



West Rusk County Consolidated Independent School District

Teacher Incentive Allotment Plan

2025-2026

(This is a working document and is subject to change during the course of the year.)

This document contains important information concerning TEA's House Bill 3 Teacher Incentive Allotment. Staff that may be impacted are strongly urged to read all eligibility requirements very carefully.

The West Rusk CCISD Teacher Incentive Allotment award model provides recognition and performance pay for all WRCCISD teachers whose value-added results have demonstrated significant growth. The program is 100% funded through the Texas Education Agency's House Bill 3 Teacher Incentive Allotment and is approved by the WRCCISD Board of Trustees.

Background

House Bill (HB) 3 was passed by the 86th Texas Legislature, 2019, and signed into law by Governor Abbott on June 11, 2019. The following areas within HB 3 specifically relate to the Teacher Incentive Allotment (TIA):

- Local Optional Teacher Designation System (TEC Sec. 21.3521)
- Teacher Incentive Allotment (TEC Sec. 48.112)

Overview of the Teacher Incentive Allotment

- Local Education Agencies (LEAs), if they choose, can designate high performing teachers as Master, Exemplary, or Recognized based on statewide performance descriptors for these designations.
- LEAs will receive \$3,000 - \$32,000 per year for every designated teacher they employ. This amount is subject to change each year depending on the student demographics and TEA designation of each campus.
- LEAs receive greater funding for designated teachers who work on rural and/or high-needs campuses.
- At least 90% of the Teacher Incentive Allotment funds must be used on teacher compensation on the campus where the designated teacher works. The remaining funds could be used for costs associated with implementing the local designation system or to support teachers in obtaining designations.
- National Board-Certified Teachers will automatically earn a Recognized designation.

Funding

The LEA funding per designation is listed below. The exact dollar amount an LEA would receive for a designated teacher depends on the level of designation, whether the school at which the teacher works is rural or non-rural, and the level of socio-economic need at the school.

- Recognized: \$3,000 - \$9,000
- Exemplary: \$6,000 - \$18,000
- Master: \$12,000 - \$32,000

The total amount of funds approved for distribution will be determined by Texas Education Agency. Future disbursement of funds will be 100% dependent of the continuation of the Teacher Incentive Allotment as determined by TEA.

District Distribution of Funding

- See WRCCISD TIA Spending Plan

Criteria for Designation

West Rusk CCISD's Teacher Incentive Allotment designation plan was developed in an effort to reward teachers who show significant student growth.

Under the directive set out by the Texas Education Agency and approved by the WRCCISD Board of Trustees the following criteria were outlined:

Teachers holding a National Board Certification and listed as an eligible teacher for designation will automatically earn a "Recognized" designation, but can earn a higher designation based on the requirements.

Additionally, TEA has given LEAs the opportunity to develop a local designation system based on the following criteria:

- A LEAs teacher designation system must include teacher observation and the performance of a teacher's students.
- TEA and Texas Tech University will review the quality, validity, and reliability of the observation tools and student performance measures as part of the LEA designation system approval process.

The WRCCISD TIA Stakeholder Group along with the input of the WRCCISD staff developed the following criteria for the different categories of classroom teachers:

Category 1: 1st-8th ELAR Teachers and 3rd-8th Math Teachers

- Instructional practices (T-TESS: 1 observation and 2 walk-throughs) = 50%
- The district will use Renaissance Learning BOY and EOY Growth assessments and district and Renaissance created targets to determine student growth = 50%

Category 2: 5th Science; 8th Science; 8th Social Studies; Algebra; English I; English II; Biology; and US History Teachers

- Instructional practices (T-TESS: 1 observation and 2 walk-throughs) = 50%
- The district will use released STAAR/EOC tests for BOY and STAAR/EOC for EOY and district created targets to determine student growth = 50%

Category 3: Kindergarten Teachers

- Instructional practices (T-TESS: 1 observation and 2 walk-throughs) = 50%
- The district will use TX KEA BOY and EOY Growth assessments and district created targets to determine student growth = 50%

Category 4: Pre-Kindergarten Teachers

- Instructional practices (T-TESS: 1 observation and 2 walk-throughs) = 50%
- The district will use CLI Engage Circle tests for BOY and EOY with district created targets to determine student growth = 50%

Category 5: Agricultural Structures Design and Fabrication; Agricultural Structures Design and Fabrication Lab; Anatomy and Physiology; Livestock and Poultry Production; Medical Terminology; Principles of Education and Training; Principles of Hospitality and Tourism; and Scientific Research and Design

- Instructional practices (T-TESS: 1 observation and 2 walk-throughs) = 50%
- The district will use iCEV BOY and EOY with district created targets to determine student growth = 50%

West Rusk may use the Graduated Percent Increase Growth Model to set targets for each assessment. Based on the quintile that the pre-test score falls into, a different percent of expected growth is set for each respective quintile. For lower quintiles, a higher percent growth is set as expected growth and for higher quintiles a lower percent is set as expected growth. For students in the highest performing quintile, the expected growth is to maintain their high performance.

The following table is an example of the Graduated Percent Increase Model and may be adjusted by the Administrative Team prior to data submission.

