Teacher Incentive Allotment

Board Workshop Meeting
March 2, 2026

Purpose-
Teacher Incentive Allotment (TIA)

- What is TIA?
- How is TIA Funded?
- The Purpose of TIA?
- TIA Plan Development
- TIA Components
  - Eligible Teacher Assignments
  - Teacher Performance Data
  - Compensation Plan
- Designation Levels
  - National Board Certification
- Next Steps/Timeline

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What is TIA?

The Teacher Incentive Allotment (TIA) was established to provide an accessible pathway for effective teachers to earn more while remaining in the classroom.

How is TIA funded?

TIA funding was built into Texas state law as part of House Bill 3 as a sustainable funding source to districts.

The Purpose of TIA?

- TEA's strategy to provide a funding source for teacher salary increases.

- Provide the ability to recruit and retain teachers in high need areas and campuses.

- Aligns state funding to teacher effectiveness and instructional impact.

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TIA Designation Plan Development

Stakeholder Committee
Composition: Principals, Teachers, and Department Leaders

Purpose: Provide input on designation criteria, eligible assignments, and compensation; represent district perspectives.

Planning Committee
Composition: District Administrative Leaders

Purpose: Review stakeholder decisions and refine the TIA designation plan to ensure alignment to district priorities.

Committee Meetings & Engagement
Regular meetings throughout plan development.

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TIA Designation Components

Eligible Teacher Assignments

Teaching assignments are the designated subject area(s) a teacher is assigned to teach. An assignment may be eligible for TIA with valid and reliable teacher observation and student growth data.

Spring Branch ISD will choose to start with a subset of eligible assignments with the option to expand later.

Ex: 8th Grade Math

# Teaching Assignments Included in Data Capture
2026-2027

Starting with assignments that are already using an approved test:*

- Math and Reading – Grades 3-8
- Science – Grades 5 & 8
- Social Studies – Grade 8
- English I & II
- Algebra I
- Biology
- US History

SBISD will use STAAR, End of Course Exams, and Texas Value Added Measure as student growth measures.

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Phase-in Approach

Spring Branch ISD is using a phase-in approach which enables the district to build capacity, assess effectiveness, and ensure processes are fully established prior to full implementation.

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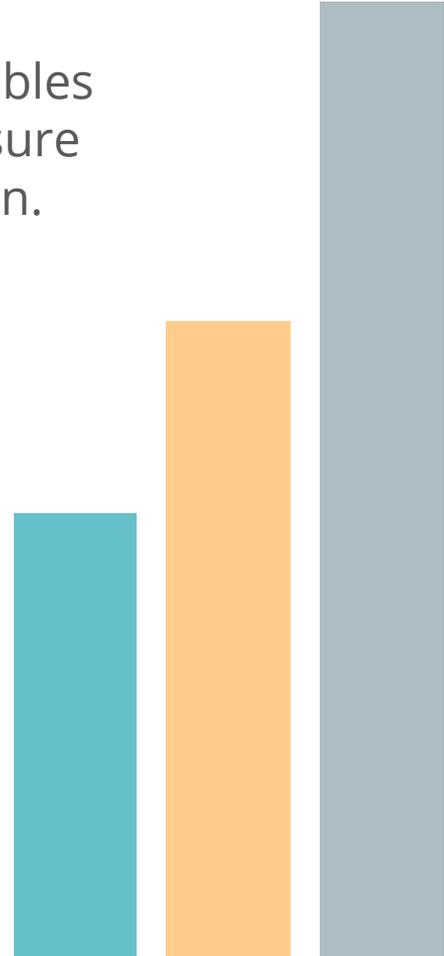
Teacher Performance Data

Teacher observation data and student growth data make up teacher performance data.

Spring Branch ISD will use teacher performance data to determine teacher designations.

Teacher Observation:
Texas-Teacher Evaluation & Support System (T-TESS)

T-TESS is used for Teacher Incentive Allotment (TIA) by averaging Domains 2 (Instruction) and 3 (Learning Environment) to measure teacher effectiveness.

This score, alongside student growth, determines TIA designations.

