



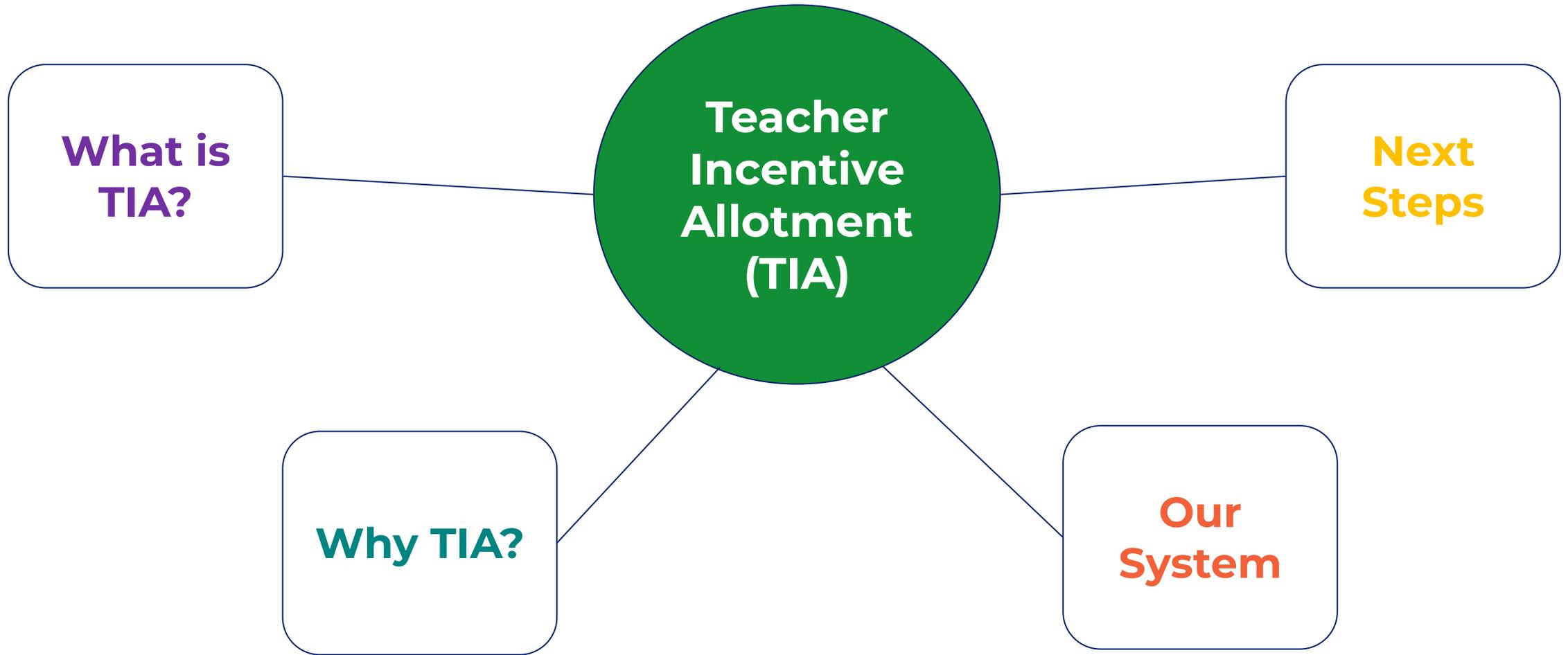
Waxahachie

INDEPENDENT SCHOOL DISTRICT

Teacher Incentive Allotment (TIA)

Teacher Overview

2025-26



Test #1: Wed 3:00-3:44-7:3



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What is TIA?

The Teacher Incentive Allotment (TIA) provides an accessible pathway for effective teachers to earn a higher income while remaining in the classroom.



