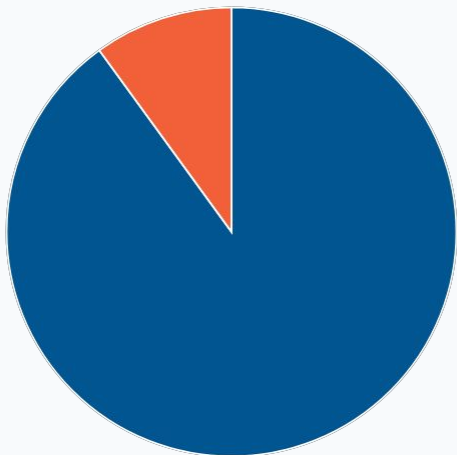
Statewide Performance Standards Guide Designations

Districts set local cut points for each level of designation. Any teacher that meets a local designation system's eligibility requirements and the minimum proficiency observation ratings may be submitted for designation. Districts may find that they have more or less than the numbers represented.

Designation	Statewide %	Obs Score (D2 & D3)	Student Growth %MEE
Acknowledged	Top 50%	3.5 / 70% of points	50%
Recognized	Top 33%	3.7 / 74% of points	55%
Exemplary	Top 20%	3.9 / 78% of points	60%
Master	Top 5%	4.5 / 90% of points	70%

90% Of All TIA Funds Must Go to Teacher Compensation

Understanding the sustainable funding structure of the Teacher Incentive Allotment.



Funding & Sustainability

- ✓ Teachers do not apply for TIA; allotments are additional state funding.
- ✓ Written into statute, ensuring a permanent and sustainable funding model.
- ✓ No caps on teacher designations or total allotment funds available.

Allotment Funding Amounts Differ Per Campus And Change Each Year Based on the Following Factors:

Base Allotment



Each designation level starts with a base amount and a multiplier rate.

Campus Socioeconomic Level



Determined by assigning a point value to each student based on the Compensatory Education block tier.

Campus Rural Status



Rural campuses receive a 2-tier boost to point value with a max value of Tier 5.

3-2-1 about TIA

With your Table Group:

