



TEACHER INCENTIVE ALLOTMENT

Teacher TIA Presentation

Pittsburg
Independent ★ School ★ District

WHY TIA? TIA DESIGNATIONS



Top 33% in the state
Recognized
\$3,000 - \$9,000
(\$7,386)

or

**National Board
Certification**



Top 20% in the state
Exemplary
\$6,000 - \$18,000
(\$14,772)



Top 5% in the state

Master
\$12,000 - \$32,000
(\$26,620)

The TIA designation is added to a teacher's SBEC certificate and is valid for five years.

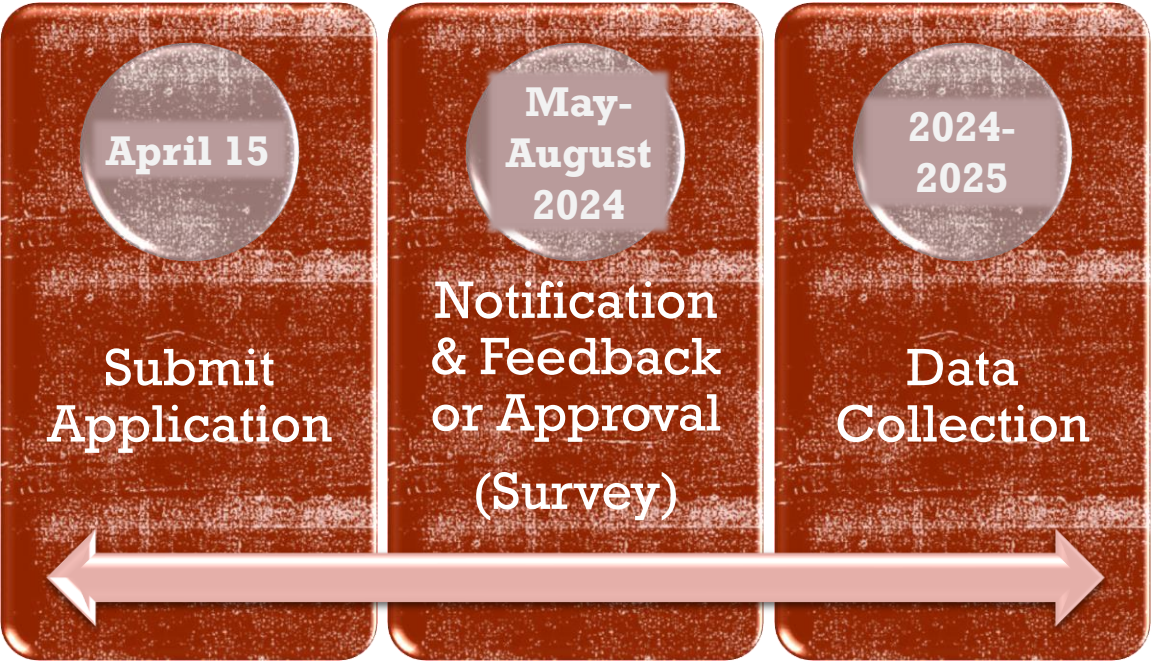


PITTSBURG ISD COHORT G TIMELINE

April 15
Submit Application

May-August 2024
Notification & Feedback or Approval (Survey)