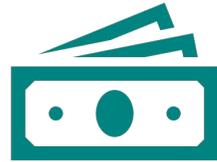
Sustainable funding for teachers written into statute (law) with no caps on teacher designations or allotment funds. This is NOT a grant or ‘program’

How TIA Works



Three Levels of Designation

Recognized Exemplary Master



\$3,000 to \$32,000

Annual additional funding for each designated teacher



Prioritizes Hard-to-Staff Positions

Greater funding for high-needs and rural campuses



Teacher Focused Funding

90% of all TIA funds go towards teacher pay



Five Year Validity

Teachers retain designations for 5 years regardless of placement



\$3-\$9K



\$6-\$18K

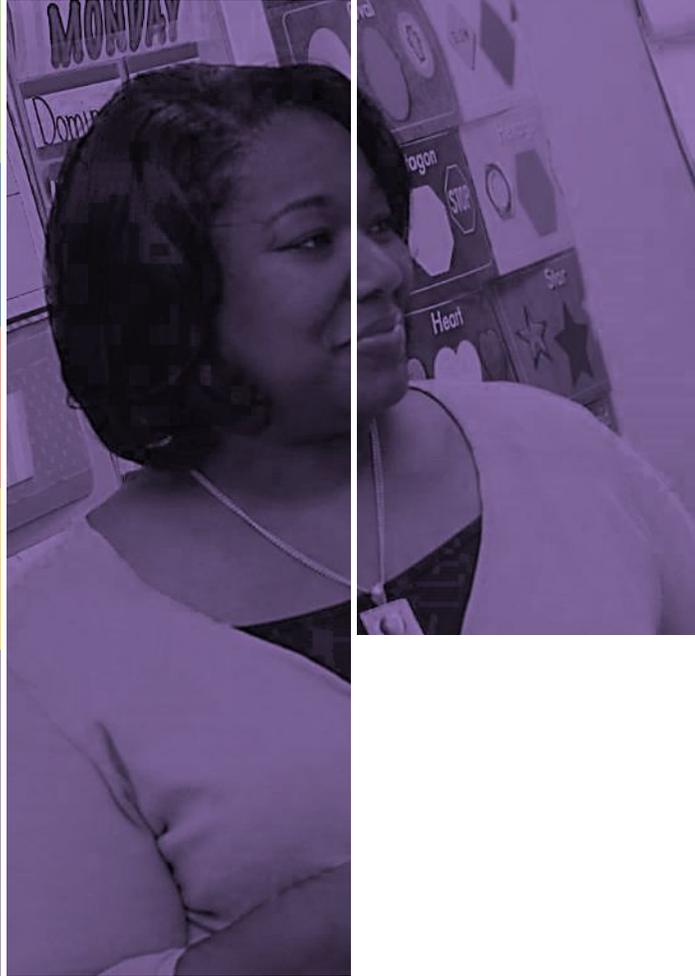


\$12-\$32K

TIA Provides Extra Funding Per Designated Teacher to Districts—With More Money for High-Needs and Rural Campuses

Allotments are based on teacher designation level, campus socioeconomic level, and campus rural status.

****These amounts will change in 26-27 based on HB 2*



Every Teacher Has The Potential to Be Designated

In order to be designated, teachers must at minimum:

- Be teaching in an eligible assignment
- Be employed and compensated by the recommending district in a teacher role for a creditable year of service
- Meet the district's designation criteria outlined in their local designation system which **MUST** include student growth data and teacher observation data

At Its Core, A Local Designation System is Comprised of Three Major Components

ELIGIBLE ASSIGNMENTS & CAMPUSES

All teaching assignments can be eligible for TIA as long as they have valid and reliable data from teacher observation scores and student growth data. Some districts choose to start with a subset of eligible assignments and then expand their system later.

