

TISD Teacher Incentive Allotment Information Sheet and FAQs

Introduction

The Texas Teacher Incentive Allotment (TIA) was established with the goal of providing outstanding teachers an accessible pathway to a six-figure salary. Through approved local designation systems, districts can identify and designate teachers based on student growth and classroom observations. TIA is not a grant. It is funded through the Foundation School Program and is grounded in the Texas Education Code. The allotment formula is campus-based, with increased allotments for high-needs and rural campuses.

TIA designations and distinctions are awarded to highly effective teachers. There are three levels of designation:

- ★ **Recognized** designations represent the top 33% of Texas teachers and award incentives to these teachers ranging from \$3,000 to \$9,000 per year.
- ★ **Exemplary** designations represent the top 20% of Texas teachers and award incentives to these teachers ranging from \$6,000 to \$18,000 per year.
- ★ **Master** designations represent the top 5% of Texas teachers and award incentives to these teachers ranging from \$12,000 to \$32,000 per year.

The TISD TIA Process

TISD began its TIA planning process in the Spring of 2020 with a committee of district representatives and assistance from a consultant experienced in teacher incentive programs. The planning process continued through the 2020-2021 school year with teacher input meetings and led to the initial application submission in the Spring of 2021.

TISD's TIA application was approved, and the 2021-2022 school year became the district's initial data capture year. Data from the 2021-2022 school year was submitted for review in October of 2022. TISD's original TIA plan included all teachers district-wide. In February of 2023, TISD was notified that its data validation process had been denied, due in part to a lack of correlation between teacher designations and VAM (student growth).

TISD then worked with consultants to make adjustments for submission of the 2022-2023 data. The 2022-2023 school year data was submitted in October of 2023, and TISD was notified in December of 2023 that the data was again not accepted, due in part to lack of participation in the SLO process.

Beginning in January of 2024, TISD's TIA Planning Committee determined that a modification of the original TIA plan was the best step for achieving full TIA approval. A smaller group of teachers – Pre-Kindergarten Teachers and Third Grade Reading Teachers – was targeted for participation, and the student growth measure was changed from SLO to pre-test/post-test. This modified plan was approved in the Summer of 2024, and a new data capture year for this targeted group of teachers was begun for the 2024-2025 school year.

***** At the time of this update, the data capture year was in progress. This section will be modified as there are new developments.***

Frequently Asked Questions and Answers

Eligible Teachers:

- What are the teacher eligibility requirements for earning a TIA designation? A teacher must be a teacher of record with students assigned and be reported for PEIMS with an 087 code. Each eligible teaching assignment in the local designation system must be appraised using an approved teacher appraisal rubric and have a valid and reliable student growth measure.
- Are teachers able to opt in/out of participation in TIA? Yes. After the initial data capture year for a teacher's teaching assignment, the teacher may choose whether to participate in TIA.
- Can uncertified teachers earn TIA designations? Yes. SBEC certification was an initial requirement for a teacher to earn a TIA designation, but with the passage of HB 1525 in 2021, uncertified teachers are eligible to meet a district's performance criteria and earn a designation.
- What happens if a teacher earns a TIA designation then changes positions within the district? Once a designation is earned, a teacher maintains that designation for five years. However, a teacher must be in a PEIMS 087 role and be a teacher of record with assigned students in order to earn the allotment based on their designation. If a teacher moves to a position where they do not meet both of these criteria, they will not receive the allotment. A teacher may move to a different teaching assignment and continue to receive the allotment, as long as the above criteria continue to be met.
- What happens if a teacher earns a TIA designation and then leaves the district or moves into a district with a TIA designation earned at another district? For eligible teachers, allotment funding is awarded to the district where the designated teacher worked as of the last Friday in February. Therefore, the time that a TIA-designated teacher chooses to move districts is very important.
- When does a teacher's TIA designation expire? A teacher's TIA designation is valid for five years, which is the length of time that a district's local designation system is approved.

Local Designation System:

- What makes up a local designation system? There are three main components to a local designation system: eligible teaching assignments and campuses, teacher performance data and designation criteria, and a teacher spending plan.
- When did TISD begin the process of creating a local designation system? TISD began the TIA planning process in the Spring of 2020. There have been a number of adjustments along the way in seeking full program approval.
- When TISD's TIA process began, there was talk about this being for five years? Has the five years already started? The five years refers to the approval period for a district's

TIA plan and the length of a teacher's designation and begins once teacher designations are issued.