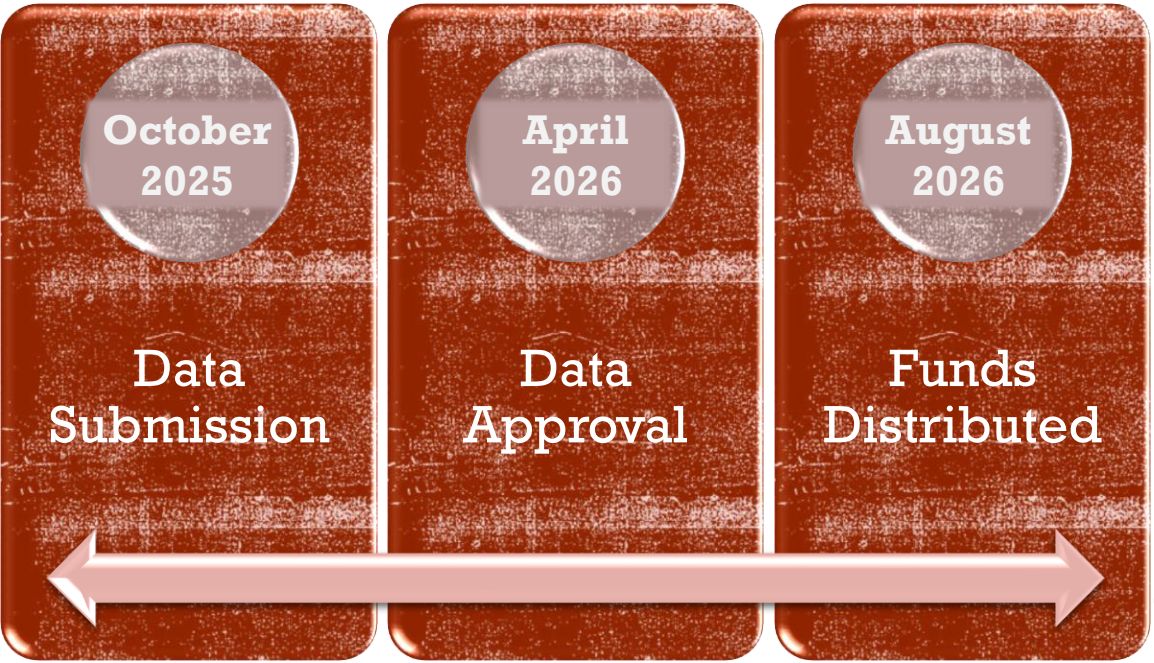
2024-2025
Data Collection



October 2025
Data Submission

April 2026
Data Approval

August 2026
Funds Distributed



HOW ARE DESIGNATIONS DETERMINED?

