



COLLEGE STATION
INDEPENDENT SCHOOL DISTRICT

Teacher Incentive Allotment

Update: April 2025

Our Purpose

1. Understand Teacher Incentive Allotment
2. Review TIA development and determinations in CSISD
3. Learn about implementation timeline
4. Answer general questions and dispel common misconceptions *(e-mail specific questions to tia@csisd.org)*
5. What's next?

HB 3

86th Legislative Session
2019

*To ensure **classroom teachers** in this state have **access to a six-figure salary**, the allotment provided to a school district under this section offers resources to the district to increase teacher compensation and prioritize funding for **high needs** and **rural** district campuses.*

Teacher Incentive Allotment (TIA)

As part of HB 3, Texas teachers can earn additional compensation through TIA if they receive a designation. There are two pathways to earning a designation:

National Board Certification

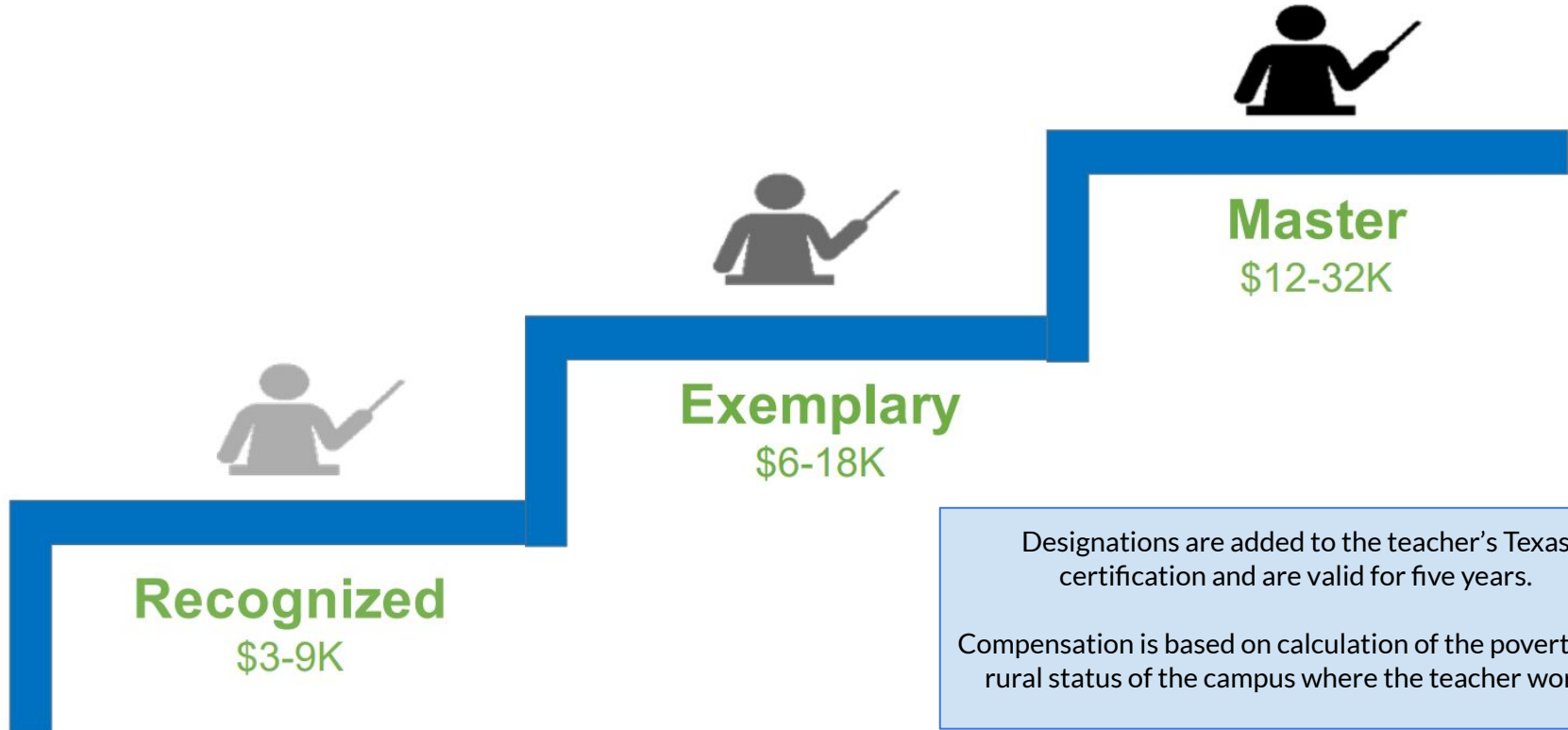
Recognized Designation
(automatic)

