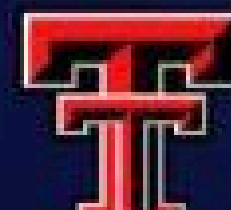
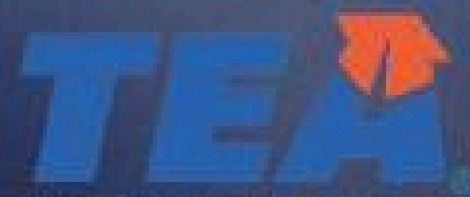


SANTA MARIA ISD

Teacher Incentive Allotment

GENERAL INFORMATION ABOUT SANTA MARIA ISD AND
THE DATA SUBMITTED TO THE AGENCIES

February 2026




TEXAS TECH
UNIVERSITY



TEACHER
INCENTIVE

TEA Weighting

As per TEA, about 50% of teachers throughout the entire state will receive a designation.

-  Acknowledge or higher Designation represents top 50% of teachers. (17%)
 - Recognized or higher Designation represents top 33% of teachers. (13%)
 - Exemplary or higher Designation represents top 20% of teachers. (15%)
 - Master Designation represents top 5% of teachers. (5%)

Performance Level Descriptors

The following shows the minimum average scores across T-TESS Domains 2 and 3 to achieve each level of designation (Acknowledged, Recognized, Exemplary, and Master). The minimum average scores were derived from an analysis of T-TESS observations from across the state using scores on a scale of 1 to 5. The minimum average for a Master teacher reflects the 95th percentile score, the minimum average for an Exemplary teacher reflects the 80th percentile score, the minimum average for a Recognized teacher reflects the 67th percentile score, and the minimum average for an Acknowledged teacher reflects the 50th percentile score.

Teacher Observation Minimum Average Ratings

Designation Level	State Average Score Across Domain 2 and 3	Minimum Rating Required for each Dimension in Domain 2 and 3
Acknowledged Summer 2027 (\$3,000-\$9,000)	3.5 70% of possible points Add 8 dimensions and divide by 8	Proficient and above level No Developing or Improvement Needed
Recognized Summer 2027 (\$5,000-\$15,000)	3.7 74% of possible points Add 8 dimensions and divide by 8	Proficient and above level No Developing or Improvement Needed
Exemplary Summer 2027 (\$9,000-\$25,000)	3.9 78% of possible points Add 8 dimensions and divide by 8	Proficient and above level No Developing or Improvement Needed
Master Summer 2027 (\$12,000-\$36,000)	4.5 90% of possible points Add 8 dimensions and divide by 8	Proficient and above level No Developing or Improvement Needed

Performance Level Descriptors

The table below displays the dimensions for Domain 2 and 3.

Domain 2 (Instruction)
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)
Domain 3 (Learning Environment)
Dimension 3.1 (Classroom Environment, Routines, and Procedures)
Dimension 3.2 (Managing Student Behavior)
Dimension 3.3 (Classroom Culture)

Student Growth Measures ~ SLO

The percentages below represent the statewide performance standards for student growth across all four teacher designation levels—Acknowledged, Recognized, Exemplary, and Master—regardless of the specific student growth measure used.

Undesignated Teacher 50%	Acknowledged Teacher 17%	Recognized Teacher 13%	Exemplary Teacher 15%	Master Teacher 5%
49% or below of students meet or exceed expected growth	50% - 55% of students meet or exceed expected growth	55% - 60% of students meet or exceed expected growth	60% - 70% of students meet or exceed expected growth	70% or higher of students meet or exceed expected growth

$$\text{Percentage of students} = \frac{\text{Number of students who met or exceeded growth expectations}}{\text{Total number of students with an expected growth score (who completed the final assessment)}}$$

T-TESS (Domains 2 & 3) - **40%**

&

Student Growth Measure (SLO) – **60%**

Teacher Incentive Allotment Checkpoints by TEA and Texas Tech University

TIA and Texas Tech DOMAINS

Checkpoint 1	T-TESS and SLO	30 points
Checkpoint 2 – 3	Teacher Designation and VAM Value Added Measure (STAAR)	30 points
Checkpoint 4 - 7	TEA and Texas Tech Degree of Reliability and Judgements	30 points
Checkpoint 8 - 9	Comparison of District designation percentage to statewide performance standards	6 points
Checkpoint 10	Comparison of District designation of teachers is proportional to other campuses with the same Domain 2A Rating in statewide performance standards	9 points