TEACHER PERFORMANCE DATA

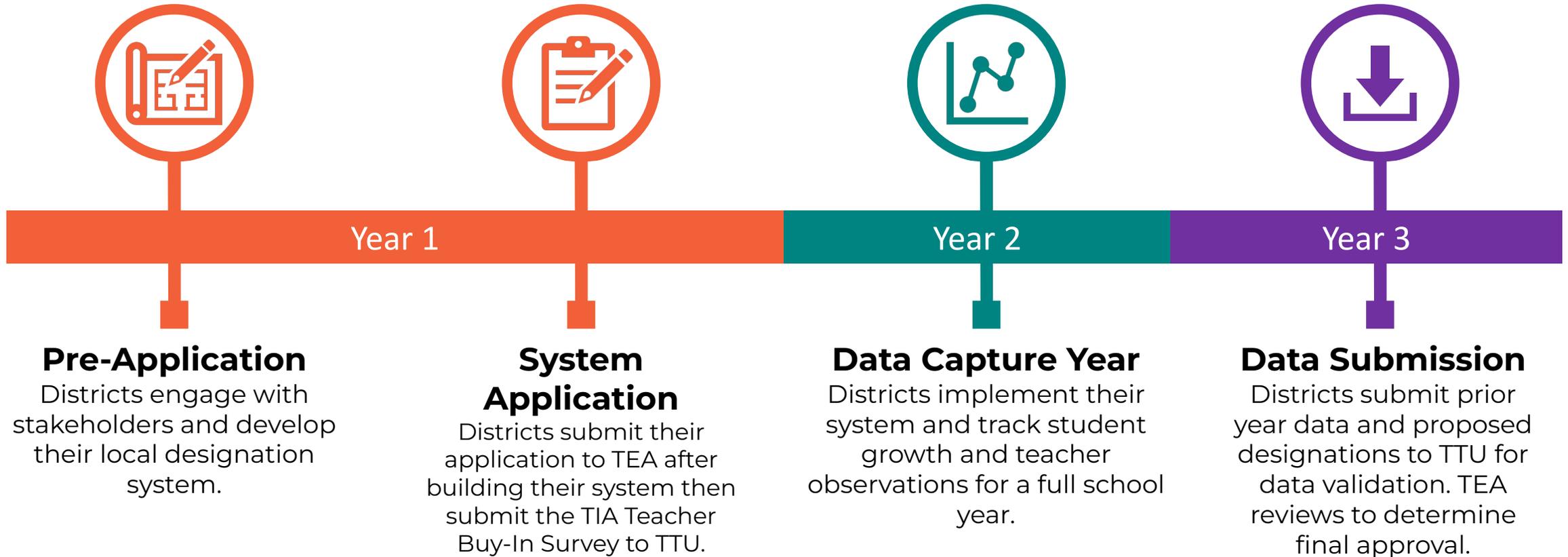
Teacher observation data, student growth data, and data from optional components the district chooses to include in their system make up teacher performance data. Districts use the performance data to determine teacher designations.

COMPENSATION PLAN

Districts are required to spend at least **90% of their allotment funds on teacher compensation** on the campus where the designated teacher works. Districts may use up to 10% for costs associated with implementing a local designation system or supporting teachers in earning a designation.

Three-Year, Two-Step Approval Process

There is a two-step approval process to building an approved local designation system that spans three years.



Districts Report Dimension-Level Appraisal Data From All Observable Domains

TIA aligns the teacher observation requirements to T-TESS. Districts that use T-TESS for their appraisal system already incorporate the requirements needed for TIA.

Appraisal Waivers are not allowed for any teacher in an eligible assignment during the Data Capture Year

Minimum of 3 on all observable dimensions or proficient is required

Ratings from Domains 2 and 3 are used when determining designations

Measuring Individual Student Growth – NOT Achievement

Student growth is measured by the **teacher's percentage of students who meet or exceed an expected growth target over the course of a single school year**. Rather than using the magnitude of growth, effectiveness is measured by the impact teachers have on all students by setting individualized growth targets.



TIA Recognizes Four Different Student Growth Measures

Multiple growth measures may be used for a single eligible assignment.

Student Learning Objectives (SLOs)

Teachers set individual student growth targets and evaluate each student using Body of Evidence. Aligned with TexasSLO.org.

Portfolios

Measures a student's movement along a skill progression rubric with a collection of standards-aligned artifacts.

