



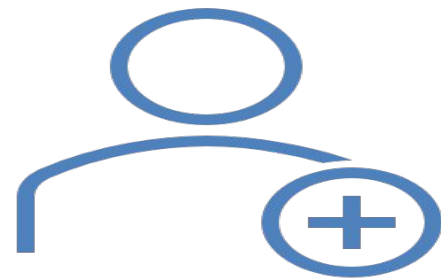
# **Teacher Incentive Allotment (TIA)**

## **Update**

# WHAT IS TIA?



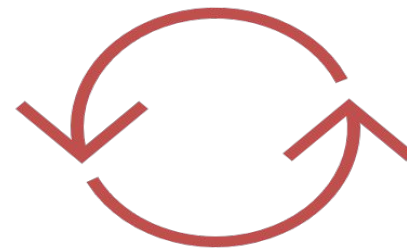
The Teacher Incentive Allotment, TIA, allows districts to identify and designate high performing teachers based on student growth and classroom observation. This is an opportunity to recruit, retain, and reward outstanding teachers. Greenville ISD has an approved Local Designation (application) for Cohort F.



**Recruit**



**Reward**



**Retain**

# Greenville ISD's LOCAL DESIGNATION SYSTEM



- **Student Growth Measure:** Pre-test and Post-test and **Portfolios** will be used. Teachers whose students take CLI, MAP, STAAR, EOC, **District-Created (approved HS courses only-update), Portfolios rubric and artifacts in DMAC**, or CTE Industry-Based Certification assessments are eligible. Self contained teachers data will come from homeroom. Departmentalized teachers data will come from selected class period.
- **Teacher Observation:** T-TESS Appraisals and Teacher Attendance
- **Spending Plan:** 85% to designated teachers / 15% proficient teachers on designated teacher's campus for supporting learning
- **Designation Award:** The teacher maintains that designation for 5 years. The teacher receiving the designation will receive a one-time payout by the end of every August for a five year period, beginning August 2025.



# Criteria for Teacher Designations



- **Recognized:**
  - 55% of students **meet target growth** on STAAR/EOC/CTE/**District-Created/Portfolios**
  - 74% **(62% update)** in T TESS Domains 2 and 3
  - Attendance: 73.5% or 10+ absences
- **Exemplary:**
  - 60% of students **meet target growth** on STAAR/EOC/CTE/**District-Created/Portfolios**
  - 78% in T TESS Domains 2 and 3
  - Attendance: 86.7% or 6-9 absences
- **Master:**
  - 70% of students **meet target growth** on STAAR/EOC/CTE/**District-Created/Portfolios**
  - 90% in T TESS Domains 2 and 3
  - Attendance: 100% or 0-5 absences

# FUNDING FOR TEACHERS



The **Teacher Incentive Allotment** provides extra funding, from **\$3,000 - \$32,000** per teacher per year, for five years, with more money based on **teacher designation level**, **campus socioeconomic level**, and **campus rural status**.



RECOGNIZED | Base Salary \$3 - \$9K



EXEMPLARY | Base Salary \$6 - \$18K



MASTER | Base Salary \$12 - \$32K



# How the funding works



The allotment formula takes three factors into account:



TEACHER DESIGNATION LEVEL



CAMPUS SOCIOECONOMIC LEVEL



CAMPUS RURAL STATUS

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

Designation Level	Base Allotment	Multiplier Rate
Recognized	\$3,000	\$1,500
Exemplary	\$6,000	\$3,000
Master	\$12,000	\$5,000

Socioeconomic levels are then determined by assigning a point value to each student based on the Compensatory Education block tier. These levels are tied to student enrollment.

Tier	0	1	2	3	4	5
Point Value	0	.5	1	2	3	4

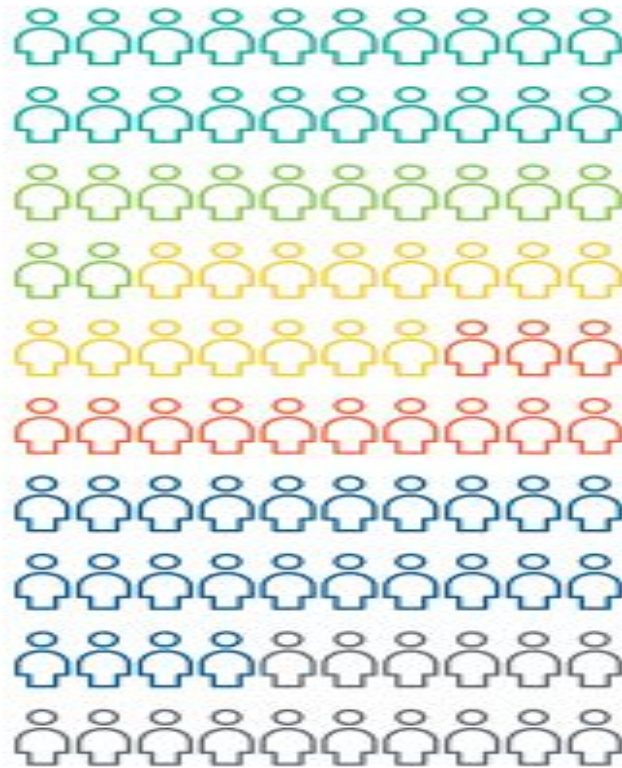
Students at rural campuses receive a two-tier boost to their point value with a maximum value of Tier 5.

