



TEACHER INCENTIVE ALLOTMENT

Elementary

Campus	Recognized	Exemplary	Master
FSE	\$3,991	\$7,981	\$15,302
JES	\$5,902	\$11,803	\$21,672
HES	\$5,342	\$10,684	\$19,807
LES	\$3,737	\$7,473	\$14,455
MES	\$3,339	\$6,677	\$13,129
RRE	\$4,561	\$9,121	\$17,202
TES	\$3,744	\$7,487	\$14,479

Secondary

Campus	Recognized	Exemplary	Master
SJH	\$4,085	\$8,171	\$15,618
WJH	\$4,870	\$9,740	\$18,233
WHS	\$4,326	\$8,652	\$16,421

These dollar amounts represent ranges and not exact dollar awards

Timeline

Data Capture Year (Phase I, II, III, IV - Teachers - PK - 8th grade Reading and Math, 5th - 8th grade Science and SS, Alg I, Eng I, Eng II, BIO, USH, and all non-STAAR core content teachers as well as Core Content ICS Teachers and Core Content Resource Teachers) - 2024-2025

- Data Review due to TEA/Texas Tech University: October 2025
- Final Approval Notification: Late February 2026
- Final Designation and Allotment Notification: Late April/May 2026
- Payout to Phase I, II, III, and IV designated teachers: No later than August 28, 2026

Data Capture Year (Phase I, II, III, IV - Teachers - PK - 8th grade Reading and Math, 5th - 8th grade Science and SS, Alg I, Eng I, Eng II, BIO, USH, and all non-STAAR core content teachers as well as Core Content ICS Teachers and Core Content Resource Teachers including dyslexia, ISET/RESET) - 2025-2026

- Data Review due to TEA/Texas Tech University: October 2026
- Final Approval Notification: Late February 2027
- Final Designation and Allotment Notification: Late April/May 2027
- Payout to Phase I, II, III, and IV designated teachers: No later than August 28, 2027

What is the amount of additional compensation?

The Waller ISD TIA plan states that 90% of the TIA funds received by the district will be given directly to the teacher earning the TIA designation with the district retaining 10% to assist with the cost of implementing and administering the TIA program. According to the percentage of economically disadvantaged students enrolled at your campus, TEA currently (as of May 2025) calculates that Waller ISD teachers **are eligible to earn the following amounts each year in addition to their salary:**

- Master Level Range: \$13,129 to \$21,672
- Exemplary Level Range: \$6,677 to \$11,803
- Recognized Level Range: \$3,339 to \$5,902

For example, if a teacher is designated at the Recognized level and the socioeconomic tier of his/her campus allows for \$5919 to be paid to teachers earning the recognized designation, the district would calculate 90% of \$5919 = \$5327.10 to be paid to the teacher each year for 5 years. The teacher would be paid his/her teacher salary plus the \$5327.10 each year for 5 years. An exception to this example would apply if the teacher earns a higher designation during those 5 years (Exemplary or Master) which would result in a higher compensation level. Another exception would occur if the teacher moves to another district within those 5 years. In that example, the teacher's compensation would be based upon the TIA compensation plan of that district.

TRS Consideration

- All TIA compensation is TRS eligible.
- The TRS has limits (10% or 10,000 increase per year) on eligible salary increases in the last 3 or 5 years prior to retirement. This could limit the extent to which the TIA compensation paid in those years is TRS eligible. A member can “work out of the limit” - the member will need to contact a TRS Benefit Counselor when they are ready to retire to determine if this limit will impact their retirement annuity calculation.
- District should be prepared to assist teachers with a TRS creditable compensation determination.
- Districts may pay employee and employer contributions from the 90% portion of the allotment or the 10%, as those benefit payments are considered to be included in overall compensation.

Taxes and District Payments

- Districts can tax payouts by either aggregating the compensation as regular pay which means the amount will be taxed by the applicable tax bracket or as supplemental pay, which will be taxed at a flat rate like other stipend payments.
- District costs that are a result of increasing TRS-eligible compensation may come out of the 90% portion of the allotment or the 10%, as they are considered a form of compensation.
- District payments can include TRS Contributions, Medicare taxes, state and federal unemployment, worker's compensation, and social security (if applicable).
- TIA is subject to statutory minimum contribution for reporting employers.

Continue.....

- Designated Teachers who formally retire with TRS and complete the school year will receive the full allotment payment on their final check on or before August 28th.
- Designated teachers who resign prior to the first day of the teacher contract for the following school year will not receive their TIA allotment payout. The district will redistribute the allotment they generated to other designated teachers (in 087 Roles) on the campus where the departing designated teacher worked on or before August 28th.
- Any designated teacher who breaks their contract before the end of the school year (but after winter roster) will not receive their allotment payout. The district will redistribute the allotment they generated to other designated teachers (in 087 Roles) on the campus where the departing designated teacher worked on or before August 28th.