www.nbpts.org
<https://tiatexas.org>

District Designation System

Recognized, Exemplary
or
Master Designation

Teacher Designations

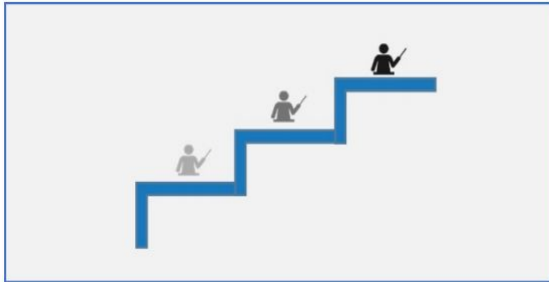


Designations are added to the teacher's Texas certification and are valid for five years.

Compensation is based on calculation of the poverty and rural status of the campus where the teacher works.

District Designation System - Funding Factors

Designation Level



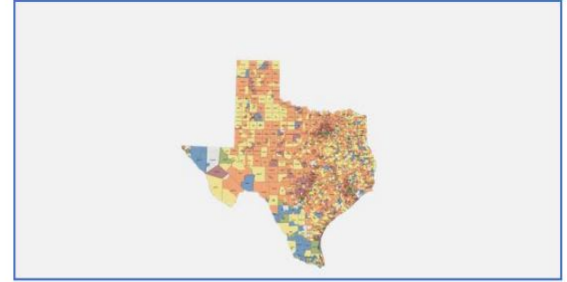
Recognized,
Exemplary or
Master

Rural Status



Student enrollment
>5,000 = not rural

Poverty Level



Based upon Census
block group in which
the students reside

District Designation System Components

Required Components



Teacher Observation

- Observation based on T-TESS or locally-developed rubric
- District application must show evidence of validity & reliability



Student Performance

- Student performance measures determined by district
- District application must show evidence of validity & reliability



Optional: Additional Factors

- Districts *may* consider additional factors in making designations (e.g., mentoring other teachers, student surveys, etc.).

Other Key Elements of the TIA

- Designations are not tied to specific grade levels or content areas
- Once a teacher earns a designation, it is applied to their Texas Teaching Certification for 5 years
- There “*is no cap*” on how many teachers may earn designations
- 90% of funds received must be used for compensation of teachers employed at the campus at which the teacher for whom the district received the allotment is employed
- 10% of funds are used to administer, improve and expand the program



District Approval Process



Funding is **dependent upon** on two-step approval process



1. System Review (TEA)

Districts submit application, which could include narrative components and artifacts, to TEA to demonstrate high-quality, valid, and reliable:

- ✓ Student performance measures
- ✓ Teacher observation systems



2. Data Review (TTU)

Districts submit evidence of teacher effectiveness to TTU to ensure the relative accuracy and reliability of:

- ✓ Student performance measures
- ✓ Teacher observations

TIA Development in CSISD

System Development Process

- We first shared information about TIA and our intent to participate with the Board of Trustees in February 2020
- Presented information at campus faculty meetings during fall 2020
- Created a committee comprised mostly of teachers across grade levels and campuses to help develop our local designation plan through a series of meetings during the 2020-21 school year