Base Tier	0	1	2	3	4	5
Tier with Rural Boost	2	3	4	5	5	5



An average student point value for each campus is calculated by adding all student tier numbers and then dividing by the total number of students. The average point value is then multiplied by the designation's multiplier rate. That value is added to the designation's base allotment, resulting in the total incentive allotment. The allotment values are updated annually.

$$\begin{array}{c} \text{BASE} \\ \text{ALLOTMENT} \end{array} + \begin{array}{c} \text{MULTIPLIER} \\ \text{RATE} \end{array} \times \begin{array}{c} \text{AVERAGE STUDENT} \\ \text{POINT VALUE} \end{array} = \begin{array}{c} \text{ALLOTMENT PER} \\ \text{DESIGNATED TEACHER} \end{array}$$



**Key**

- Tier 0 = 0 points
- Tier 1 = .5 points
- Tier 2 = 1 point
- Tier 3 = 2 points
- Tier 4 = 3 points
- Tier 5 = 4 points

**Non-Rural Campus**

Tier 0 = 20 Students	→ +2
Tier 1 = 12 Students	→ +2
Tier 2 = 15 Students	→ +2
Tier 3 = 13 Students	→ +2
Tier 4 = 24 Students	→ +2
Tier 5 = 16 Students	→ +2

Average Student Point Value:  
**1.83**

**RECOGNIZED: \$5,745**  
 $\$3,000 + (\$1,500 \times 1.83)$

**EXEMPLARY: \$11,490**  
 $\$6,000 + (\$3,000 \times 1.83)$

**MASTER: \$21,150**  
 $\$12,000 + (\$5,000 \times 1.83)$

**Rural Campus**

Tier 2 = 20 Students
Tier 3 = 12 Students
Tier 4 = 15 Students
Tier 5 = 13 Students
Tier 5 = 24 Students
Tier 5 = 16 Students

Average Student Point Value:  
**3.01**

**RECOGNIZED: \$7,515**  
 $\$3,000 + (\$1,500 \times 3.01)$

**EXEMPLARY: \$15,030**  
 $\$6,000 + (\$3,000 \times 3.01)$

**MASTER: \$27,050**  
 $\$12,000 + (\$5,000 \times 3.01)$



# What could it look like at LP Waters?



Average Payout

LPW				Average Student Point Value
1	64	0.5	32	
2	44	1	44	
3	64	2	128	
4	39	3	117	
5	151	4	604	
Total	362		925	2.555

Recognized	\$6,832.50
Exemplary	\$13,665.00
Master	\$24,775.00

# What could it look like at Bowie?



## Average Payout

<b>Bowie</b>				<b>Average Student Point Value</b>
1	77	0.5	38.5	
2	87	1	87	
3	88	2	176	
4	53	3	159	
5	122	4	488	
Total	427		948.5	2.221

<b>Recognized</b>	<b>\$6,331.50</b>
<b>Exemplary</b>	<b>\$12,663.00</b>
<b>Master</b>	<b>\$23,105.00</b>

# What could it look like at Carver?



## Average Payout

Carver				Average Student Point Value
1	33	0.5	16.5	
2	12	1	12	
3	68	2	136	
4	32	3	96	
5	356	4	1,424	
Total	501		1,684.5	3.362

Recognized	\$8,043.00
Exemplary	\$16,086.00
Master	\$28,810.00

# What could it look like at Crockett?



Average Payout

Crockett				Average Student Point Value
1	17	0.5	8.5	
2	5	1	5	
3	97	2	194	
4	1	3	3	
5	80	4	320	
Total	200		530.5	2.652

Recognized	\$6,978.00
Exemplary	\$13,956.00
Master	\$25,260.00

# What could it look like at KGJ STEM?



Average Payout

KGJ				Average Student Point Value
1	5	0.5	2.5	
2	6	1	6	
3	26	2	52	
4	4	3	12	
5	30	4	120	
Total	71		192.5	2.711