- Why has TISD's local designation system not yet been fully approved? While TISD's application was approved in the Spring of 2021, full system approval has not yet been achieved due to issues with data validation. After data submission for the 2021-2022 data capture year, TISD was notified that its data validation process had been denied, due in part to a lack of correlation between teacher designations and VAM (student growth). After submission of the 2022-2023 school year data, TISD was notified that the data was not accepted, due in part to lack of participation in the SLO process. These denials led to a modified system application, which was accepted in the Summer of 2024.
- Once a district's local designation system is approved, how long is it in effect? A district's local designation system is approved for a five-year period. If a district would like to continue issuing new designations, they must submit a renewal application prior to expiration of their current system.
- What is a "data capture year"? The first year of system implementation is called the "data capture year" and is a time during which the district must collect data for all teachers in eligible teaching assignments. By the end of the data capture year, the district has appraised all teachers and collected student growth data for all teachers in TIA-eligible assignments. The collected data is submitted to TEA for validation and is used to determine which teachers qualify for designation the following school year.
- When is a data capture year required? A data capture year is required during a district's first year of system implementation and any year following a modification or expansion to a district's accepted application.
- What teacher observation system does TISD use? TISD uses the T-TESS appraisal system for teacher observations and appraisals. Please see board policy [DNA Legal](#) and [DNA Local](#) for more information on the T-TESS appraisal system and TISD's Less-Than-Annual Appraisal option.
- What student growth measure is TISD using for TIA? TISD originally selected SLOs as the TIA student growth measure, but with the modified plan, the district has elected to use pre-tests/post-tests. TISD's current TIA plan that includes Pre-Kindergarten Teachers and 3rd Grade Reading Teachers uses the Circle assessment for Pre-Kindergarten and IXL for 3rd Grade reading. As the plan is expanded to include additional teaching assignments, the most appropriate student growth measures will be selected for those areas.
- Is the SLO part of T-TESS? Yes. It is a required part of T-TESS, with domains 2 and 3 including the student growth goal.
- How is TISD using the teacher appraisal system and student growth measure to apply designations to qualifying teachers? TISD's local designation plan combines these two measures to determine a teacher's designation, with 60% based on the teacher's appraisal and 40% based on student growth. A cut point system has been developed that incorporates these percentages and assigns teachers a rating on a 0 to 5 point

scale. The designation cut points are as follows: Recognized = 3.7 or higher; Exemplary = 4.55 or higher; Master = 4.75 or higher.

- Will Pre-Kindergarten and 3rd Grade Reading teachers still be doing SLOs? **No.** Pre-Kindergarten Teachers will use the Circle assessment to measure student growth, and 3rd Grade Reading Teachers will use IXL to measure student growth. At this time, all other content areas will continue to use SLOs to measure student growth.
- Why are only Pre-Kindergarten and 3rd Grade Reading teachers included in the current plan/data capture year? TISD's TIA planning committee reviewed all content areas that have tests such as the Pre-Kindergarten Circle Assessment, TPRI, STAAR, EOC, etc. – any assessment that could be considered and used as a pre-test/post-test. The committee also looked at student growth and considered where TISD has had the greatest and most consistent student growth over time. These two teaching assignments were selected, but the district will continue its plan expansion to eventually include all teaching assignments.
- What does this mean for secondary teachers? While this initial proposed group of teachers does not include secondary teachers, the overall goal remains to include all teachers, as we phase in all groups after our initial approval. All teachers other than Pre-Kindergarten and 3rd Grade Reading teachers would continue the work with SLOs for T-TESS growth measures, and plans will begin for pre-tests/post-tests to use for each grade level and content area.
- How does TISD's Less Than Annual Appraisal (LTAA) process work the TIA data capture requirements? During a data capture year, all teachers in all eligible teaching assignments must be appraised in order for complete data to be submitted for the eligible assignments. After the data capture year, a teacher in an eligible assignment may elect the LTAA process. Best practice per TEA is to include teacher observation and student growth data for as many teachers as possible in eligible teaching assignments.
- What is the deadline for TIA data submission each year? The data submission file is typically due from districts in October with a performance data snapshot for each teacher employed in an eligible assignment for the prior school year.
- What is VAM, and what is its role with the TIA process? VAM stands for value-added model and refers to a predictive regression-based model used across the state where growth is a function of the difference between students' expected scores and their actual scores. Expected growth is met when students with a district, school or teacher made the same amount of growth as with the average district, school or teacher. VAM is used by Texas Tech to analyze and validate TIA data submitted by districts.
Note: The term value-added model (VAM) is also used to refer to a student growth measure that may be used as a part of a district's local designation plan.