Committee Determinations

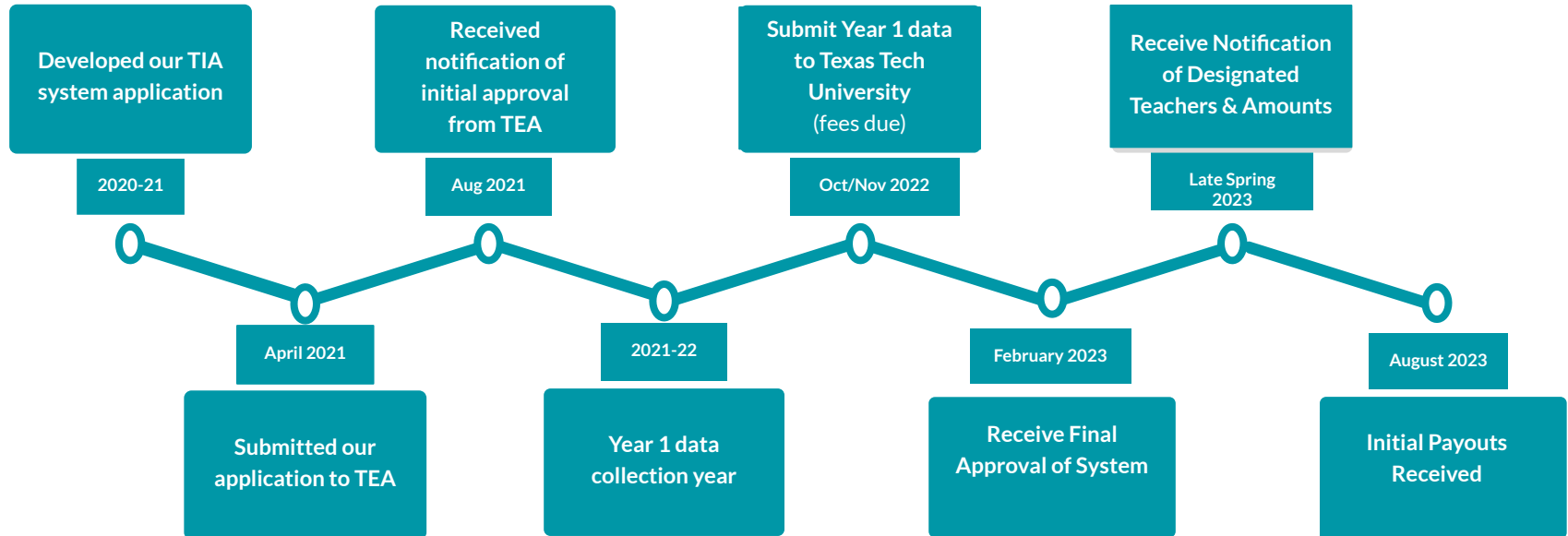
- Developing a system that includes **all teachers** is our ultimate goal
- Starting with a more narrow scope during Year 1 was necessary
- T-TESS is our teacher observation & evaluation system and meets the requirements of TIA
- Existing measures of student performance that are “valid and reliable” include: CIRCLE, MAP, District-Benchmarks, MusicFirst, Precision and ICEV exams
- No optional “additional factors” were included

Year 1 Cohort

Teaching Assignment	Teacher Observation	Weight	Student Performance	Weight
K-1: ELAR and Math 2-8 ELAR, Math & Science Teachers	T-TESS	50%	Pre- and Post-Test using MAP	50%
Early Childhood Teachers	T-TESS	50%	Pre- and Post-Test using CIRCLE	50%

Student growth measures (MAP and CIRCLE) were already in place for these teaching assignments.

Timeline for CSISD Cohort 1 (initial application)



TIA Expansion and Modification

Local Designation in CSISD

Teaching Assignment	Teacher Observation	Weight	Student Performance	Weight
K-8: ELAR, Math and Science Teachers	T-TESS Domains 2 & 3	50%	Fall to Spring Growth on MAP	50%
Early Childhood Teachers	T-TESS Domains 2 & 3	50%	Fall to Spring Growth on CIRCLE	50%
2023-24 Expansions				
Fine Arts: 6-12 Theatre; 7-12 Choir, Orchestra and Band; 9-12 Art	T-TESS Domains 2 & 3	50%	Fall to Spring (or semester) Growth on MusicFirst Exams	50%
Select CTE Courses*	T-TESS Domains 2 & 3	50%	Fall to Spring (or semester) Growth on Precision Exams	50%
Biology	T-TESS Domains 2 & 3	50%	Fall to Spring Growth on MAP	50%
5-8 Social Studies, US History	T-TESS Domains 2 & 3	50%	District-Created Benchmarks	50%
Algebra I, English I & II	T-TESS Domains 2 & 3	50%	EOC STAAR Progress Measure	50%

