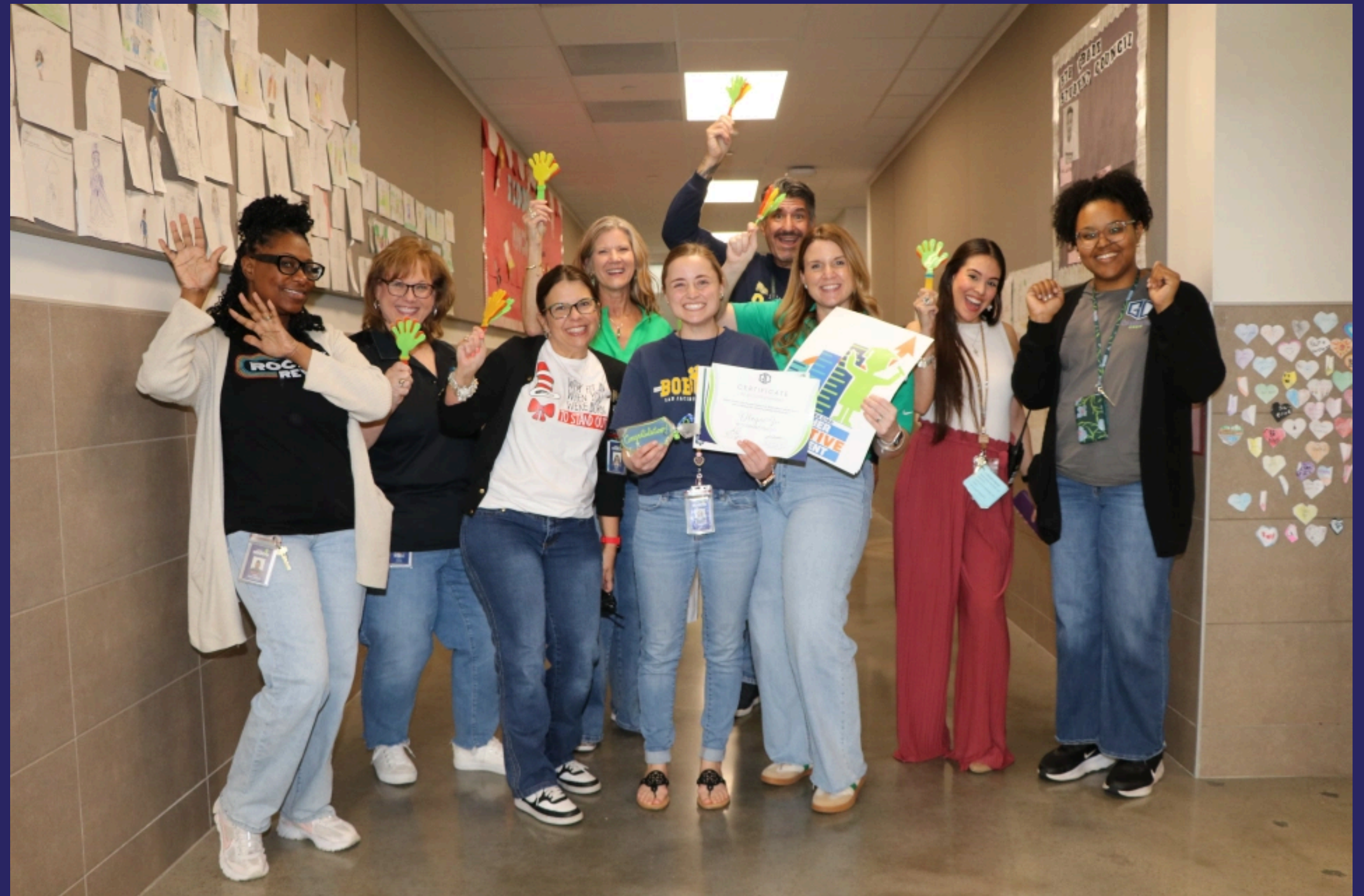




# TEACHER INCENTIVE ALLOTMENT

MAY 4, 2026





# *Agenda*

TIA Teacher Eligibility

TIA Designation and Validation in GCCISD

TIA District Communication

Future TIA Teacher Eligibility

Future TIA Dashboard

*\*Teacher Incentive Allotment (TIA)*

# TEACHER INCENTIVE ALLOTMENT

- **What is the Teacher Incentive Allotment (TIA)?**

- TIA was created through House Bill 3 passed by the 86th Texas Legislature to reform school finance and teacher compensation (2019). TIA provides performance-based pay based on teacher effectiveness.