Pre-Test Post-Test

Involve the administration of a beginning of year pre-test and an end of year post-test. Tests must align directly to the standards of the course.

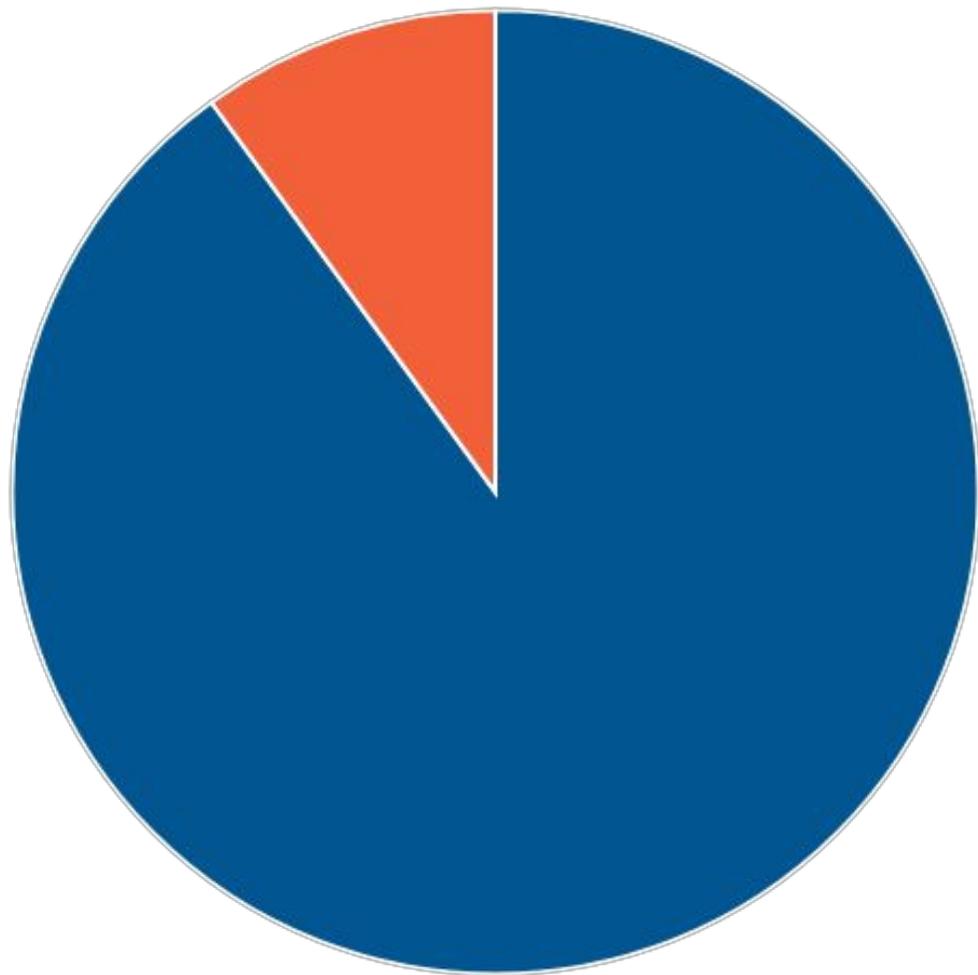
Value-Added Measures

Sets predicted scores based on multiple years of historical testing data across multiple contents using statistical modeling.

Statewide Performance Standards Guide Designations

Districts set local cut points for each level of designation. Any teacher that meets a local designation system's eligibility requirements and the minimum proficiency observation ratings may be submitted for designation. Districts may find that they have more or less than the numbers represented.

DESIGNATION LEVEL	STATEWIDE PERCENTAGES	TEACHER OBSERVATION PERFORMANCE STANDARDS	STUDENT GROWTH PERFORMANCE STANDARDS
Recognized	Top 33%	3.7 or 74% of possible points	55% met or exceeded
Exemplary	Top 20%	3.9 or 78% of possible points	60% met or exceeded
Master	Top 5%	4.5 or 90% of possible points	70% met or exceeded



90% Of All TIA Funds Must Go to Teacher Compensation

Teachers do not apply for TIA. Unlike previous education programs, the Teacher Incentive Allotments are additional state funding written into statute allowing for sustainable funding. There are no caps on teacher designations or allotment funds.