Local Designation in CSISD

Teaching Assignment	Teacher Observation	Weight	Student Performance	Weight
2024-25 Expansions				
Fine Arts: 6-12 Theatre, Choir, Orchestra and Band; 3,6, 8 Art,	T-TESS Domains 2 & 3	50%	Fall to Spring (or semester) Growth on MusicFirst Exams	50%
Additional Select CTE Courses*	T-TESS Domains 2 & 3	50%	Fall to Spring (or semester) Growth on Precision Exams	50%
Select CTE Courses*	T-TESS Domains 2 & 3	50%	Fall to Spring (or semester) Growth on ICEVExams	50%
English I-IV, Algebra I & II, Geometry	T-TESS Domains 2 & 3	50%	Fall to Spring Growth on MAP	50%
World Geography, US Govt, World History, Personal Financial Literacy and Economics, AP Human Geography, AP World History, AP US Govt, AP Macroeconomics	T-TESS Domains 2 & 3	50%	District-Created Benchmarks	50%

Specific Criteria for Student Performance Measures

Middle and High School Course

Requirements - In order for a secondary teacher to be eligible for TIA designation consideration, they must teach at least **3** class periods in an eligible teaching assignment.

CTE and Fine Arts Course Requirements - In order for a CTE or Fine Arts teacher to be eligible for TIA designation consideration, they must teach at least **2** class periods in an eligible teaching assignment.

Student Rosters - To be included in a teacher's classroom student growth calculation:

- ❑ Year-Long Course-student must be assigned to the teacher of record at BOY assessment, PEIMS winter roster (end of February) and EOY assessment
- ❑ Semester Based Courses will use a beginning of semester and end of semester assessment

Teachers with Multiple Subjects - Classroom student growth will be calculated for all tests taken for each eligible course. The “best of” or highest subject area growth average will be used for TIA eligibility consideration.

Data Capture Year

- ALL teachers in “eligible teaching assignments” are evaluated using T-TESS
- Administrators participate in calibration activities throughout the year
- The percentage of a teacher’s students who meet expected growth are measured using MAP, CIRCLE, District-Created Benchmarks, MusicFirst Assessments, Precision and ICEV Exams
- Teacher observation (T-TESS) and student performance data are submitted to Texas Tech in the fall to be reviewed and evaluated for validity and reliability
- Final plan approval is contingent upon that review, and notification of designations occurs in spring
- Teachers who earn a designation based on the previous year’s performance will receive their first payout in August of the school year following system approval

Pre-Test/Post-Test FAQ



How are TIA districts currently using Pre-tests/Post-tests?

- Most use state-approved, nationally normed or criterion-referenced tests
- Some use district or teacher created tests
- Some use a combination: district-created test for the pre-test (BOY) and 3rd-party created tests for post-test (EOY)

Choose a Pre-Test/Post-Test Option



Option	Who Creates Pre-Test	Who Sets Growth Targets	Who Creates Post-Test	Examples
1	3 rd Party	3 rd Party	3 rd Party	STAAR Transition Tables, NWEA RIT Goals
2	3 rd Party	District	3 rd Party	Released STAAR pre-test, district growth targets, spring STAAR post-test
3	District	District	District	District pre-test, district growth targets, district post-test
4	District	District	3 rd Party	District pre-test from item bank , district growth targets, spring iStation post-test

Pre-Test given at BOY
within first 9 weeks.

Post-Test given at EOY

Growth Targets CIRCLE and MAP

CIRCLE - CSISD utilizes the phonological awareness portion of the assessment to measure growth from BOY to EOY. Based on a student's total score at the end of the year, they are considered On Track, Needs Support/Monitor or Out of Range. CSISD defines expected growth as remaining on track for a student's specific age band.

