



Teacher Incentive Allotment Back To School Refresher

August 2025



The Goals | Teacher Incentive Allotment (TIA)

RETENTION

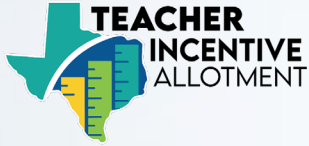
To ensure top teachers have a **realistic** path to a competitive annual salary

RECRUITMENT

To **attract** and **keep** effective educators in the classroom and **incentivize** teaching at challenged campuses



CARROLLTON-FARMERS BRANCH ISD



Average Funding for CFB ISD Teachers in 2024-2025

CFB ISD awards 90% to the TIA Designated Teacher

\$4,955

Recognized, top 33% in the state & NBCT



\$9,911

Exemplary, top 20% in the state



\$18,518

Master, top 5% in the state





\$4,063,279

411 Teachers

35 Campuses



HB3 Teacher Incentive Allotment



TEA in partnership with **Texas Tech University** will approve the local designation systems



1. System Review (TEA)

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

- ✓ Student growth 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 growth measures
- ✓ Teacher observations



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Observation & Additional Components for 2025-2026 For All School Levels

Teacher Observation Instruction (Domain 2)

- Dimension 2.1 Achieving Expectations
- Dimension 2.2 Content Knowledge and Expertise
- Dimension 2.3 Communication
- Dimension 2.4 Differentiation
- Dimension 2.5 Monitor and Adjust

Learning Environment (Domain 3)

- Dimension 3.1 Classroom Environment, Routines, and Procedures
- Dimension 3.2 Managing Student Behavior
- Dimension 3.3 Classroom Culture

Information on TIA calculations is included in the TIA Field Guide.
Final District Standards subject to change.

The District's Teacher appraisal and student growth outcomes are reviewed alongside the State's Performance Standards as well as available State and National Data to determine the district's final TIA decisions for Observation and Growth, as well as the inclusion of minimum performance requirements. Once analysis is complete, information is made publicly available.

Additional Components Planning (Domain 1)

- Dimension 1.1 Standards & Alignment
- Dimension 1.2 Data & Assessment
- Dimension 1.3 Knowledge of Students
- Dimension 1.4 Activities
- Dimension 2.5 Monitor and Adjust

Professional Practices & Responsibilities (Domain 4)

- Dimension 4.1 Professional Demeanor & Ethics
- Dimension 4.2 Goal Setting
- Dimension 4.3 Professional Development
- Dimension 4.4 School Community Involvement

Teachers must earn **at least** Proficient in each Dimension to be eligible for TIA.

Student Growth Measures for 2025-2026

Student Growth - ELEMENTARY

- NWEA MAP is used for Kindergarten – 3rd Reading & Math, 4th - 5th Science, 4th Writing, 4th - 5th STEM
- District Created Pre-Test/Post-Test is used for 4th Theater, 4th Art
- Music First is used for 4th Music
- CIRCLE is used for Prekindergarten
- Prior Year STAAR & EOY STAAR is used for 4th - 5th ELAR and Math
- Unique Learning Systems is used for Special Education units without academic testing

Student Growth - Middle School

- NWEA MAP is used for 6th - 8th Science
- District Created Pre-Test/Post-Test is used for 6th World Cultures, 7th Texas History, Middle School Art, Dance, Theatre, Choir, Band and Orchestra
- District Created Pre-Test/STAAR and STAAR EOC is used for 8th Social Studies
- Prior Year STAAR & EOY STAAR is used for 6th - 8th ELAR & Math, Algebra I, writing 6th
- Unique Learning Systems is used for Special Education units without academic testing

CHANGES FOR 2025-2026

- Prior Year STAAR & EOY STAAR is used for 4th - 8th Reading & Math, 6th Writing, Algebra I
- CIRCLE is used for Pre-kindergarten
- Unique Learning Systems is used for Special Education units without academic testing

Information on TIA calculations is included in the TIA Field Guide. Final District Standards subject to change.

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Student Growth Measures for 2025-2026, cont.

Student Growth - High School

- NWEA MAP is used for Algebra II, Geometry, Math Models, English III, English IV, Biology
- District Created Pre-Test/Post-Test is used for IPC, Chemistry, Physics, Astronomy, Environmental Systems, World Geography, World History, All levels of Art, Dance, Theatre, Technical Theatre, Choir, Band and Orchestra, AP English III, AP English IV, Government, Economics, Sociology, Psychology, AP Human Geography, AP World History, AP Government, AP Economics, AP Psychology, AP US History, Personal Financial Literacy and Economics
- District Created Pre-Test/STAAR and STAAR EOC is used for US History
- NOCTI is used for Auto Technology I, Collision Repair, Construction Technology I, Introduction to Engineering Design
- Unique Learning Systems is used for Special Education units without academic testing

CHANGES FOR 2025-2026

- Prior Year STAAR & EOY STAAR is used for Algebra I, English I & II
- AP Tests are now district created pre & post test
- NOCTI is used for Auto Technology I, Collision Repair, Construction Technology I, Introduction to Engineering Design
- ULS is used for sped units without academic testing

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Eligible Courses Added 2025-2026

Level	Course	Assessment
Elementary School	SpEd - FSLC & ALC Classrooms SpED - ELC 3 & ELC 4 Pre-K 4-5th ELAR & Math	Unique Learning Systems (ULS) Unique Learning Systems (ULS) Circle Previous year STAAR & EOY STAAR
Middle School	SpEd - FSLC & ALC Classrooms ELDA & ELLA Courses 4-6th - ELA, Reading, 6th Wtg 4-6th Math, Math Connections & Algebra I	Unique Learning Systems (ULS) MAP Previous year STAAR & EOY STAAR Previous year STAAR & EOY STAAR
High School	SpEd - FSLC & ALC Classrooms SpEd - Co-Teach & Inclusion Classes Gov, Econ, Psych, Sociology CTE: Auto Tech, Auto Collision, Construction Tech, Intro to Engineering Newcomer, ESOL 1 & 2 ELA 1 & ELA 2 AP Literature & AP Language	Unique Learning Systems (ULS) *Assessment used for content area* Locally Developed Assessments NOCTI MAP Previous year STAAR & EOY STAAR Locally Developed Assessments based on AP Curriculum



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TIA Timeline - two year process



June 2025

Application
Approval
from TEA



**School
Year
2025-2026**

Teacher
observation
& student
growth data
collected



**October
2026**

Submit data
to TEA/Texas
Tech for
validation
**Must remain a
teacher in
district to be
submitted*



**February
2027**

Receive
notice from
TEA
**Approved or
denied as a
district*



August 27

Teacher
receives TIA
payout
**Must remain
an employee
to receive
payout*



**September
2027**

District
receives TIA
reimbursement



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TIA Timeline for 2025-2026

ALL teachers in an eligible TIA eligible course are AUTOMATICALLY considered! No action is required from the teacher!

At the conclusion of the 2025-2026 CFB ISD's teacher appraisal and student growth outcomes are reviewed alongside the state's performance standards as well as available state and national data to determine the district's final TIA cut points. Once analysis is complete, information is made publicly available.

If performance criteria is met, TIA designation is submitted to the State for data review; pending TEA data validation, TIA designation is attached to teacher's teaching certificate for a period of 5 years.



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New Hires

**Earned a TIA designation in another Texas District?
Additional Questions?**

Contact TIA Team
tia@cfbisd.edu

CFBISD TIA Website <https://www.cfbisd.edu/staff-portal/teacher-incentive-allotment>