Student Growth Performance Standards

Student Growth 2024-2025 Submission

Designation Level	Recognized	Exemplary	Master
State Minimum	55	60	70
WISD Cut Points	55	65	73



How will it be measured?

Elementary PK-2nd

Grade Level	Reading	Math	Science
PK	CLI - Rapid Letter Naming	CLI - Math Total	NA
Kinder	CLI - Reading Literacy Composite Avg (Letter Naming, Vocabulary, Spelling)	CLI - Math Total	NA
1st Grade	ISIP (Percentile Change)	TEMI	NA
2nd Grade	ISIP (Percentile Change)	ESTAR	NA
ICS/Resource/ Dyslexia/ ISET/RESET	Same as general education course/grade level (Grades PK-2)	Same as general education course/grade level (Grades PK-2)	Same as general education course (Grades PK-2)

Elementary 3rd-5th

Grade Level	Reading	Math	Science
3rd Grade	Pre-Test/STAAR	Pre-Test/STAAR	NA
4th Grade	STAAR Growth	STAAR Growth	NA
5th Grade	STAAR Growth	STAAR Growth	Pre-Test/STAAR
ICS/Resource/Dyslexia/ISET/RESET	Same as general education course/grade level (Grades 3-5)	Same as general education course/grade level (Grades 3-5)	Same as general education course (Grades 5)

Junior High Campuses

Grade Level	Reading/ELA	Math	Science	Social Studies
6th Grade	STAAR Growth	STAAR Growth	Pre-Test/Post-Test	Pre-Test/Post-Test
7th Grade	STAAR Growth	STAAR Growth	Pre-Test/Post-Test	Pre-Test/Post-Test
8th Grade	STAAR Growth	STAAR Growth	Pre-Test/STAAR	Pre-Test/STAAR
ICS/Resource/ Dyslexia/ISET/ RESET	Same as general education course/grade level (Grades 6-8)	Same as general education course/grade level (Grades 6-8)	Same as general education course (Grades 6-8)	Same as general education course (Grades 6-8)

High School Campus

Grade Level	Reading/ELA	Math	Science	Social Studies
WHS	Eng I - STAAR Growth	Algebra I - STAAR Growth	Biology Pre-Test/STAAR	US History Pre-Test/STAAR
	Eng II - STAAR Growth	All other core content Math courses Pre-Test/Post-Test	All other core content Science courses Pre-Test/Post-Test	All other core content Social Studie courses Pre-Test/Post-Test
	Eng II EOC/ENG III Post Test Growth			
	Eng III Post Test/Eng IV Post Test Growth			
ICS/Resource/ Dyslexia/ISET/RE SET	Same as general education course/grade level (Grades 9-12)	Same as general education course/grade level (Grades 9-12)	Same as general education course (Grades 9-12)	Same as general education course (Grades 9-12)

STAAR Transition Table

Annual Growth						
Prior Year	Current Year					
	Low Did Not Meet Grade Level	High Did Not Meet Grade Level	Low Approaches Grade Level	High Approaches Grade Level	Meets Grade Level	Masters Grade Level
Low Did Not Meet Grade Level	0	1	1	1	1	1
High Did Not Meet Grade Level	0	1/2	1	1	1	1
Low Approaches Grade Level	0	0	1/2	1	1	1
High Approaches Grade Level	0	0	0	1/2	1	1
Meets Grade Level	0	0	0	0	1	1
Masters Grade Level	0	0	0	0	0	1

Pre-Test to Post Test - Elem

Waller ISD Graduated Percent Increase Model 24-25 Pre-K:

CLI PK - Student Growth Measures Reading	Student Performance BOY	Student Performance EOY:
Student Performance	Reading - Letter Naming	Reading - Letter Naming
Support Needed or Monitor	0-7	+24 or >
On-Track	8 - 14	+22 or >
On-Track	15 - 24	+20 or >
On-Track	25 - 30	+18 or >
On-Track	31 - 35	+16 or >
On-Track	36 and >	+14 or >

Pre-Test to Post Test - Elem

Waller ISD Graduated Percent Increase Model 24-25 Pre-K:

CLI PK - Student Growth Measures Math	
Math - Overall BOY	Math - Overall EOY
0-10	+13 or >
11-15	+12 or >
16-18	+10 or >
19 - 20	+8 or >
21 - 22	+6 or >
23 - 25	+4 or >
26 - 28	Remain 26 - 28 and not go backwards

