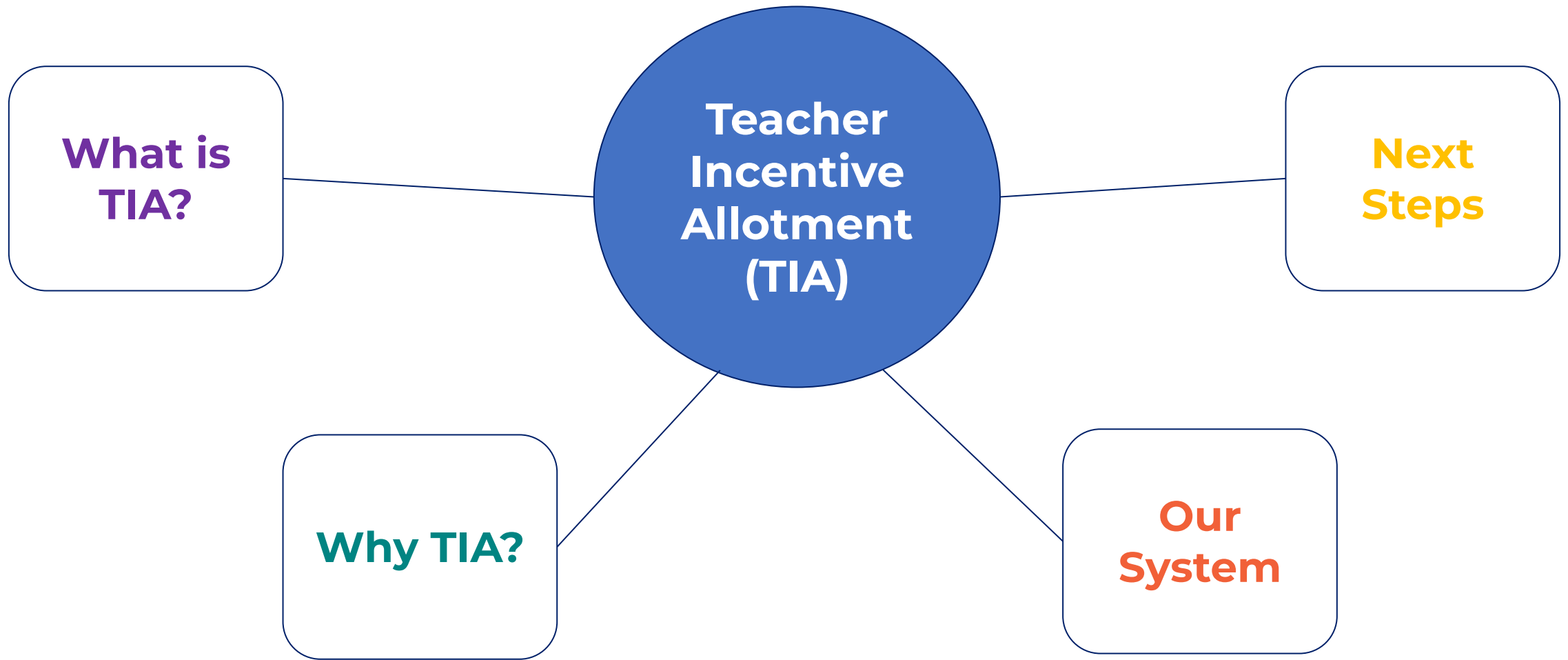




Teacher Incentive Allotment (TIA)

Teacher Overview
2025-26



Test #1: Wed 3rd 5:44-7:3



$$\text{then } \cos \theta = \frac{\sqrt{a^2 - x^2}}{a}$$

$$\text{or } \sqrt{a^2 - x^2} = a \cos \theta$$

$$\text{If } x = a \sin \theta$$

$$\text{then } dx = a \cos \theta d\theta$$

$$\begin{aligned} \text{eg } \int x^5 \sqrt{a^2 - x^2} dx & \left(\begin{array}{l} \text{let } x = a \sin \theta \\ dx = a \cos \theta d\theta \\ \sqrt{a^2 - x^2} = a \cos \theta \end{array} \right) \\ &= \int (a \sin \theta)^5 (a \cos \theta) (a \cos \theta d\theta) \\ &= a^7 \int \sin^5 \theta \cos^2 \theta d\theta \end{aligned}$$