Allotment Funding Amounts May Differ Per Campus

Base Allotment

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

Campus Socioeconomic Level

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

Campus Rural Status

Students at rural campuses will receive a 2-tier boost to their point value with a max value of Tier 5.

3-2-1 about TIA

With your Table
Group:

3 Facts

2 Ah-ha's

1 Question



Why TIA?

WHY TIA IS RIGHT FOR
OUR DISTRICT



TIA Compliments & Enhances Established District Systems & Goals



Strengthen
Student Outcomes



Improve Teacher
Retention



Increase
Recruitment Rates



Reward Quality
Instruction



Incentivize
Hard-to-Staff
Positions &
High-Needs Schools



Support Educator
Development



Encourage
Professional
Collaboration



Maintain a
Competitive
Market



Waxahachie ISD

OUR PLANNED LOCAL
DESIGNATION SYSTEM



\$4,169



\$8,339



\$15,898

Anticipated Funding

Allotments are based on teacher designation level, campus socioeconomic level, and campus rural status. Each campus may produce a unique allotment value. These amounts are from April 2025.

****Amounts are updated annually in April/May*

TIA Score Weights



50%

STUDENT GROWTH

50%

TEACHER OBSERVATION (T-TESS)

Participating Teaching Assignments



Grade Level/Teaching Assignment	Student Growth (Pre-/Post-Tests)	Who Determines Growth
Reading K-3, Math K-3, 5-8 Science, Algebra II, Geometry, Biology, English III, English IV	NWEA/MAP	NWEA/MAP
Reading 4-8, Math 4-8, Algebra I, English I, English II	STAAR or NWEA/MAP	NWEA/MAP & STAAR (Transition Tables)
US History & 8th Social Studies	Pre-Test: Released STAAR Post-Test: STAAR	District (Graduated Percent Increase Model)

Teacher Observation



- The Goal of Teacher Observation is to develop continuous improvement through reflection and coaching
- T-TESS will be the rubric used; Appraisers must be certified
- Every Teacher in an eligible teaching assignment must receive a T-TESS observation and the scores will be used in calculating the teacher's TIA composite score
- WISD will use Statewide Performance Standards as a Guide to make our Scorecard

Teacher Observation



- Waxahachie ISD requires **one formal (45-minute)** scored observation
 - *Each teacher will have a score for each dimension of Domain 2 and 3 from one formal observation*
 - *The observation is **unannounced in a two-week window** with a pre and post conference*
- The TIA score will come from the EOY Evaluation/Conference data, which is cumulative of all data in Domains 2 and 3.

WISD TIA Scorecard



Student Growth Cut Points

TIA Designation	TIA Performance Standards (% of students who met/exceed projected growth)	Student Growth Points
Recognized	55%	$55\% * 50 \text{ points} = 27.5$
Exemplary	60%	$60\% * 50 \text{ points} = 30$
Masters	70%	$70\% * 50 \text{ points} = 35$

Student Growth + Teacher Observation

Recognized	$27.5 + 37$	64.5
Exemplary	$30 + 39$	69
Masters	$35 + 45$	80

Teacher Observation Cut Points

TIA Designation	TIA Performance Standards	Points for Observation
Recognized	3.7	$3.7 * 10 = 37$
Exemplary	3.9	$3.9 * 10 = 39$
Masters	4.5	$4.5 * 10 = 45$

Composite Score Cut Points

Recognized	64.5 - 68.9
Exemplary	69 - 79.9
Masters	80 - 100

WISD TIA Scorecard: Example



Student Growth Points

% of students who met/exceed projected growth		Category Weight	Student Growth Points
<i>Formula:</i> _____	x	50	= _____
(percent as decimal)			
<i>Example:</i> .62 (62%)	x	50	= 31