Pre-Test to Post Test - Elem

Waller ISD Graduated Percent Increase Model 24-25 Kinder:

CLI Kinder - Student Growth Measures	Student Performance EOY	Student Performance EOY
Student Performance BOY	Reading Literacy Composite Avg (Letter Naming + Vocab + Spelling / 3)	Math - Overall
Support Needed	+6 or >	Monitor or Higher
Monitor	+6 or >	On-Track
On-Track	+6 or >	Remain on Track at = or higher equivalency

Pre-Test to Post Test - Elem

Waller ISD Graduated Percent Increase Model 24-25 1st Grade:

1st Grade Math - TEMI		
Growth Earned	BOY Score Range	Student Performance EOY:
+1	0-10	+6
+1	11-13	+4
+1	14-15	+2
+1	16-20	= or > (not go backwards)

1st Grade RLA - ISIP Percentile	
Growth Earned	Student Performance EOY:
+1	+4 or >
+1/2	-2 through +3

Pre-Test to Post Test - Elem

Waller ISD Graduated Percent Increase Model 24-25 2nd Grade:

2nd Grade Math - ESTAR 24-25	
Growth Earned	Student Performance EOY:
+1	+61 or >
+1/2	+40 - 60

2nd Grade RLA - ISIP Percentile 24-25	
Growth Earned	Student Performance EOY:
+1	+6 or >
+1/2	-2 through +5

Pre-Test to STAAR - Elem

Waller ISD Graduated Percent Increase Model 24-25 3rd Grade:

<u>Category</u>	<u>Pre-Test Score</u>	<u>Growth Points Needed</u>
Category 1	0 - 20.49%	23
Category 2	20.5%-40.49%	18
Category 3	40.5%-60.49%	13
Category 4	60.5%-80.49%	10
Category 5	80.5% or higher	Maintain = or >

Pre-Test to STAAR - Elem

Waller ISD Graduated Percent Increase Model 24-25 5th Gr Science:

<u>Category</u>	<u>Pre-Test Score</u>	<u>Growth Points Needed</u>
Category 1	0 - 20.49%	19.5
Category 2	20.5%-40.49%	15.5
Category 3	40.5%-60.49%	11.5
Category 4	60.5%-80.49%	8.5
Category 5	80.5% or higher	Maintain = or >

Pre-Test to Post Test -JH

Waller ISD Graduated Percent Increase Model 24-25 6th & 7th Gr Sci & SS On-Level:

<u>Category</u>	<u>Pre-Test Score</u>	<u>Growth Points Needed</u>
Category 1	0 - 20.49%	19.5
Category 2	20.5%-40.49%	15.5
Category 3	40.5%-60.49%	11.5
Category 4	60.5%-80.49%	8.5
Category 5	80.5% or higher	Maintain = or >

Pre-Test to Post Test -JH

Waller ISD Graduated Percent Increase Model 24-25 6th Gr SS Honors:

<u>Category</u>	<u>Pre-Test Score</u>	<u>Growth Points Needed</u>
Category 1	0 - 20.49%	23
Category 2	20.5%-40.49%	19
Category 3	40.5%-60.49%	14
Category 4	60.5%-80.49%	11
Category 5	80.5% or higher	Maintain = or >

Pre-Test to Post Test -JH

Waller ISD Graduated Percent Increase Model 24-25 6th Gr Science Honors:

<u>Category</u>	<u>Pre-Test Score</u>	<u>Growth Points Needed</u>
Category 1	0 - 20.49%	38
Category 2	20.5%-40.49%	29
Category 3	40.5%-60.49%	22
Category 4	60.5%-80.49%	20
Category 5	80.5% or higher	Maintain = or >

Pre-Test to Post Test -JH

Waller ISD Graduated Percent Increase Model 24-25 7th Gr Science Honors:

<u>Category</u>	<u>Pre-Test Score</u>	<u>Growth Points Needed</u>
Category 1	0 - 20.49%	43
Category 2	20.5%-40.49%	29
Category 3	40.5%-60.49%	22
Category 4	60.5%-80.49%	19
Category 5	80.5% or higher	Maintain = or >

Pre-Test to Post Test -JH

Waller ISD Graduated Percent Increase Model 24-25 7th Gr SS Honors:

<u>Category</u>	<u>Pre-Test Score</u>	<u>Growth Points Needed</u>
Category 1	0 - 20.49%	29
Category 2	20.5%-40.49%	22
Category 3	40.5%-60.49%	19
Category 4	60.5%-80.49%	11
Category 5	80.5% or higher	Maintain = or >