$$= a^7 \int \sin^4 \theta (\sin^2 \theta)^2 \cos^2 \theta d\theta$$

$$= a^7 \int (1 - \cos^2 \theta)^2 \cos^2 \theta \sin \theta d\theta$$

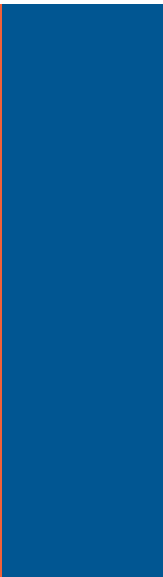
$$= a^7 \int (\cos^4 \theta - 2 \cos^2 \theta + \cos^2 \theta) \sin \theta d\theta$$

$$= a^7 \left(-\frac{1}{5} \cos^5 \theta + \frac{2}{3} \cos^3 \theta - \frac{1}{3} \cos^3 \theta \right) + C$$

$$= a^7 \left(-\frac{1}{5} \left(\frac{\sqrt{a^2 - x^2}}{a} \right)^5 + \frac{2}{3} \left(\frac{\sqrt{a^2 - x^2}}{a} \right)^3 - \frac{1}{3} \left(\frac{\sqrt{a^2 - x^2}}{a} \right)^3 \right) + C$$

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.



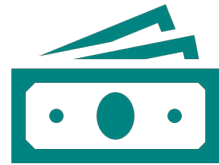
Sustainable funding for teachers written into statute (law) with no caps on teacher designations or allotment funds. This is NOT a grant or 'program'