Teacher Observation Scores

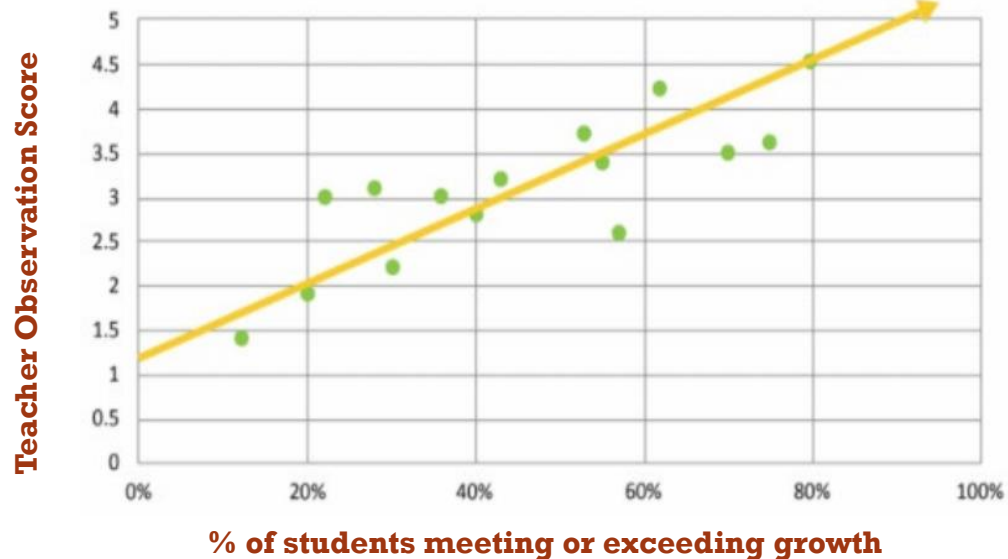
■ **25%**

Student Growth Measure

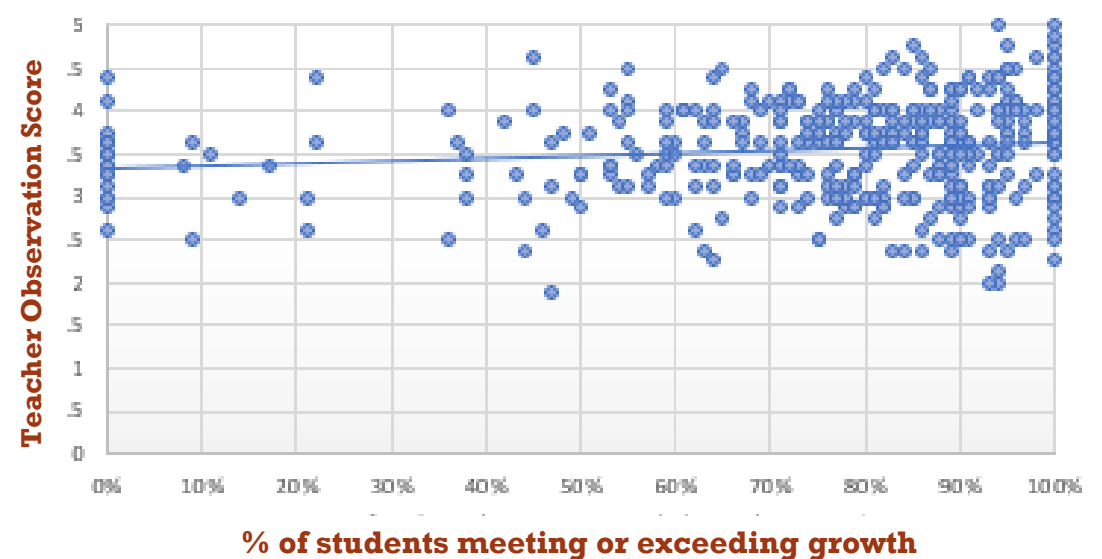
■ **75%**

There should be a positive correlation between data sets.

Positive Correlation



Little to No Correlation



DATA VALIDATION

DATA MUST BE COLLECTED AND SENT TO TEXAS TECH FOR VALIDATION

- Teacher Observations compared to Student Growth
- Teacher Observations across campuses
- Teacher Observations across subjects
- Teacher Observations across grade levels
- Compare district data # of teachers recommending to state data



Microsoft Excel
Worksheet

TIA Data Analysis Tool



DISTRICT SPENDING PLAN

65/25%

- 65% of funds generated will be awarded to the designated teacher. The remaining 25% will go towards the “pot” on the campus for all other 087 teachers. Teachers who earn National Board Certification will be awarded 90% of the funds generated for that designation. Remember, ANY teacher regardless of subject area can become Nationally Board Certified!

10%

- 10% may be used for costs associated with supporting a local designation system or to support teachers in obtaining designations.
- Examples may include the purchase of NWEA Maps & professional development.



HOW MUCH MONEY ARE WE TALKING ABOUT?



13,774

Designated Teachers

346

Districts Receiving
Funds

\$145,208,362

Awarded in 2023

Region 8

20/45= **44%**

Participating 2024 - 2025

REWARD

RECRUIT

RETAIN

State

584/1207= **48%**

Participating 2024 - 2025



REGION 8

PARTICIPATING

- Chapel Hill ISD
- Harts Bluff ISD
- Jefferson ISD
- Liberty Eylau ISD
- Sulphur Bluff ISD
- Atlanta ISD
- Clarksville ISD
- Hooks ISD
- New Boston ISD
- Texarkana ISD

COHORT G

- Avery ISD
- Cooper ISD
- Daingerfield-Lone Star ISD
- Linden-Kildare CISD
- McLeod ISD
- **Pittsburg ISD**
- Prairiland ISD
- Queen City ISD
- Redwater ISD
- Saltillo ISD



WHO WILL BE ELIGIBLE TO EARN A DESIGNATION?

- Why start small?
- Must have a valid/reliable data measure (NWEA Maps)(high/low student argument is nullified by Maps)
- We can expand the plan in the future
- Designation lasts five years. You can be designated multiple times.
- You can up your designation - clock restarts
- TIA adds to your TRS annuity
- What can I do if my subject area is not part of the plan initially?
Become Nationally Board Certified!!!!!!!
- Survey: August 19th – September 16th