TIA – Not Approved
Data Validation Scores
29 out of 78 possible
points or 37%

School Year
August 2021- May 2022

Announced February 2023

Figure 1. *Distribution of Percentage of Students Meeting Growth Standards and Teacher Observation Ratings*

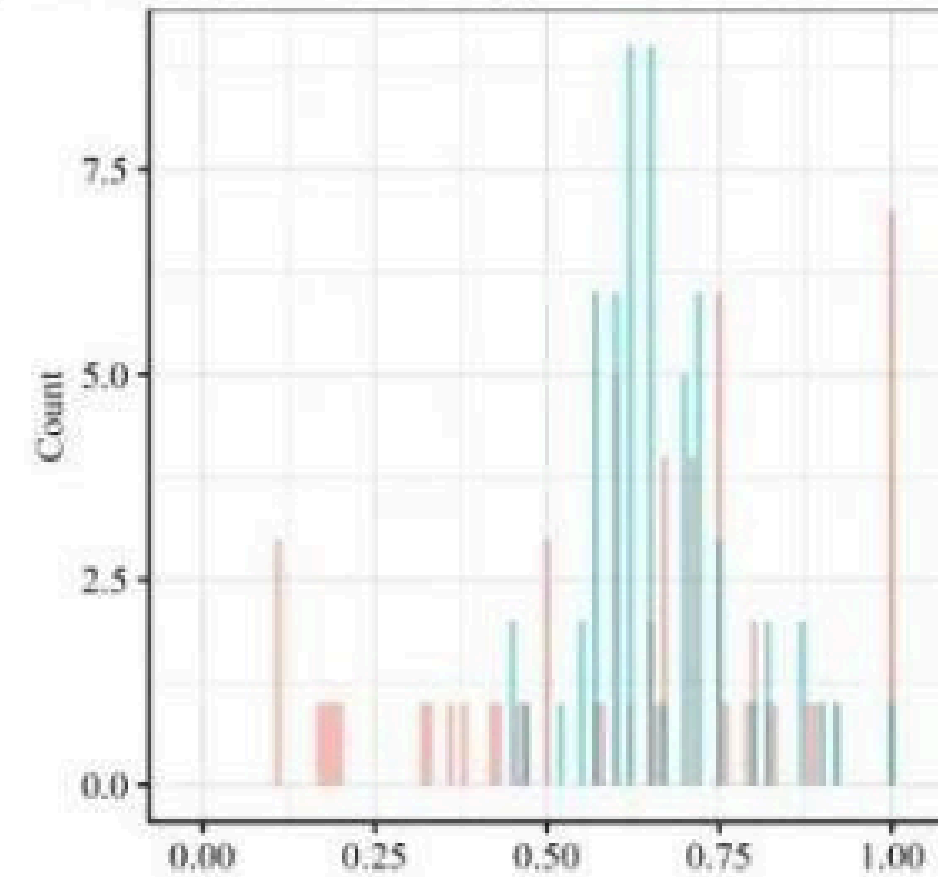
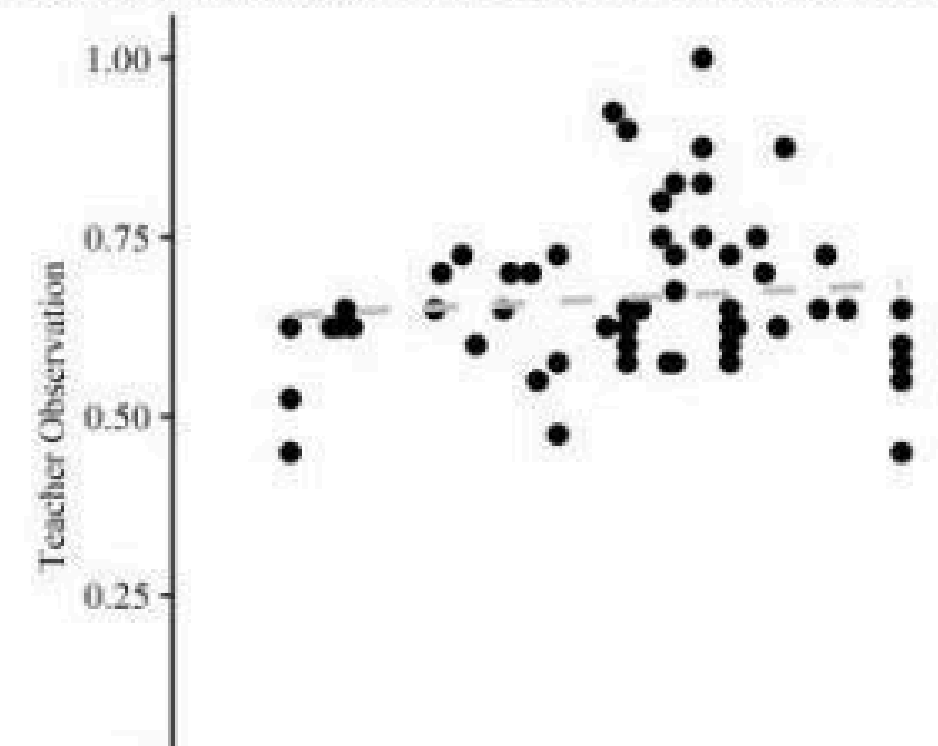