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

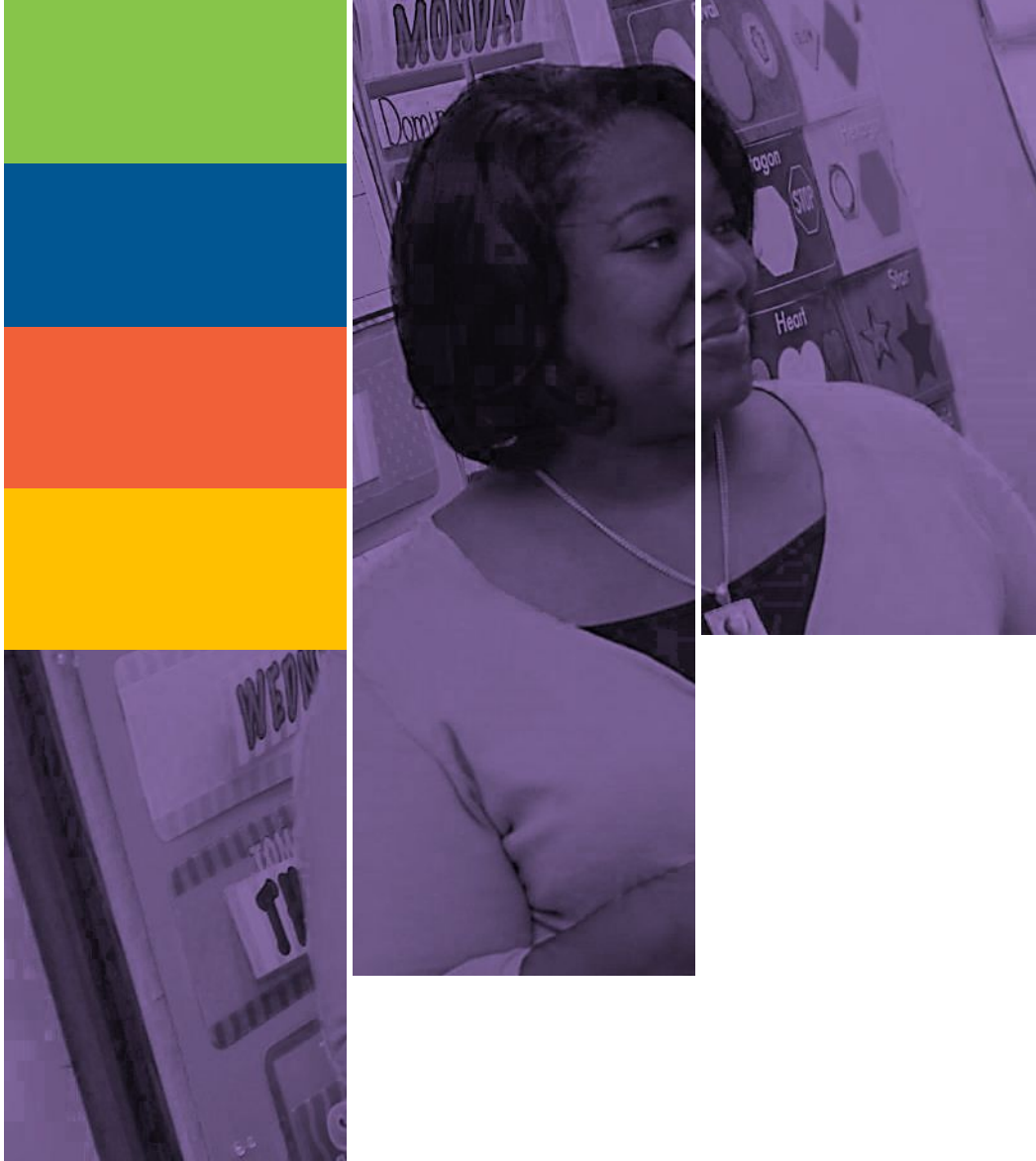


\$12-\$32K

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

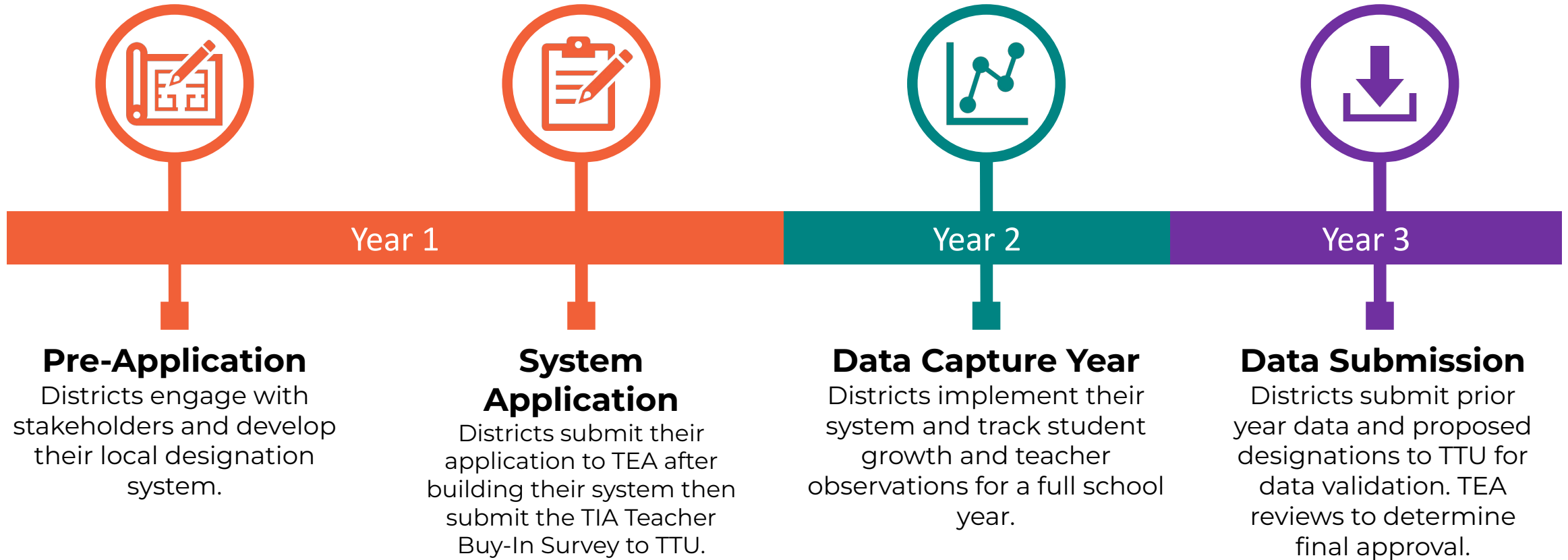
Teacher observation data, student growth data, and data from optional components the district chooses to include in their system make up teacher performance data. Districts use the performance data to determine teacher designations.