Recognized	\$7,066.50
Exemplary	\$14,133.00
Master	\$25,555.00

# What could it look like at Lamar?



## Average Payout

Lamar				Average Student Point Value
1	76	0.5	38	
2	110	1	110	
3	72	2	144	
4	72	3	216	
5	16	4	64	
Total	346		572	1.653

Recognized	\$5,434.50
Exemplary	\$10,959.00
Master	\$20,265.00

# What could it look like at Travis?



## Average Payout

Travis				Average Student Point Value
1	93	0.5	46.5	
2	94	1	94	
3	129	2	258	
4	85	3	255	
5	237	4	948	
Total	638		1,601.5	2.510

Recognized	\$6,765.00
Exemplary	\$13,530.00
Master	\$24,550.00

# What could it look like at GMS?



Average Payout

GMS				Average Student Point Value
1	77	0.5	38.5	
2	64	1	64	
3	135	2	270	
4	58	3	174	
5	236	4	944	
Total	570		1,490.5	2.614

Recognized	\$6,921.00
Exemplary	\$13,842.00
Master	\$25,070.00



# What could it look like at NHHS?



## Average Payout

NHHS				Average Student Point Value
1	6	0.5	3	
2	6	1	6	
3	15	2	30	
4	10	3	30	
5	27	4	108	
Total	64		177	2.765

Recognized	\$7,147.50
Exemplary	\$14,295.00
Master	\$25,825.00

# What could it look like at GHS?



## Average Payout

<b>GHS</b>				<b>Average Student Point Value</b>
1	135	0.5	67.5	
2	126	1	126	
3	246	2	492	
4	115	3	345	
5	416	4	1,664	
Total	1,038		2,694.5	2.595

<b>Recognized</b>	<b>\$6,892.50</b>
<b>Exemplary</b>	<b>\$13,785.00</b>
<b>Master</b>	<b>\$24,975.00</b>

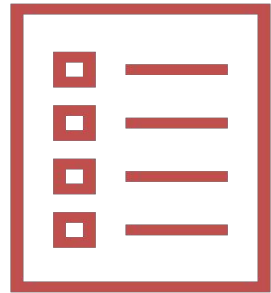
# Sustainable Funding



TIA funding was built into Texas state law as part of House Bill 3 during the 86th Texas Legislature. It is a Tier 1 allotment through the Foundation School Program (FSP), the system through which the state provides funding to districts. This system, grounded in the Texas Education Code, creates a sustainable funding source for districts implementing TIA. Unlike previous state incentive programs, there is no cap on TIA allotment funds or the number of teachers who may earn a designation.

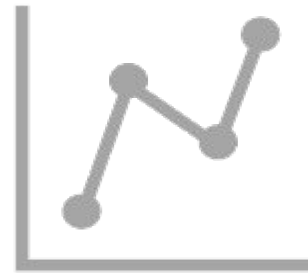


# TIA Cohort F Timeline



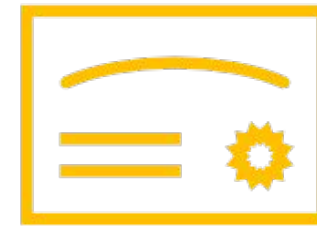
Year 1  
2022-2023

- System Application (Due April 17, 2023)
- TIA Teacher Buy-In Survey



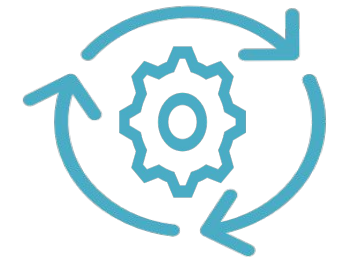
Year 2  
2023-2024

- This is a baseline year where we carry out the plans on the application.
- Capture Data (no payment will be made.)
- Expansion and Modifications



**Year 3**  
**2024-2025**

- **Data Submission in summer**
- **Full System Approval**
- **Designate & Compensate**
- **Teacher must remain in GISD to receive a payout.**
- **Expansion & Modifications**
- **TIA Annual Evaluation Surveys**
- **Annual Program Submission**



Post-Approval  
2025-2030

- New or Higher Designations
- Expansion and Modifications
- Annual Program Submission
- TIA Annual Evaluation Surveys

# Updates



## Completed:

- Cohort F application approved July 2023
- Pre-test administered within first nine weeks of school
- Eligible teachers verified in PEIMS
- If approved, submit an Expansion/Modification Application to include other teaching categories April 2024.
- Spring 2024- Post-test administration

## Next Steps:

- **2023-2024 School Year data will be collected, verified, and submitted Fall 2024, along with the \$500 fee for each teacher being put up for a designation.**
- **Spring 2025- district notification of the designated teachers and the total amount of funds generated**
- **Designated teachers will receive the first payout August 2025.**
- **Districts will be reimbursed September/October 2025 for designation fees and allotment payouts.**



**Questions?**