3 Facts

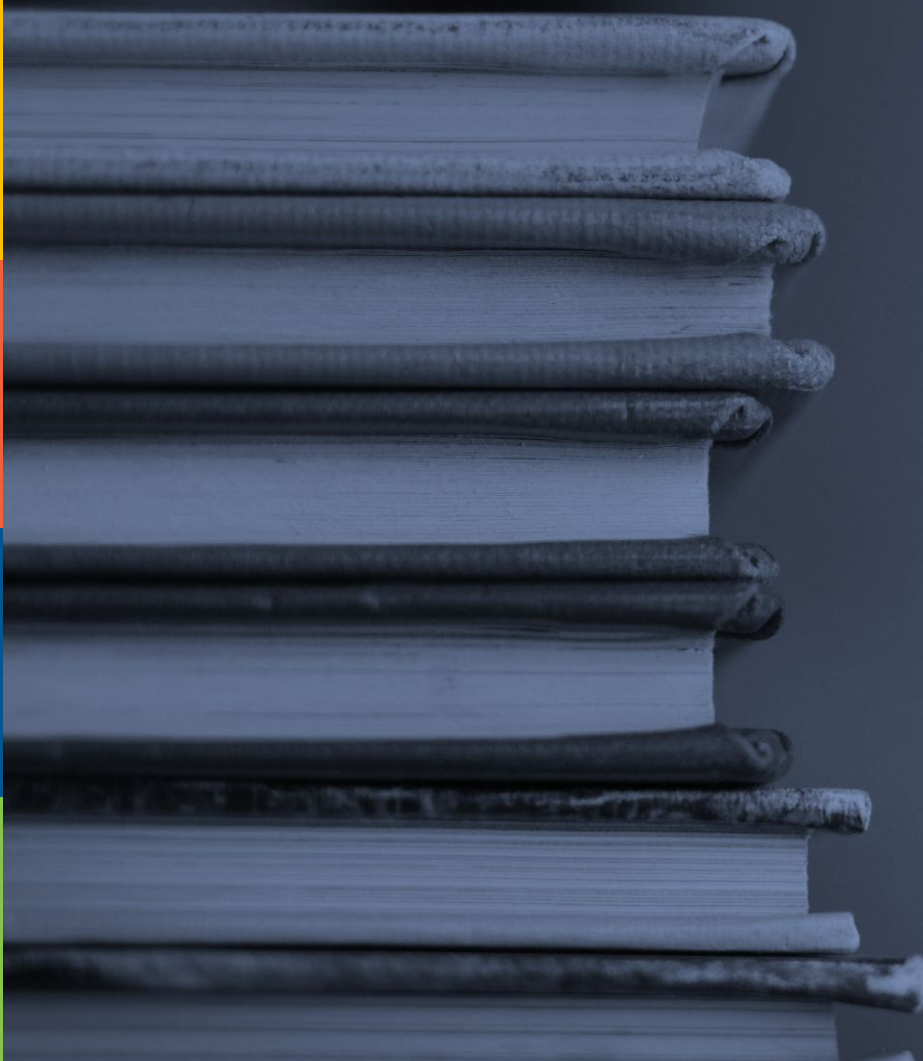


2 Aha's



1 Question





Why TIA?

WHY TIA IS RIGHT FOR
OUR DISTRICT

The background is a blurred photograph of a classroom. A student in the foreground has their hand raised high. Another student in the background is holding a large poster with a map of Florida and some text. The overall scene is dimly lit, with the text overlaid in white.

TIA Compliments & Enhances Established District Systems & Goals



Strategic Goals & Objectives



**Strengthen Student
Outcomes**



**Improve Teacher
Retention**



**Increase Recruitment
Rates**



**Reward Quality
Instruction**



**Incentivize
Hard-to-Staff Positions
& High-Needs Schools**



**Support Educator
Development**



**Encourage
Professional
Collaboration**



**Maintain a
Competitive Market**



Italy ISD

OUR LOCAL
DESIGNATION
SYSTEM

Eligibility and Assessment Plan



Who is participating in our TIA System and what Growth Assessment is being used?

Grade Level / Course	TIA Student Growth (Pre-/Post-Tests)	Who Sets Expected Target? How?
PreKindergarten	CLI	District
Kindergarten, First & Second Math & ELAR (SPED included)	iReady	iReady
3rd Grade Math & ELAR (SPED included)	STAAR Released/STAAR or iReady (higher % of two)	District & iReady
4th-5th Grade Math & ELAR (SPED included)	STAAR or iReady (higher % of two)	TEA & iReady (TEA Transition Tables)
6th-8th Math & ELAR, Alg I, Eng I & II (SPED included)	STAAR or MAP (higher % of two)	TEA & NWEA (TEA Transition Tables)
Biology, US History, 5th & 8th Science (SPED included)	Pre-Test: STAAR Released / Post-Test: STAAR	District
Life Skills Grades PK-12 (SPED Self-contained)	Unique Learning System	District
7th Grade Band, 9th Grade Band	Make Music Cloud	District
Principles of Health Science, Advanced Animal Science, Principles of Ag Food & Natural Resources, Ag Mechanics & Metal Tech, 8th Grade College & Career Readiness	iCEV	District
Algebra 2, Chemistry, 6th-7th Social Studies, World History, Music 3, Spanish II, Graphic Design & Illustration, Art 1, Health 1, World Geography (SPED included)	TEKSready	District
PE	FitnessGram	District



Italy TIA Weights

Each eligible teacher begins with a total of 100 possible points, distributed across the following categories and percentage weights.

50%

STUDENT GROWTH

50%

TEACHER OBSERVATION
(T-TESS)

Italy ISD: TIA Scorecard



Student Growth Cut Points

TIA Designation	TIA Performance Standards	Student Growth Points
Acknowledged	50%	$50\% * 50 \text{ points} = 25$
Recognized	55%	$55\% * 50 \text{ points} = 27.5$
Exemplary	60%	$60\% * 50 \text{ points} = 30$
Master	70%	$70\% * 50 \text{ points} = 35$

Teacher Observation Cut Points

TIA Designation	TIA Performance Standards	Points for Observation
Acknowledged	3.5	$3.5 * 10 = 35$
Recognized	3.7	$3.7 * 10 = 37$
Exemplary	3.9	$3.9 * 10 = 39$
Master	4.5	$4.5 * 10 = 45$

Student Growth + Teacher Observation

Acknowledged	$25 + 35$	60
Recognized	$27.5 + 37$	64.5
Exemplary	$30 + 39$	69
Master	$35 + 45$	80