MAP - CSISD utilizes the growth targets established by NWEA MAP growth and reported at the BOY assessment

Growth Targets for Social Studies, CTE and Fine Arts courses using the Quartile/Quintile Model

- Using the pre-test scores, the district sorts the scores into quartiles or quintiles for all of the students in the district who took the pre-test
- After the post-test, the district sorts the scores into quartiles or quintiles for all of the students in the district who took the post-test
- The average score for each quartile or quintile is determined
- Students who demonstrated at or above either
 - The average Score, or
 - The average growth for their respective quartile or quintile will have met expected growth

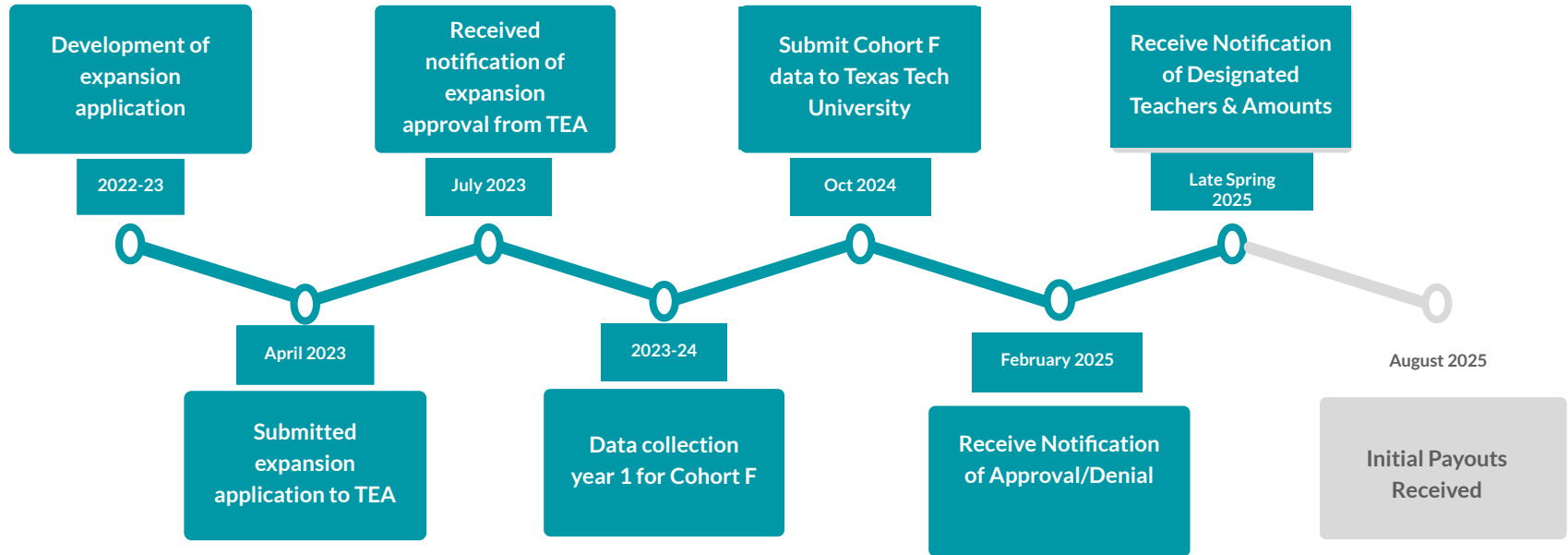


Note: Growth targets are set after the post-test.

Determining Designations

****TIA Estimator Tool**

CSISD Sample Designation Timeline



What if I receive a designation for this year's performance?

- The district will be notified of your designation in Spring of next year
- TEA will add the designation to your Texas teaching certificate (five years)
- Payment will be made to the teacher in the fall of the following year
- The amount of your payment is based on the school where you teach and your designation level
 - CSISD will pay 90% of the generated funds directly to the designated teacher (10% of the allocation is to fund program administration)
 - View current allocations here: <https://tiatexas.org/funding/>
- Teachers can continue to attempt to earn higher designations in subsequent years



Teacher Incentive Allotment

Have questions?

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