- **How TIA works:**

- Districts can apply to become a “TIA District” through an annual TEA validation process. Based on TEA standards, Districts can designate teachers as Recognized, Exemplary, or Master.

*\*TEA-Texas Education Agency*

*\*TIA-The Teacher Incentive Allotment*

# Teacher Incentive Allotment

## 2025-2026 Eligible Teaching Groups & Growth Measure

Eligible Teaching Assignment	Pre-Test	Who sets expected growth targets?	Post-Test
Pre-K Teachers	Circle	District-Created	Circle
Kindergarten Teachers (Reading/Math)	BOY Amira (Reading) / NWEA Map (Math)	3rd Party Vendor	EOY Amira (Reading) / NWEA Map (Math)
1st (Reading/Math)	BOY Amira (Reading) / NWEA Map (Math)	3rd Party Vendor	EOY Amira (Reading) / NWEA Map (Math)
2nd (Reading/Math)	BOY Amira (Reading) / NWEA Map (Math)	3rd Party Vendor	EOY Amira (Reading) / NWEA Map (Math)
3rd (Reading/Math)	BOY Amira (Reading) / NWEA Map (Math)	3rd Party Vendor	EOY Amira (Reading) / NWEA Map (Math)
4th (Reading/Math)	Prev. Year STAAR	STAAR Transition Tables	EOY STAAR
5th (Reading/Math)	Prev. Year STAAR	STAAR Transition Tables	EOY STAAR
5th (Science)	STAAR Released	District-Created	EOY STAAR
6th (Reading/Math)	Prev. Year STAAR	STAAR Transition Tables	EOY STAAR
6th (Science)	BOY NWEA Map	3rd Party Vendor	EOY NWEA Map
7th (Reading/Math)	Prev. Year STAAR	STAAR Transition Tables	EOY STAAR
7th (Science)	BOY NWEA Map	3rd Party Vendor	EOY NWEA Map
8th (Reading/Math)	Prev. Year STAAR	STAAR Transition Tables	EOY STAAR
8th (Science)	BOY NWEA Map	3rd Party Vendor	EOY NWEA Map
Algebra I	Prev. Year STAAR	STAAR Transition Tables	EOY STAAR
Algebra II	BOY NWEA Map	3rd Party Vendor	EOY NWEA Map
Geometry	BOY NWEA Map	3rd Party Vendor	EOY NWEA Map
English I	Prev. Year STAAR	STAAR Transition Tables	EOY STAAR
English II	Prev. Year STAAR	STAAR Transition Tables	EOY STAAR
AP Courses (Eligible Courses)	District	District-Created	AP Exam
Biology	BOY NWEA Map	3rd Party Vendor	EOY NWEA Map
CTE (Eligible Courses)	BOY YouScience	District-Created	EOY YouScience
8th Grade Social Studies	STAAR Released	District-Created	EOY STAAR
US History	STAAR Released	District-Created	EOY STAAR

# HOW DO TEACHERS BECOME ELIGIBLE FOR TIA?



*\*Texas Teacher Evaluation and Support System (T-TESS)*

**Minimum growth to qualify is 55%**  
**Minimum T-TESS to qualify is 3.7**

# 2024-25 GROWTH MEASURE (70%)

Recognized	Exemplary	Master
55% of students met or exceeded expected growth	60% of students met or exceeded expected growth	70% of students met or exceeded expected growth
<p>Growth calculation: <u>The total number of students who met or exceeded growth</u> The total number of students</p>		