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

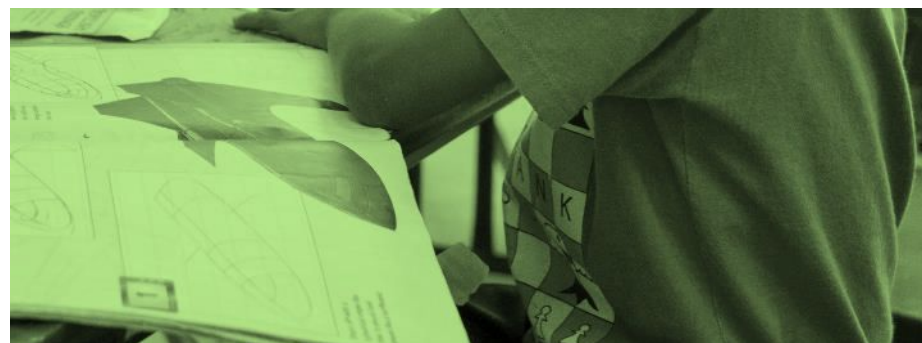
T-TESS Composite Average Example

Distinguished	Accomplished	Proficient	Developing	Improvement Needed
5	4	3	2	1

T-TESS Dimension	Walk #1	Walk #2	Formal Obs.	Walk #3	Walk #4	Avg
2.1 Achieving Expectations	3	2	4	3	3	3
2.2 Content Knowledge	4	3	4	3	3	3.4
2.3 Communication	4	3	4	3	3	3.4
2.4 Differentiation	3	2	3	4	3	3
2.5 Monitor & Adjust	3	3	4	4	3	3.4
3.1 Classroom Environment	4	3	4	4	3	3.6
3.2 Managing Behaviors	4	3	4	3	3	3.4
3.3 Classroom Culture	5	3	4	4	3	3.8
Total ratings divided by 40 dimensions	135/40=			3.375		

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.

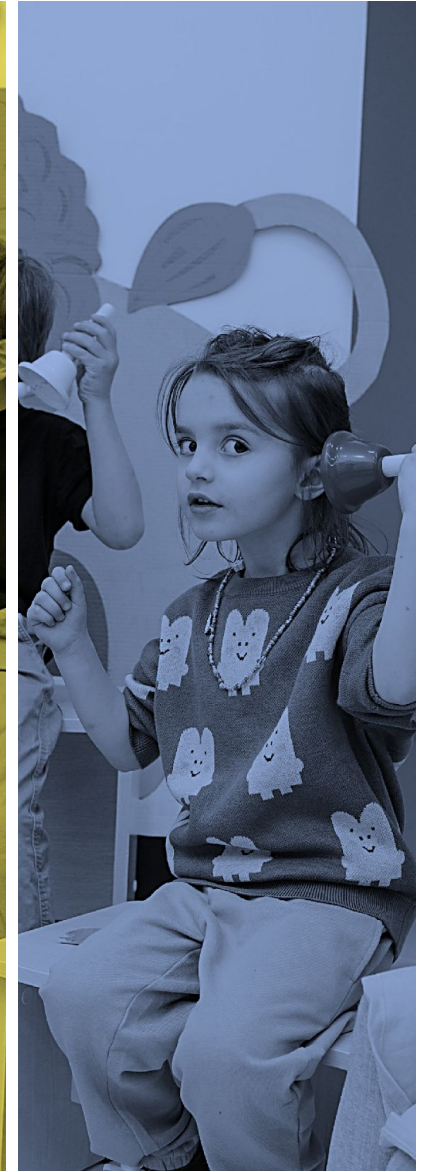
Statewide Performance Standards Guide Designations