Quintile	Pre-Test Score	Corresponding Assigned % points for Growth
Quintile 1	0% - 20%	25%
Quintile 2	21% - 40%	20%
Quintile 3	41% - 60%	15%
Quintile 4	61% - 80%	10%
Quintile 5	81% or higher	Maintain

General Requirements

WRCCISD TIA Teacher Designation Expectations:

WRCCISD has developed its TIA Teacher Designation Expectation Model to reward eligible teachers for both student performance and growth. In order to be recommended by WRCCISD for a TIA designation, a teacher is required to meet ALL of the following minimum standards:

T-TESS Minimum Requirements

Designation Level	Minimum Average Score on T-TESS Across Domains 2 and 3
Recognized	At least 3.5 (proficient) on all dimensions
Exemplary	At least 3.5 (proficient) on all dimensions
Master	At least 3.5 (proficient) on all dimensions

Student Growth Minimum Requirements

Designation Level	% of students meeting growth
Recognized	50% of students meet or exceed expected growth
Exemplary	60% of students meet or exceed expected growth
Master	70% of students meet or exceed expected growth

WRCCISD has set the following scale for awarding TIA Designations

Average Score on T-TESS Across Dimensions 2 and 3	Overall Student growth	Designation Level
< 3.5	< 50%	N/A
>= 3.5	>= 50%	Recognized
>= 3.5	>= 60%	Exemplary
>= 3.5	>= 70%	Master

Eligibility Criteria

In addition to other criteria presented in this document, personnel must meet the following eligibility rules:

- Must be a teacher. Teachers must be supervised and evaluated by the principal of the campus where they are serving students and must be responsible for instructional planning and the delivery of instruction in the targeted subject area.
- Must have a valid and appropriate grade and subject area Texas certification for the position in which they function or be a locally designated teacher per the District of Innovation plan.
- Must be continuously employed throughout the school year and a full time employee. Teachers must be continuously employed during the eligibility period beginning at the date of the Pre-Test, through the last day of the school year in order to have student growth data considered for designation.

Additional Important Eligibility Criteria

- Substitute teachers, including long-term substitutes, are NOT eligible for the Teacher Incentive Allotment teacher designation.
- Teachers who are not full-time employees are NOT eligible.
- Teachers may “opt-out” of their annual teacher observation if eligible through district policy, but if they teach in a TIA eligible subject during a TIA data collection year they are INELIGIBLE for designation.
- Designated teachers who move out of a teaching role and into an ineligible teacher category, instructional coaching, counseling, or administrative position will forfeit future TEA distributions.
- All funding will be reevaluated every summer.
- If a designated teacher decides to resign or retire from WRCCISD, they must give written notice by May 1st or their designation will be forfeited to the district and more specifically to the campus of the designated teacher. Those funds will be distributed based on the Administrative Team’s decision annually that is indicated in the WRCCISD Spending Plan.

Timeline

- August 7, 2024 - WRCCISD invited all faculty members to attend an informational meeting conducted by Region VII regarding TIA.
- September 2024 - Faculty was emailed a video from TEA explaining TIA and then conducted an interest survey.
- September 9, 2024 - WRCCISD held a meeting with Region VII and the TIA Committee to give feedback from survey.
- October 9, 2024 - WRCCISD held a meeting with Region VII and the TIA Committee to discuss further implementation and setting up criteria for eligible teachers.
- November 4, 2024 - WRCCISD held a meeting with Region VII and the TIA Committee to continue to discuss criteria and pre/post tests for assessing students.
- February 11, 2025 - WRCCISD held a meeting with Region VII and the Administrative Team to finalize decisions regarding T-TESS evaluations and DMAC.
- March 3, 2025 - WRCCISD held a meeting with Region VII and the Superintendent and Assistant Superintendent to look over the application submission.
- March 4, 2025 - WRCCISD held a meeting with the Administrative Team to discuss TIA application concerns found at the previous meeting.
- March 6, 2025 - WRCCISD sent a faculty email with three issues in the application and asked for feedback.
- March 18, 2025 - WRCCISD held a meeting with the Administrative Team to discuss the feedback from the email and collaborate about the application process.
- March 18, 2025 - WRCCISD held a meeting with the TIA Committee to vote on the three areas of concern to continue with the application.
- April 3, 2025 - WRCCISD held a meeting with the Administrative Team to discuss TIA application questions and determined how the district would set expected targets for student growth.
- April 10, 2025 - WRCCISD held a meeting with Region VII and the Superintendent and Assistant Superintendent to look over the application submission for final changes needed.
- April 15, 2025 - WRCCISD submitted the final TIA plan to TEA and Texas Tech University for approval.
- June 2025 - WRCCISD submitted an updated TIA plan to TEA and Texas Tech University for approval.
- July 24, 2025 - WRCCISD received email notification that the TIA plan was approved.
- August 6, 2025 - WRCCISD received T-TESS Calibration Training from Region VII.

Due to the size of WRCCISD, teachers may teach multiple content areas or grade levels. The Administrative Team working with the teachers will select course(s) that will be used for student growth data collection. Courses selected must give the best sample of the overall WRCCISD population and the teacher must work with the students at least 90 days.

Questions, concerns, appeals

All questions, concerns, and/or appeals regarding the WRCCISD Teacher Incentive Allotment or teacher designation can be emailed to bobbittl@westruskisd.org.