Pre-Test to Post Test -JH

Waller ISD Graduated Percent Increase Model 24-25 8th Gr Sci On Level:

<u>Category</u>	<u>Pre-Test Score</u>	<u>Growth Points Needed</u>
Category 1	0 - 20.49%	17
Category 2	20.5%-40.49%	11
Category 3	40.5%-60.49%	9
Category 4	60.5%-80.49%	6.5
Category 5	80.5% or higher	Maintain = or >

Pre-Test to Post Test -JH

Waller ISD Graduated Percent Increase Model 24-25 8th Gr SS On Level:

<u>Category</u>	<u>Pre-Test Score</u>	<u>Growth Points Needed</u>
Category 1	0 - 20.49%	16
Category 2	20.5%-40.49%	12
Category 3	40.5%-60.49%	8
Category 4	60.5%-80.49%	5
Category 5	80.5% or higher	Maintain = or >

Pre-Test to Post Test -JH

Waller ISD Graduated Percent Increase Model 24-25 8th Gr Science Honors:

<u>Category</u>	<u>Pre-Test Score</u>	<u>Growth Points Needed</u>
Category 1	0 - 20.49%	38
Category 2	20.5%-40.49%	27
Category 3	40.5%-60.49%	22.5
Category 4	60.5%-80.49%	12
Category 5	80.5% or higher	Maintain = or >

Pre-Test to Post Test -JH

Waller ISD Graduated Percent Increase Model 24-25 8th Gr SS Honors:

<u>Category</u>	<u>Pre-Test Score</u>	<u>Growth Points Needed</u>
Category 1	0 - 20.49%	26
Category 2	20.5%-40.49%	20
Category 3	40.5%-60.49%	17
Category 4	60.5%-80.49%	10
Category 5	80.5% or higher	Maintain = or >

Pre-Test to STAAR - Biology

Waller ISD Graduated Percent Increase Model 24-25 Biology On Level:

<u>Category</u>	<u>Pre-Test Score</u>	<u>Growth Points Needed</u>
Category 1	0 - 20.49%	24.5
Category 2	20.5%-40.49%	18.4
Category 3	40.5%-60.49%	14
Category 4	60.5%-80.49%	10
Category 5	80.5% or higher	Maintain = or >

Pre-Test to STAAR - Biology

Waller ISD Graduated Percent Increase Model 24-25 Biology Honors:

<u>Category</u>	<u>Pre-Test Score</u>	<u>Growth Points Needed</u>
Category 1	0 - 20.49%	44
Category 2	20.5%-40.49%	30
Category 3	40.5%-60.49%	26
Category 4	60.5%-80.49%	18
Category 5	80.5% or higher	Maintain = or >

Pre-Test to STAAR - US History

Waller ISD Graduated Percent Increase Model 24-25 US History On Level:

<u>Category</u>	<u>Pre-Test Score</u>	<u>Growth Points Needed</u>
Category 1	0 - 20.49%	19.5
Category 2	20.5%-40.49%	15.5
Category 3	40.5%-60.49%	11.5
Category 4	60.5%-80.49%	8.5
Category 5	80.5% or higher	Maintain = or >

Pre-Test to STAAR - US History

Waller ISD Graduated Percent Increase Model 24-25 US History AP/DC:

<u>Category</u>	<u>Pre-Test Score</u>	<u>Growth Points Needed</u>
Category 1	0 - 20.49%	42
Category 2	20.5%-40.49%	33
Category 3	40.5%-60.49%	26
Category 4	60.5%-80.49%	20
Category 5	80.5% or higher	Maintain = or >

Pre-Test to Post Test - Sci & SS

Waller ISD Graduated Percent Increase Model 24-25 Honors/AP/DC Sci & SS:

<u>Category</u>	<u>Pre-Test Score</u>	<u>Growth Points Needed</u>
Category 1	0 - 20.49%	25.5
Category 2	20.5%-40.49%	19.5
Category 3	40.5%-60.49%	15.5
Category 4	60.5%-80.49%	12.5
Category 5	80.5% or higher	Maintain = or >

Pre-Test to Post Test - Sci & SS

Waller ISD Graduated Percent Increase Model 24-25 On Level Sci & SS:

<u>Category</u>	<u>Pre-Test Score</u>	<u>Growth Points Needed</u>
Category 1	0 - 20.49%	19.5
Category 2	20.5%-40.49%	15.5
Category 3	40.5%-60.49%	11.5
Category 4	60.5%-80.49%	8.5
Category 5	80.5% or higher	Maintain = or >

Pre-Test to Post Test - Math

Waller ISD Graduated Percent Increase Model 24-25 Honors/AP/DC Math:

<u>Category</u>	<u>Pre-Test Score</u>	<u>Growth Points Needed</u>
Category 1	0 - 20.49%	42
Category 2	20.5%-40.49%	30
Category 3	40.5%-60.49%	24
Category 4	60.5%-80.49%	17
Category 5	80.5% or higher	Maintain = or >

Pre-Test to Post Test - Math

Waller ISD Graduated Percent Increase Model 24-25 On Level Math:

<u>Category</u>	<u>Pre-Test Score</u>	<u>Growth Points Needed</u>
Category 1	0 - 20.49%	19.5
Category 2	20.5%-40.49%	15.5
Category 3	40.5%-60.49%	11.5
Category 4	60.5%-80.49%	8.5
Category 5	80.5% or higher	Maintain = or >

Waller ISD 24-25 WHS Eng 3 & 4 Courses Computations:

Prior Year Performance	Current Year - EOY Performance					
	Low Does Not Meet 0-30	High Does Not Meet 31-41	Low Approaches 42-47	High Approaches 48-54	Meets 55-87	Masters 88-100
Low Does Not Meet 0-30	0	1	1	1	1	1
High Does Not Meet 31-41	0	.5 = same or lower score in category	1	1	1	1
		1 = higher score same category				
Low Approaches 42-47	0	0	.5 = same or lower score in category	1	1	1
			1 = higher score same category			
High Approaches 48-54	0	0	0	.5 = same or lower score in category	1	1
				1 = higher score same category		
Meets 55-87	0	0	0	0	.5 = same or lower score in category	1
					1 = higher score same category	
Masters 88-100	0	0	0	0	0	1



**Teacher Observation Performance
Standard**

T-TESS 2024-2025 Submission

Designation Level	Recognized	Exemplary	Master
State Minimum	3.7	3.9	4.5
WISD Cut Points	3.7	3.9	4.5

Scenario 1:

Dimension	Distinguished (5 points)	Accomplished (4 points)	Proficient (3 points)	Developing (2 points)	Improvement Needed (1 point)
2.1 Achieving Expectations		x			
2.2 Content Knowledge and Expertise		x			
2.3 Communication			x		
2.4 Differentiation		x			
2.5 Monitor and <u>Adjust</u>			x		
3.1 Classroom Environment, Routines, and Procedures	x				
3.2 Managing Student Behavior		x			
3.3 Classroom Culture		x			
Total Points by Performance Level	5	20	6		

Total Points by Performance Level ÷ Number of Dimensions

$$\underline{31} \div 8 = 3.875$$

STRIVE Rating = Exemplary

Scenario 2:

Dimension	Distinguished (5 points)	Accomplished (4 points)	Proficient (3 points)	Developing (2 points)	Improvement Needed (1 point)
2.1 Achieving Expectations			X		
2.2 Content Knowledge and Expertise			X		
2.3 Communication		X			
2.4 Differentiation			X		
2.5 Monitor and <u>Adjust</u>				X	
3.1 Classroom Environment, Routines, and Procedures			X		
3.2 Managing Student Behavior				X	
3.3 Classroom Culture			X		
Total Points by Performance Level		4	15	4	

Total Points by Performance Level ÷ Number of Dimensions

$$\underline{23} \div 8 = 2.875$$

STRIVE Rating = Below Recognized

Scenario 3:

Dimension	Distinguished (5 points)	Accomplished (4 points)	Proficient (3 points)	Developing (2 points)	Improvement Needed (1 point)
2.1 Achieving Expectations		x			
2.2 Content Knowledge and Expertise		x			
2.3 Communication			x		
2.4 Differentiation			x		
2.5 Monitor and <u>Adjust</u>		x			
3.1 Classroom Environment, Routines, and Procedures	x				
3.2 Managing Student Behavior			x		
3.3 Classroom Culture		x			
Total Points by Performance Level	5	16	9		

Total Points by Performance Level ÷ Number of Dimensions

$$\underline{30} \div 8 = 3.75$$

STRIVE Rating = Recognized

New & Exciting

Designation Levels for the 25-26 Data Collection	Acknowledged	Recognized	Exemplary	Master
State Minimum Student Growth Score	50	55	60	70
State Minimum T-TESS Score	3.5	3.7	3.9	4.5

Questions?

Reach out to tia@wallerisd.net

Monthly Office Hours: [LINK](#)

December 3: 3:30-4:30

January 14: 7:00-8:00

February 11: 3:30-4:30

March 18: 7:00-8:00

April 15: 3:30-4:30



*All information will be posted on the WISD TIA Webpage under Human Resources.