Teacher Observation Points

Average Observation Score		Observation Multiplier (10)	Teacher Observation Points
<i>Formula:</i> _____	x	10	= _____
<i>Example:</i> 3.5	x	10	= 35

Student Growth + Teacher Observation

Growth Points	+	Obs Points	= _____
<i>Example:</i> 31	+	35	= 66

Composite Score Range

Recognized	64.5 - 68.9
Exemplary	69 - 79.9
Masters	80 - 100

WISD Spending Plan



Allotment % for Designated Teacher	Allotment % for District
90%	10%
	<ul style="list-style-type: none">● To support district oversight of the implementation of TIA and ongoing development resources of TIA.● To provide professional development to support teachers in obtaining TIA Designations.● Purchase software components to support the management of TIA

Spending Plan FYI



- Each campus generates an allotment amount per designation level EVERY YEAR (tiatexas.org)
 - *Depending on where the designated teacher works during the Winter/Class Roster Submission (usually February) determines the amount*
 - *The amount is calculated annually based on the October Snapshot Data*
- Teachers earn a designation, not a dollar amount. The dollar amount depends on the following criteria:
 - *Must be employed as a teacher (087)*
 - *The amount is calculated based on the campus employed during the Winter/Class Roster Submission (usually February)*

WISD Spending Plan



Frequency of TIA Compensation

- For Year 1, WISD will provide the TIA compensation to teachers through a lump sum payment (as a separate check) on or before August 31st of the year initial designations are awarded. Therefore, a teacher earning a new designation in WISD from the previous data capture, will receive payment before August 31, 2026.
- For all subsequent years, WISD will provide **one payment** (as part of regular paycheck) for each year a teacher generates funding for a TIA designation **by August 31st**.
- In order to receive compensation for either payout, you must be employed in WISD.

Related TIA Compensation Calculations

TIA compensation stipends will be eligible when calculating retirement benefits for TRS-eligible staff. The employee's net payment will be less than all associated employee/employer-related benefits and taxes. Actual TIA compensation amounts will include deductions for federal income tax, Medicare tax, and TRS contributions as part of an employee's annual wages reported to the state and federal governments and the Teacher Retirement System (TRS).