Composite Score Cut Points

Acknowledged	60 - 64.49
Recognized	64.5 - 68.99
Exemplary	69 - 79.99
Master	80 - 100

Italy ISD: TIA Scorecard (Example)



Student Growth Points

% of students who met/exceed projected growth		Category Weight	Student Growth Points
Formula: _____	x	50	= _____
(percent as decimal)			
Example: .62 (62%)	x	50	= 31

Teacher Observation Points

Average Observation Score		Observation Multiplier (10)	Teacher Observation Points
Formula: _____	x	10	= _____
Example: 3.5	x	10	= 35

Student Growth + Teacher Observation

Growth Points	+	Obs Points	= _____
Example: 31	+	35	= 66

Composite Score Cut Points

Acknowledged	60 - 64.49
Recognized	64.5 - 68.99
Exemplary	69 - 79.99
Master	80 - 100

Teacher Observation



Goal: Develop continuous improvement through reflection and coaching.



Rubric & Appraisers

T-TESS will be the rubric used. Appraisers must be certified and calibrated.



TIA Requirements

Eligible teachers must receive a T-TESS observation for their TIA composite score.



TIA Scorecard

IISD uses Statewide Performance Standards as a guide to create the TIA Scorecard.



T-TESS Observations for TIA-Eligible Assignments



Full Observation

One scheduled 45-minute observation follows the Fall pre-conference. A post-conference follows the observation.



TIA Walkthroughs

Minimum of 2: One in the Fall and one in the Spring.



Informal Check-ins

At least one informal, non-scored walkthrough during the first nine weeks.



Mandatory Participation

No opt-outs or waivers allowed for teachers in TIA-eligible assignments. Observations must be in TIA-eligible courses.

IISD Spending Plan



Allotment % for Designated Teacher	Allotment % for District
90%	10%

IISD Spending Plan



EXAMPLE:

Allotment Generated based on Employed Designated Teacher=
\$15,000

Allotment % for Designated Teacher: 90%	Allotment % for District: 10%
\$13,500 (before Taxes & TRS contributions)	\$1,500



Italy ISD Spending Plan

Frequency of TIA Compensation

- Italy ISD will pay the TIA compensation to teachers in one payment **in August.**

Related TIA Compensation Calculations

TIA compensation stipends will be eligible when calculating retirement benefits for TRS-eligible staff.

The employee's net payment will be less than all associated employee/employer-related benefits and taxes.

Actual TIA compensation amounts will include deductions for federal income tax, Medicare tax, and TRS contributions as part of an employee's annual wages reported to the state and federal governments and the Teacher Retirement System (TRS).



Spending Plan FYI

Campus Allotment Generation

Each campus generates an allotment per designation level **EVERY YEAR**.

- Determined by where the designated teacher works during the **Winter/Class Roster Submission** (usually February).
- Calculated annually based on the **October Snapshot Data**.
- Visit tiatexas.org for more details.

Teacher Designations

Teachers earn a designation, not a dollar amount.

The dollar amount depends on:

- **Employment Status:** Must be employed as a teacher (087).
- **Campus Location:** Calculated based on the campus where employed during the Winter/Class Roster Submission.

TIA Timeline





3-2-1 about IISD's TIA System

With your Table Group:

3 Facts



2 Ah-ha's



1 Question



Test #1: Week 3-4 34/47=73



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$$= -27 \left(\frac{\sqrt{a^2 - x^2}}{a} \right) + \frac{2}{5} \left(\frac{\sqrt{a^2 - x^2}}{a} \right)^5 - \frac{1}{3} \left(\frac{\sqrt{a^2 - x^2}}{a} \right) + C$$

Italy's Next Steps

Next Steps



Student Growth Assessments

- Administer all pre-tests following secure testing protocols and the district/campus calendar
- Review BOY data and EOY targets to plan for supporting growth for each student

T-TESS

- On-going Training for Teachers & Leaders
- Walkthroughs & Observations
- Data Tracking, Analysis, and Action

Staff TIA Updates Plan



Update #1

BOY TIA Overview

(August 2026)

Update #2

Fall Update

Update #3

Spring Update

TIA Information



Italy TIA Webpage & Resources

TIA Guidebook and other Resources

- *The Guidebook contains more detailed information about our system and, when updated, is linked to this page.*
- *All information about TIA will be posted and available for access at any time.*



Italy ISD

TIA Guidebook

Teacher Incentive Allotment

2026-2027



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