Minimum growth to qualify is 55%

# 2024-25 T-TESS OBSERVATIONS (30%)

**Recognized**

**3.70 in Domains 2 & 3**

**Exemplary**

**3.90 in Domains 2 & 3**

**Master**

**4.50 in Domains 2 & 3**

**T-TESS Calculation: Average of the 8 indicators in domains 2&3**

**Minimum average observation score to qualify is 3.7**

*\*Texas Teacher Evaluation and Support System (T-TESS)*

# DETERMINING DESIGNATIONS 2024-25 QUALIFICATIONS

**Recognized**  
**3.7**

**Exemplary**  
**3.9**

**Master**  
**4.5**

**Both minimums of 55% and 3.7 must be met for a teacher to qualify.**

## **Designation Calculation**

**Growth is converted to a scale score and weighted at 70%**

**Observations average is weighted at 30%**

# GCCISD TIA VALIDATION

- Cohort 2023-24 Not Validated
- Cohort 2024-25 Validated

**Table 3.**  
*Step Two Verification Scores*

Domain	Check	Possible Points	Results	Score	Weight	Score × Weight
<i>A. Correlation between teacher observation ratings and student growth ratings</i>	C1	0-3	$r = 0.26$	3.00	× 10	30.00
<i>B. Relationship between teacher designations and VAM</i>	C2	0-3	$r = -0.08$	0.00	× 7	0.00
	C3	0-3	$s = 0.17$	1.37	× 3	4.13
<i>C. Degree of reliability for observation and growth judgements</i>	C4	0-3	$sp. \omega^2 = 0.28$	0.00	× 3	0.00
	C5	0-3	$sp. \omega^2 = 0.16$	0.72	× 2	1.45
	C6	0-3	$sp. \omega^2 = 0.11$	1.29	× 3	3.87
	C7	0-3	$sp. \omega^2 = 0.12$	1.20	× 2	2.41
<i>D. Comparison of district designation percentage to statewide performance standards</i>	C8	0-3	$s = 66\%$	2.26	× 1	2.26
	C9	0-3	$s = 49\%$	0.00	× 1	0.00
<i>E. Supplemental checks</i>	C10	0-3	Not performed		× 0	–
	C11	0-3	$\sigma = 0.11$	2.71	× 0	–
	C12	0-3	$\rho = 0.21$	1.44	× 0	–
	C13	0-3	$\rho = 0.38$	2.53	× 0	–
<b>Total</b>						<b>44.14 / 96</b>

**Table 3.**  
*Step Two Verification Scores*

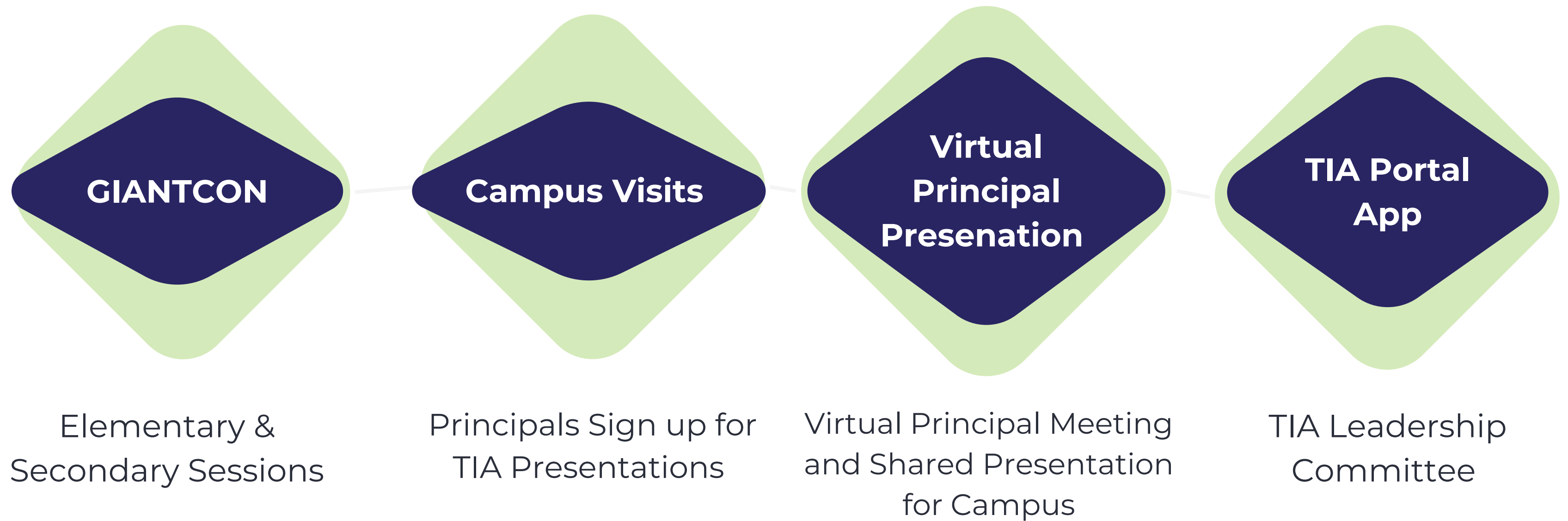
Domain	Check	Possible Points	Results	Score	Weight	Score × Weight
<i>A. Correlation between teacher observation ratings and student growth ratings</i>	C1	0-3	$r = 0.24$	3.00	× 10	30.00
<i>B. Relationship between teacher designations and VAM</i>	C2	0-3	$r = 0.16$	1.34	× 7	9.38
	C3	0-3	$s = 0.13$	1.15	× 3	3.47
<i>C. Degree of reliability for observation and growth judgements</i>	C4	0-3	$sp. \omega^2 = 0.08$	1.65	× 3	4.97
	C5	0-3	$sp. \omega^2 = 0.00$	3.00	× 2	6.00
	C6	0-3	$sp. \omega^2 = -0.01$	3.00	× 3	9.00
	C7	0-3	$sp. \omega^2 = 0.02$	2.75	× 2	5.50
<i>D. Comparison of district designation percentage to statewide performance standards</i>	C8	0-3	$s = 84\%$	3.00	× 1	3.00
	C9	0-3	$s = 90\%$	3.00	× 1	3.00
	C10	0-3	$w = 0.01$	3.00	× 3	9.00
<i>E. Supplemental checks</i>	C11	0-3	$\sigma = 0.11$	2.53	× 0	–
	C12	0-3	$\rho = 0.17$	1.29	× 0	–
	C13	0-3	$\rho = 0.29$	2.18	× 0	–
<b>Total</b>						<b>83.33 / 105</b>