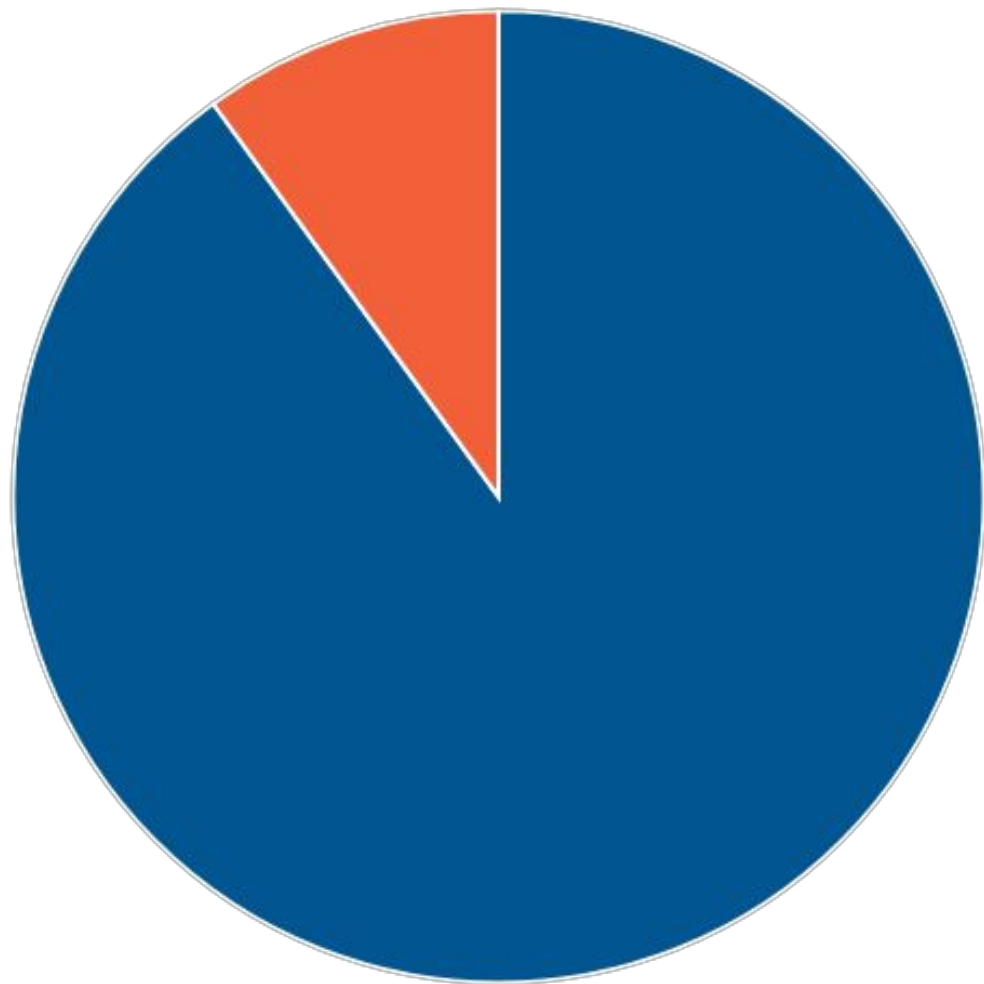
Districts set local cut points for each level of designation. Any teacher that meets a local designation system's eligibility requirements and the minimum proficiency observation ratings may be submitted for designation. Districts may find that they have more or less than the numbers represented.

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

Districts May Incorporate Optional Components to Their System

Usually done to align with district goals. Examples may include teacher attendance, mentorship, leadership roles, etc.





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 Differ Per Campus And Change Each Year Based on the Following Factors:

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
COCISD

The background of the slide is a blurred photograph of a classroom. A student in the foreground has their hand raised high. Another student in the background is holding a large poster with a red and white design. The overall scene is dimly lit, with the text overlaid in white.

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



COCISD

OUR PLANNED LOCAL
DESIGNATION SYSTEM



\$6,740



\$13,480



\$24,466

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



Our District's Goal:

Every Teaching Assignment Eligible By:

2025

TIA Score Weights



50%

STUDENT GROWTH

30%

TEACHER OBSERVATION (T-TESS)

20%

TEACHER ATTENDANCE

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 participate in teacher observation
- COCISD will use Statewide Performance Standards

Teacher Observation



Data Collection Points

- One 45-min observation completed in the Fall
- One Fall TIA Walkthroughs
- Two Spring TIA Walkthroughs

Walkthroughs:

- 15 minute minimum for each walkthrough
- Only observe Domains 2 & 3
- Multiple Appraisers for walkthroughs, if possible. (more than one account for all data points). For example, one admin does observation and 1 walkthrough and another does two walkthroughs
- Informal walkthroughs by a variety staff

Teacher Attendance



Teacher attendance has a significant influence on student success. At this time, there is a shortage of qualified teachers and substitutes in our state. The committee decided on teacher attendance to reduce teachers' discretionary time off during the school year, resulting in loss of instruction time for their class and others when there are no subs to cover. Teachers may earn points toward designations with good attendance. Attendance accounts for 20% of the designation points. Attendance verification will occur at a minimum at the end of each semester. School business absences, such as attending training and student extracurriculars, are not considered. FMLA, Court Appearances, and other protected leave as defined in DEC (Local) are excluded.

