

1. **What is TIA?** The Teacher Incentive Allotment is a way for ACA to allow teachers to earn a one-time incentive payment paid in the summer IF the teacher earns a designation of recognized, exemplary, or master teacher.
2. **How much money can a teacher earn?** The amount of money that can be earned by a teacher depends on the campus they are assigned and changes each year. Currently, the gross amount ranges from $3,413 to $14,032. Please see the adopted spending plan for more detail on how the money is distributed to teachers. (LINK)
3. **What does a teacher have to do to receive a designation?** Based on ACA's application, teachers will be designated based on TTESS domains 2 and 3 scores and the percentage of students that demonstrate growth on a pre/post assessment from beginning of the year to end of the year. The types of pre/post assessments used are strategically determined based on assignments of teachers and are designed to limit the amount of additional paperwork or data mining that a teacher would have to do in order to demonstrate evidence of earning a designation.
4. **Isn't this all just extra work for teachers?** Actually, not really. The ACA stakeholder committee worked all year to develop the TIA local designation plan and was made up of campus teachers, administrators, and a board member. The approach of the committee was to reward every teacher for fulfilling the board adopted ends policies and student graduate profile while minimizing additional work on the teacher. In other words, it is the work we already do. Apart from beginning of year and end of year assessments that must be developed in all areas not served by MAP, TIA should reward the work already being done and incentivize our growth as professionals and growth in student learning.

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