# TEACHER INCENTIVE ALLOTMENT 2024-2025 COHORT



Designation	Number of Teachers 2024-25 Cohort	Payout Range	All GCCISD Designated Teachers	GCCISD Average Payout
Recognized	64	\$3,000 - \$9,000	102	\$5,488
Exemplary	71	\$6,000 - \$18,000	142	\$10,977
Master	12	\$12,000 - \$32,000	31	\$20,295
Total	147	\$3,000 - \$32,000	275	\$2,747,655

# DISTRICT COMMUNICATION



# House Bill

2



**Designations 25-26**

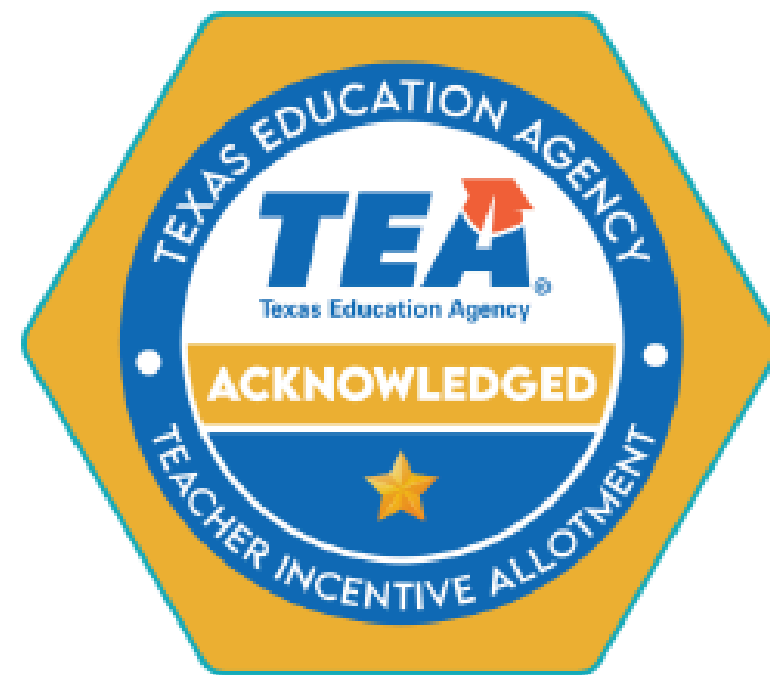
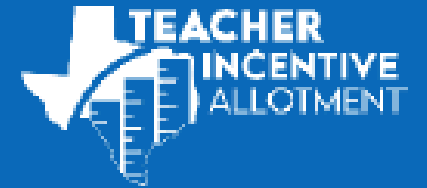