Allotment Funding:

- What percentage of TIA allotment funds is TISD spending on teacher compensation? TISD is spending 90% of allotted TIA funds on teacher compensation. Districts may use up to 10% of the allotment to support their local designation system or to support teachers in earning designations.

- What are TISD's campus allotment amounts? Below are the latest TISD allotments by campus and designation, along with overall district information, as posted on tiatexas.org.

Campus	Recognized Allotment	Exemplary Allotment	Master Allotment
Dunbar	\$7,375	\$14,750	\$26,583
Highland Park **	\$6,493	\$12,985	\$23,642
Morriss	\$3,886	\$7,772	\$14,954
Nash	\$6,102	\$12,204	\$22,341
Options	\$5,576	\$11,152	\$20,587
Spring Lake Park **	\$6,420	\$12,839	\$23,399
Texas High	\$5,554	\$11,109	\$20,515
Texas Middle	\$5,850	\$11,700	\$21,500
Theron Jones	\$8,214	\$16,429	\$29,382
Waggoner Creek	\$4,048	\$8,096	\$15,494
Wake Village	\$5,433	\$10,865	\$20,109
Westlawn	\$8,162	\$16,324	\$29,207

**** Note: Campus allotments will be updated for Parks Elementary after HP and SLP are combined into one campus.**

TEXARKANA ISD

ESC Region 08

Designation System Status - Application Accepted

District Type - Traditional

District Enrollment - 7,276

Average Campus Allotment:

- Recognized - \$5,864
- Exemplary - \$11,728
- Master - \$21,546
- How will TIA payments be made to TISD teachers? Once TISD's TIA plan is fully approved, TISD designated teachers will be paid in May of each school year, following the data capture year and until the plan and corresponding designations expire.

Plan Expansion/Modification:

- What is meant by an expansion plan? While approval of the current data capture year for Pre-Kindergarten and 3rd Grade Reading is pending, TISD will identify additional teaching assignments for inclusion and submit these to TEA through an expansion/modification application. In determining which areas to include, pre-tests/post-tests in other contents and grade levels will be examined for consistency/validity. Contents and grade levels with no pre-tests/post-tests will be identified and options for these areas will be researched. Expansion will continue as valid pre-tests/post-tests are identified in other content areas, and as these areas are included in the district's annual expansion application.
- When must expansions/modifications to a district's TIA plan be submitted? Currently, an expansion/modification application is due to TEA in mid-April of each year.
- Will the modified TIA plan still include the tiered system with recognized, masters and exemplary designations? Yes. The different designation levels will remain the same.
- Why did TISD change its student growth measure for TIA? Following TEA's denial of TISD's original plan, it was determined by the TISD TIA planning committee that the pre-test/post-test student growth measure would allow easier and more defined tracking of student growth.
- Will the pre-test/post-test make it easier to monitor students who completed the growth measure versus the SLO? Yes. It is easier to monitor the pre-test/post-test versus the checkpoints of SLO. This is due in part to many tests already in use and better guidance with these tests in setting student growth targets.
- What pre-tests/post-tests are being used for TISD's modified TIA plan? TISD is using Circle as the student growth measure for Pre-Kindergarten and IXL as the student growth measure for 3rd grade reading. As TISD's plan is expanded to include additional teaching assignments, assessments such as these will be identified to use for measuring student growth in all areas.
- Why is TPRI not being used as the pre-test/post-test for Pre-Kindergarten? The TPRI test evolves over the year as students are retested, and it is difficult to set targets.

National Board Certification:

- What is National Board Certification? National Board Certification is a voluntary, advanced professional certification for PK-12 educators that identifies teaching expertise

through a performance-based, peer-reviewed assessment. Teachers are certified based on standards set by the National Board for Professional Teaching Standards and must have two years of experience as a certified teacher before registering as a candidate for National Board Certification.

- Is National Board Certification still a way to earn a TIA designation? Yes. A National Board Certified teacher is automatically designated as “Recognized” and begins receiving TIA compensation, regardless of the district’s TIA status.