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Domain 2: Instruction

• Dimension 2.1: Achieving Expectations
• Dimension 2.2: Content Knowledge and Expertise
• Dimension 2.3: Communication
• Dimension 2.4: Differentiation
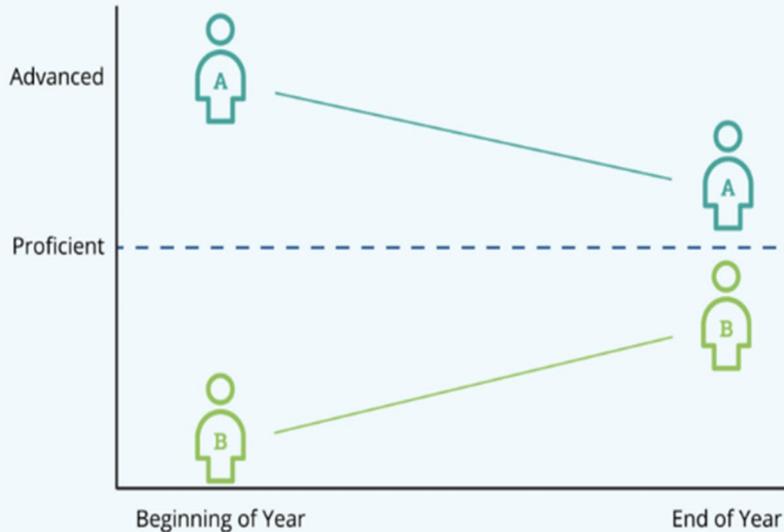• Dimension 2.5: Monitor & Adjust

Domain 3: Learning Environment

• Dimension 3.1: Classroom Environment, Routines, & Procedures
• Dimension 3.2: Managing Student Behavior
• Dimension 3.3: Classroom Culture

Growth vs. Achievement

Measuring Individual Student Growth – NOT Achievement

Growth Versus Achievement

In this graph, student A starts the year Advanced in their growth measure and ends Proficient. While they still scored high enough for achievement goals, they would not meet or exceed their student growth measure.

Student B starts out the year less than Proficient and still ends the year less than Proficient. However, the student has moved closer to Proficient and therefore would meet or exceed their student growth measure.

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Compensation Plan

Districts are required to spend at least 90% of their allotment funds on teacher compensation on the campus where the designated teacher works.

Districts may use up to 10% for costs associated with implementing a local designation system or supporting teachers in earning a designation.

How Funds Will Be Spent

90%
DESIGNATED TEACHERS

10%
DISTRICT USE

TIA Designation Levels

Designations and Allotments

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

$3K-$9K

Recognized designations represent the top 33% of Texas teachers

$6K-$18K

Exemplary designations represent the top 20% of Texas teachers

$12K-$32K

Master designations represent the top 5% of Texas teachers

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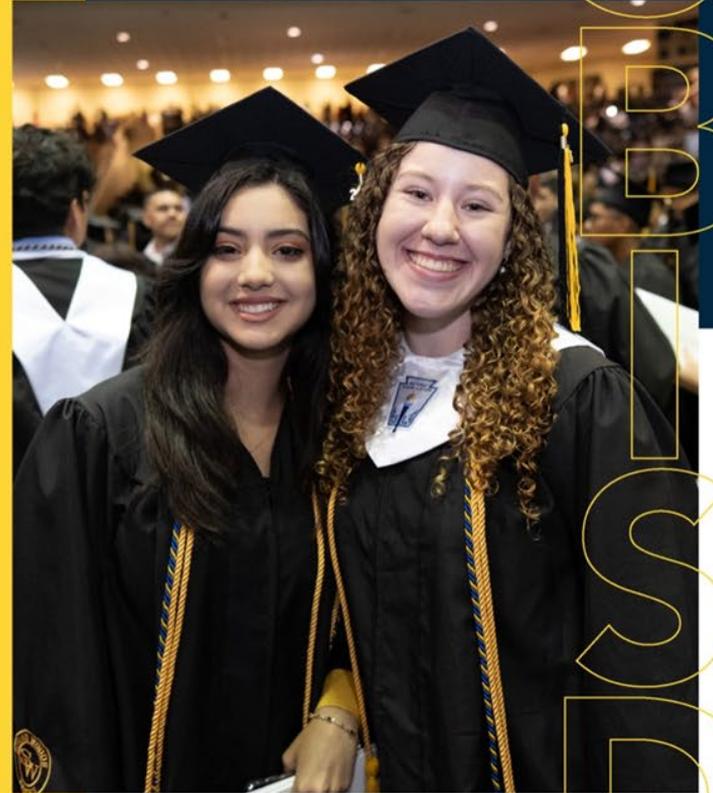Inspiring minds. Shaping lives.