**Teacher  
Observations**



**State Performance  
Measures**

# New Acknowledged Designation



- Districts may designate at new Acknowledged level beginning Fall 2026 using 2025-26 performance data
- Designations continue to be valid for five school years
- Teachers may qualify for a higher designation in subsequent years and restart the five-year clock
- Updated badges available for district use

# National Board Certified Teacher (NBCT) Designations



## Designation Update

*NBCTs currently designated as Redesignated as **Nationally Board Certified** on 9.1.26. No district action required.*

## Allotments for NBCT designations

*Aligned with Acknowledged Designation*

## SBEC Review Process

*for alignment with Texas standards*

*SBEC may reauthorize or revoke the NBCT designation pathway for 2027 and beyond.*

# FUTURE TIA TEACHER DASHBOARD

[↑ Back to top](#)

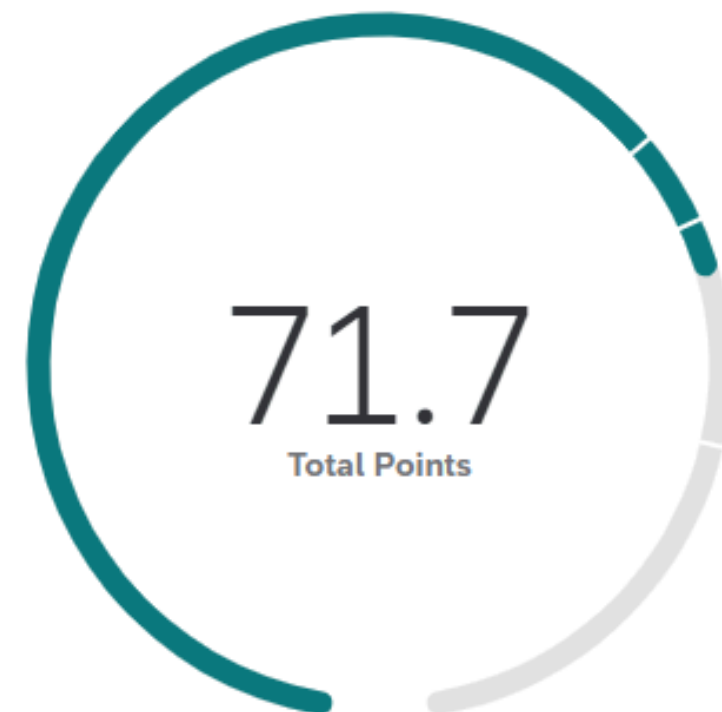
## Designation Summary

No Designation  
(64.4 and below)

Recognized  
(64.5-68.9)

Exemplary  
(69-79.9)

Master  
(80-100)



Teacher_Name ↑	T-Tess Composite Average	T-Tess Points
Adams, Karen	3.725	34.9

Teacher_Name ↑	Eligible Assessments	Percentage Meeting Goal	SG Points
Adams, Karen	19	73.68%	36.8

Your paragraph text

*Thank you!*





# TRS MEDICAL PLANS

MAY 4, 2026



# COVERAGE UPDATES

## Important Plan Year Information

### NEW THIS YEAR!

- Medical Plan is changing to TRS ActiveCare effective 9/1/2026
- Dental is changing from MetLife to Ameritas
- Accident is changing from Aetna to Manhattan Life
- Cancer is changing from Guardian to American Public Life (APL)
- Disability is changing from Hartford to American Fidelity

2 New products being added this year!  
American Fidelity Term Life and MASA Medical Transport

### USEFUL INFORMATION

- No changes will be allowed until the annual open enrollment period (unless you have an IRS S125 approved event).
- You must re-elect the FSA and Dependent Care each year or it will be dropped
- Benefits will not roll over 9/1/2026 unless enrollment is completed



# COMMUNICATION



## Save The Date: 2026 Benefits Open Enrollment

Open enrollment will be held May 12 to June 12, 2026.