Teacher Attendance



Number of Days Absent	Attendance Percentage Points (maximum 20 points)
Perfect Attendance	20%
1-2 Days	19%
3-4 days	17%
5 days	15%
6 days	13 %
7 days	11%
8 days	10%
More than 8 days	No percentage points

Student Growth Cut Points



TIA Designation	TIA Performance Standards (% of students who met/exceed projected growth)	Student Growth Points+ % of Scores Met or Exceeded * 50 points
Recognized	55%	55% * 50 points = 27.5
Exemplary	60%	60% * 50 points = 30
Masters	70%	70% * 50 points = 35

Teacher Observation Cut Points

TIA Designation	TIA Performance Standards	Points = TIA Performance Standards * 8 Dimensions (40 total points possible)	T-TESS Raw Points * Multiplier (.75) (Convert to 30 point scale)
Recognized	3.7	3.7 * 8 = 29.6	29.6 * .75 = 22.2
Exemplary	3.9	3.9 * 8 = 31.2	31.2 * .75 = 23.4
Masters	4.5	4.5 * 8 = 36	36 * .75 = 27

Teacher Attendance

TIA Designation	Number of Days Absent	Percentage Points
Recognized	5 days	15%
Exemplary	3-4 days	17%
Masters	2 or less	19%

Student Growth + Teacher Observation + Teacher Attendance

Recognized	27.5 + 22.2 + 15	64.7
Exemplary	30 + 23.4 + 17	70.4
Masters	35 + 27 + 19	81

Composite Score Cut Points

Recognized	64.7 - 70.39
Exemplary	70.4 - 80.99
Masters	81 - 100

Student Growth Points

% of students who met/exceeded projected growth		Category Weight	Student Growth Points
Formula: _____ (percent as decimal)	x	50	= _____
Example: .68 (68%)	x	50	= 34

Teacher Observation Points

Average Observation Score		8 Dimensions (T-TESS)		T-TESS Raw Points * Multiplier (.75) (Convert to 30 point scale)	Teacher Observation Points
Formula: _____	x	8	x	.75	= _____
Example: 3.6	x	8	x	.75	= 21.6

Teacher Attendance

# of verified days absent	Percentage	Points based on # of Absences (see table)
Use the Teacher Attendance Chart to determine how many	_____	_____ points
Example: 5 days absent	15%	15 points

COCISD TIA Scorecard: Example



Student Growth + Teacher Observation + Teacher Attendance

Example	34 + 21.6 + 15 =	70.6
Designation:	Exemplary	

COCISD Spending Plan



<div>Allotment % for Designated Teacher</div> <div>Allotment % for District</div>	
90%	10%
	<ul style="list-style-type: none">● Professional development for teachers to earn a designation and leaders in teacher evaluation,● System expansion for additional teaching assignments, and new or enhanced designations for teachers.● Student growth assessment software for pre-and post-tests.● Managing and organizing data, certifications, designations, and consultant costs for implementing and continuously improving the COCISD TIA Local Designation System.

COCISD Spending Plan



EXAMPLE:

\$15,000

Allotment Generated based on Employed Designated Teacher

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

Spending Plan FYI



- Each campus generates an allotment amount per designation level EVERY YEAR
 - *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)*