National Board Certification

TIA and National Board

Automatic Recognized Designation

Eligible National Board-Certified Teachers (NBCTs) working as teachers may earn an automatic Recognized designation through the Teacher Incentive Allotment.

Next Steps

- DIT Meeting (3/19)

- Board Meeting for Application Approval (3/23)

- Application Submission (4/15)

System and Approval Timeline

TEA Texas Education Agency | **TEACHER INCENTIVE ALLOTMENT**

Pre-Application

System Development

Year 1

Spring 2026

Apply for TIA - 4/15

Summer 2026

Including Texas Tech University Survey #1

Year 2

2026-2027

Capture Data
Including recommended Texas Tech University Survey #2

Year 3

2027-2028

Submit data to TTU and fees to TEA

Designate and Compensate

First Allotment Payout (Aug 2028)

Post-Approval

New or higher designations
Requires data submission and fees

System expansions, changes, or spending modifications
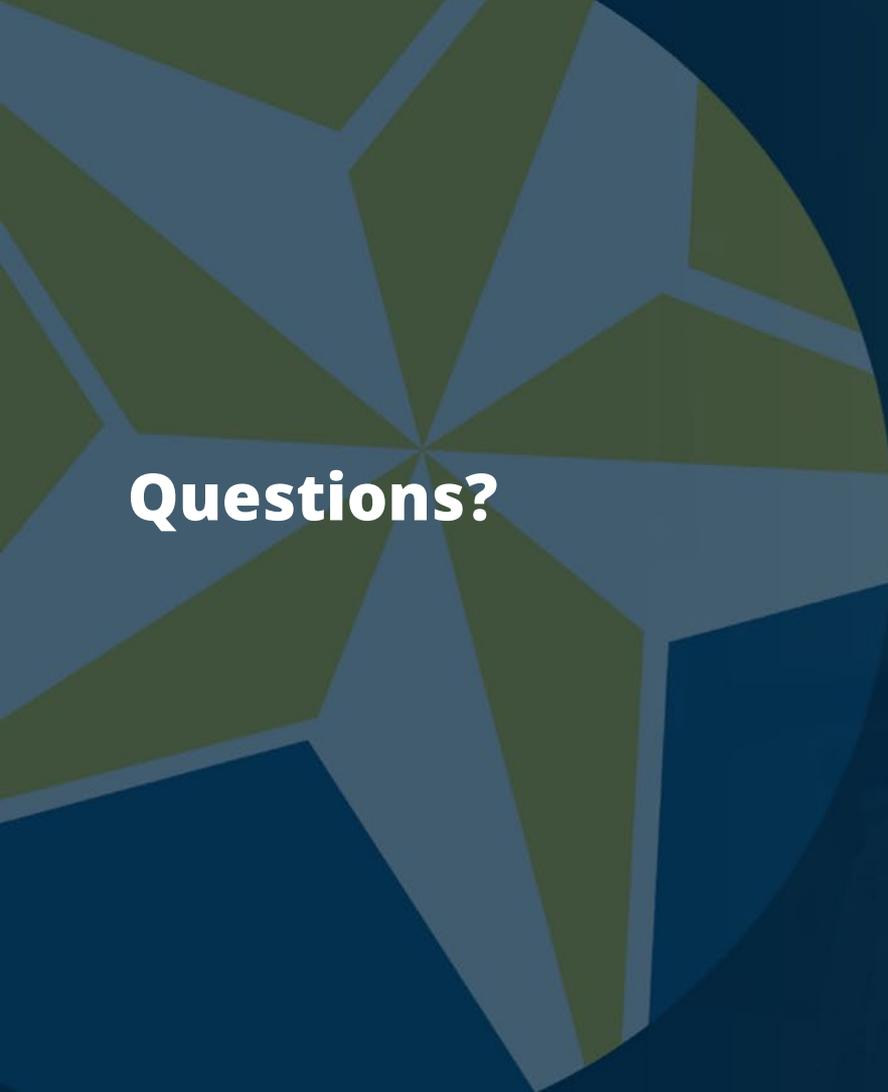
Complete annual requirements

System renewal

Application Approval (Aug)

System Approval

Designation Approval

Ongoing Stakeholder Engagement

Questions?