WISD Spending Plan



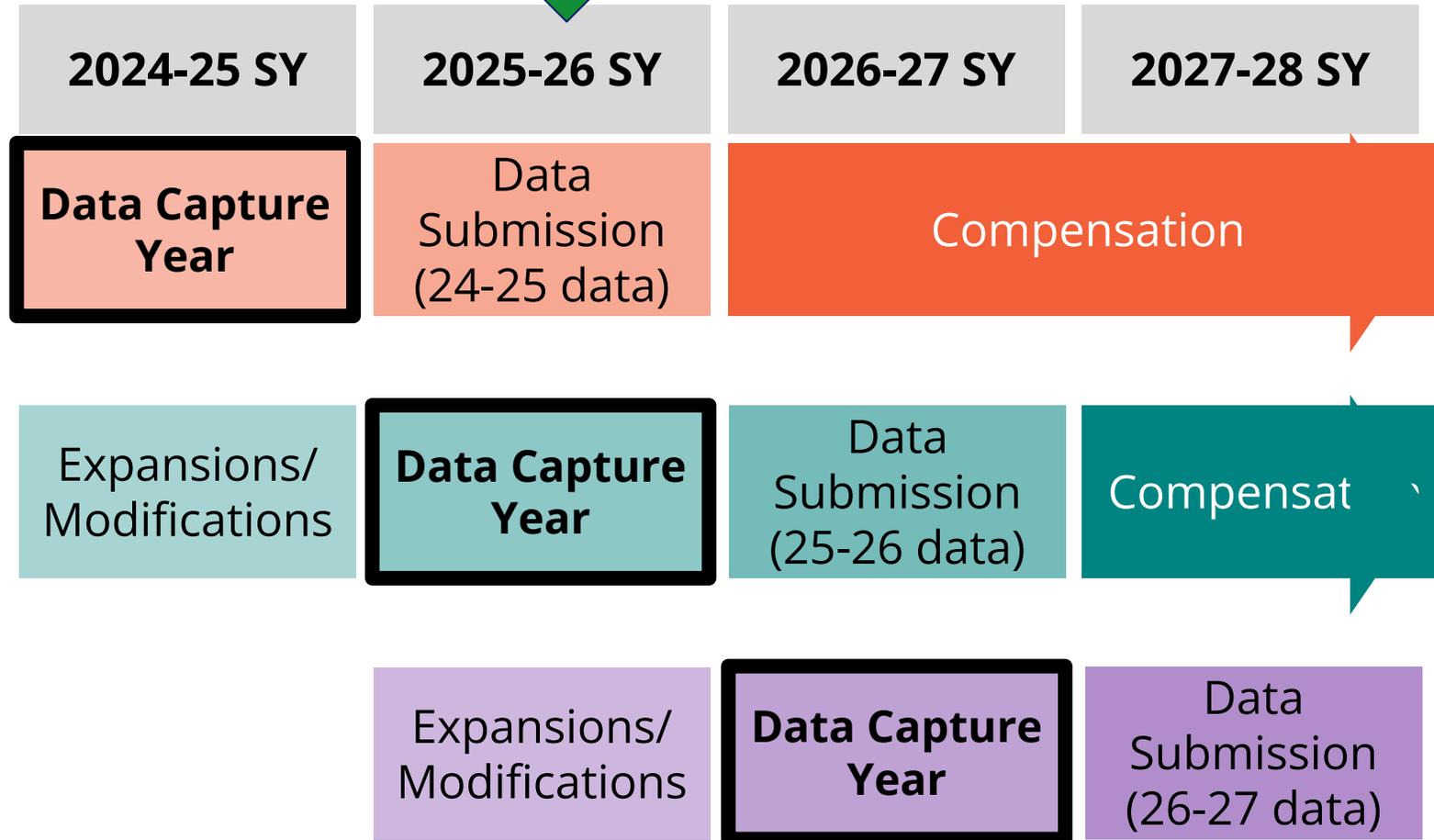
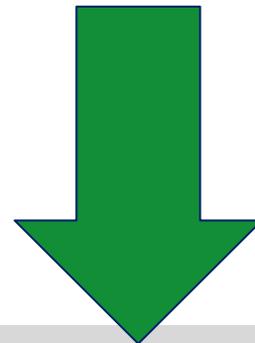
EXAMPLE:

\$15,000

Allotment Generated based on Employed Designated Teacher

Allotment % for Designated Teacher: 90%	Allotment % for District: 10%
\$13,500 (before Taxes & TRS contributions)	\$1,500

Timeline



3-2-1 about Waxahachie's TIA System



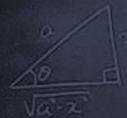
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Next Steps



Next Steps

- Pre-Tests

- Security Training
- Administration of all tests
- Setting Growth Targets (after test completed, teachers will receive targets unless using STAAR and MAP)

- T-TESS

- Training for Teachers & Leaders
- Goal Setting and Pre-Conferences
- Walkthroughs & Observations

TIA Updates with Access to FAQ



- Update #1: BOY TIA Overview (August 2025)
- Update #2: MOY Update
- Update #3: Spring Update
- Update #4: EOY Update
- Ongoing: FAQ Form and Tracking Sheet

Questions or Comments?



- Use this FORM to ask and receive a response on the Tracking Sheet
- Review the Tracking Sheet before to see if your questions was already answered
- You can expect a response in 24-48 hours



bit.ly/WISDTIA

Resources

- [District Website](#)
- State TIA Site:
<https://tiatexas.org/>
- FAQ Form to get response
from TIA Support:
bit.ly/WISDTIA



Waxahachie
INDEPENDENT SCHOOL DISTRICT

TIA Guidebook
Teacher Incentive Allotment

2025-2026

NEW



Waxahachie

INDEPENDENT SCHOOL DISTRICT

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2025-26