COCISD Spending Plan



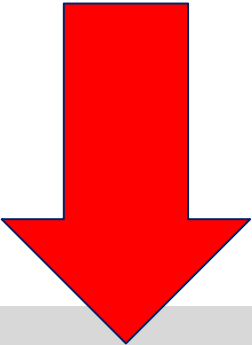
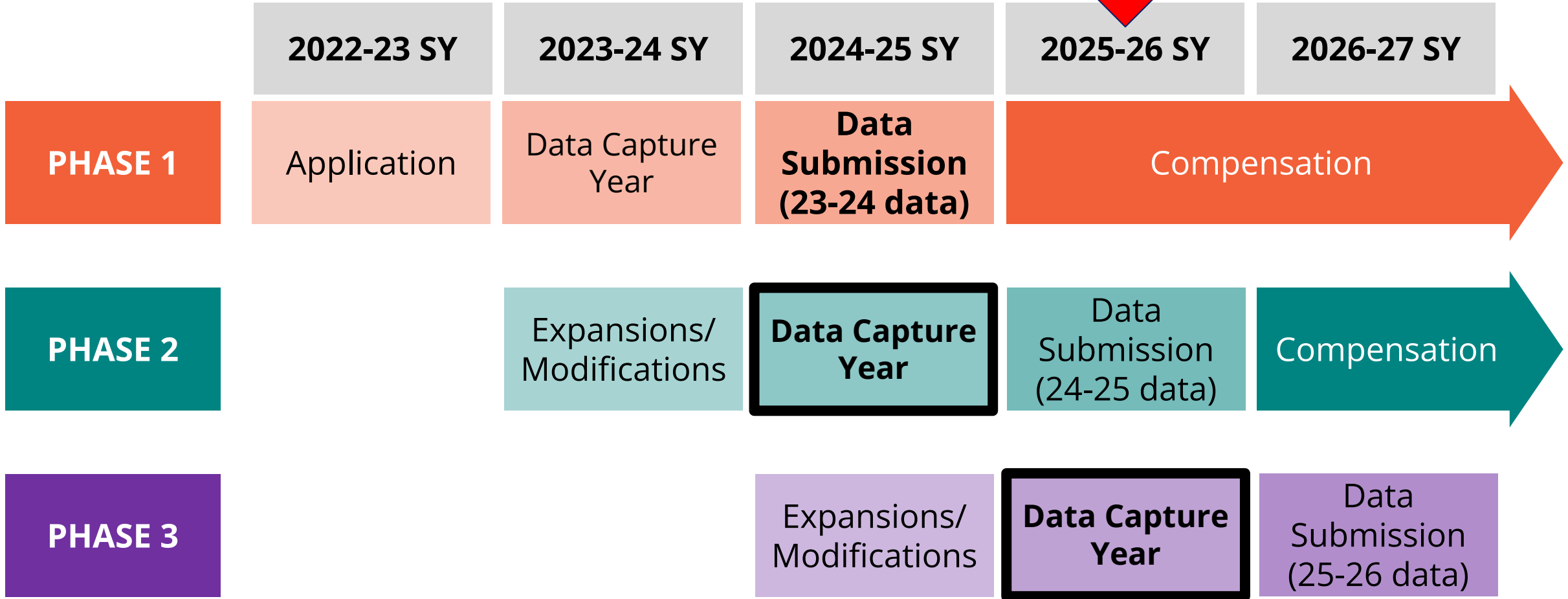
Frequency of TIA Compensation

- For Year 1, COCISD 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 COCISD from the previous data capture, will receive payment before August 31, 2025.
- For all subsequent years, COCISD will provide **two payments in March and July** (as a separate check) for each year a teacher generates funding for a TIA designation.

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).

Timeline



3-2-1 about the COCISD TIA System



With your Table Group:

3 Facts

2 Ah-ha's

1 Question

Test #1: Wed 3rd 5:44-7:3



$$\text{then } \cos \theta = \frac{\sqrt{a^2 - x^2}}{a}$$

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$$= a^7 \left(-\frac{1}{5} \cos^5 \theta + \frac{2}{3} \cos^3 \theta - \frac{1}{3} \cos^3 \theta \right) + C$$

COCISD's Next Steps

Next Steps



- Student Growth Assessments

- Administer all Student Growth Assessments following secure testing protocols
- Set/Monitor Student Growth Targets

- T-TESS

- On-going Training for Teachers & Leaders
- Walkthroughs & Observations
- Data Tracking, Analysis, and Action

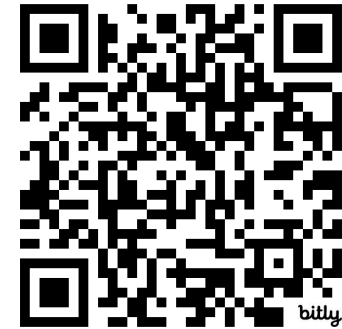
TIA Updates with Access to FAQ



- 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 on school days



bit.ly/COCISDtia

Resources

- TIA [Webpage](#) with link to Guidebook
 - *The Guidebook contains more detailed information about our system and, when updated, is linked to this page.*
 - *All information about TIA is posted and available for access at any time.*



Caldspring-Oakhurst CISD



TIA Guidebook

Teacher Incentive Allotment

**UPDATED Summer
2025**



Teacher Incentive Allotment (TIA)

Teacher Overview
2025-26