**This is a mandatory enrollment. All benefits must be re-enrolled to continue to have coverage into Sept. 1, 2026.** Please note that you also must re-enroll in your Flexible Spending Account (FSA) and Dependent Care Account (DCA) to keep it.

### Medical Plan

Goose Creek CISD's medical plan is returning to TRS ActiveCare Medical through Blue Cross Blue Shield. You may begin confirming whether your doctors are in network by visiting the [TRS website](#). Plans and costs will be released May 1, 2026. Open enrollment will be held from May 12 to June 12, 2026. Representatives will be on-site during that time and a campus schedule will be sent out in the coming weeks.

- Enrollment campaign began the first week in April
- Weekly text message
- Weekly email
- Weekly newsletter
- In-person enrollment meetings scheduled at every location
- Spanish meetings where needed
- Enrollers from FFGA scheduled at each location for one-on-one consultations
- Enroller available at Central Administration for the first 2 weeks in June

# HD PLAN COMPARISON

Plan Name	Current BCBS HD Plan	TRS HD Plan
Network	Blue Choice PPO	
Individual Deductible	\$3,500	
Family Deductible	\$7,000	
Individual Out-of-Pocket Max	\$6,500	
Family Out-of-Pocket Max	\$13,000	
Office Visit (PCP/Specialty)	20%*	
Preventive Care	Covered 100%	
Emergency Room	20%*	
Inpatient Admission	20%*	
All Other Covered Services	20%*	
Retail Rx – Generic/Preferred/Non-Preferred	20%*	
90 days/Mail Rx – Generic/Preferred/Non-Preferred	20%*	
Specialty	20%*	

Coverage	Current Plan	TRS Plan	Change
Employee Only	\$132.00	To Be Released 5/1/26	
Employee + Spouse	\$939.40		
Employee + Child(ren)	\$530.20		
Employee + Family	\$1336.50		

Monthly Rates Include Employer Monthly Contribution \$310.00

# STANDARD HMO PLAN COMPARISON

Plan Name	Current BCBS HD Plan	TRS HD Plan
Network	Blue Choice PPO	
Individual Deductible	\$4000	
Family Deductible	\$8000	
Individual Out-of-Pocket Max	\$7000	
Family Out-of-Pocket Max	\$14,000	
Office Visit (PCP/Specialty)	\$35/\$70	
Preventive Care	Covered 100%	
Emergency Room	20%	
Inpatient Admission	20%	
All Other Covered Services	20%	
Retail Rx – Generic/Preferred/Non-Preferred	\$15/20%/20%	
90 days/Mail Rx – Generic/Preferred/Non-Preferred	\$30/20%/20%	
Specialty	\$250	

Coverage	Current Plan	TRS Plan	Change
Employee Only	\$132.00	To Be Released 5/1/26	
Employee + Spouse	\$939.40		
Employee + Child(ren)	\$530.20		
Employee + Family	\$1336.50		

Monthly Rates Include Employer Monthly Contribution \$310.00

# ENHANCED HMO PLAN COMPARISON

Plan Name	Current BCBS HD Plan	TRS HD Plan
Network	Blue Choice PPO	
Individual Deductible	\$2000	
Family Deductible	4000	
Individual Out-of-Pocket Max	\$5500	
Family Out-of-Pocket Max	\$11,000	
Office Visit (PCP/Specialty)	\$25/\$50	
Preventive Care	Covered 100%	
Emergency Room	20%	
Inpatient Admission	20%	
All Other Covered Services	20%	
Retail Rx – Generic/Preferred/Non-Preferred	\$15/\$35/\$55	
90 days/Mail Rx – Generic/Preferred/Non-Preferred	\$30/\$70/\$110	
Specialty	\$200	

Coverage	Current Plan	TRS Plan	Change
Employee Only	\$132.00	To Be Released 5/1/26	
Employee + Spouse	\$939.40		
Employee + Child(ren)	\$530.20		
Employee + Family	\$1336.50		

Monthly Rates Include Employer Monthly Contribution \$310.00

QUESTIONS?