Figure 2. *A 1:1 Match of Individual Teachers' Observation and Growth*



TIA - Not Approved
Data Validation Scores
24.84 out of 66 possible
points or 37%

School Year
August 2022- May 2023

Announced February 2024

Figure 1. *Distribution of Percentage of Students Meeting Growth Standards and Teacher Observation Ratings*

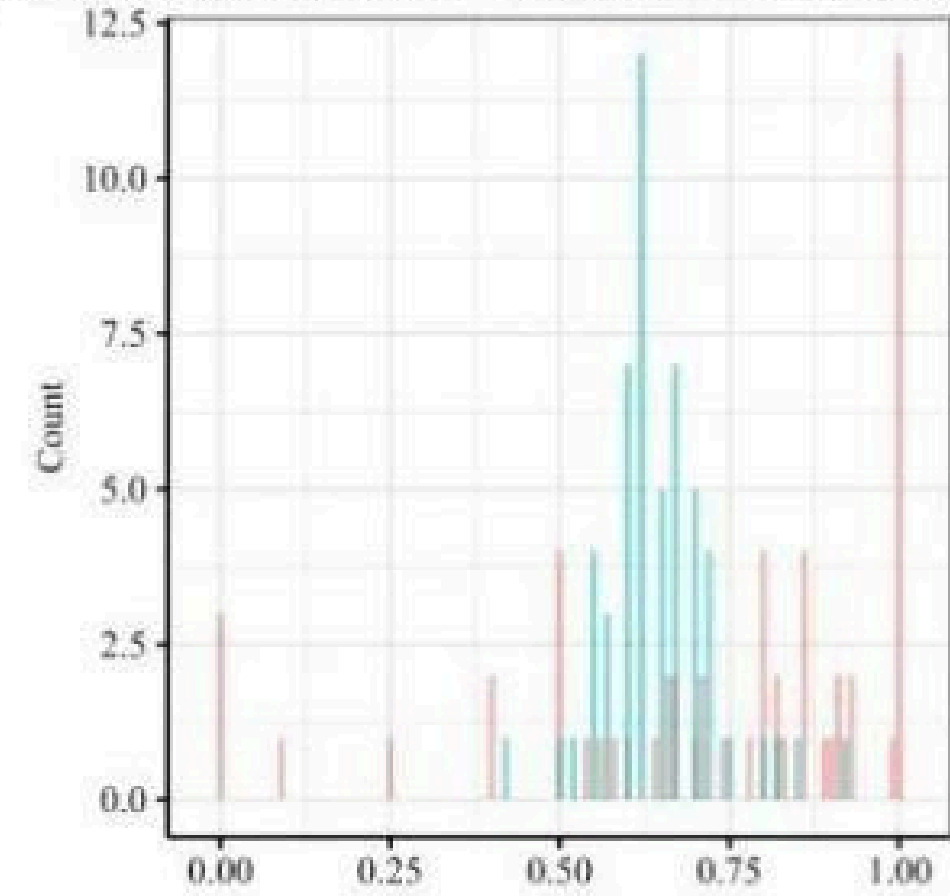
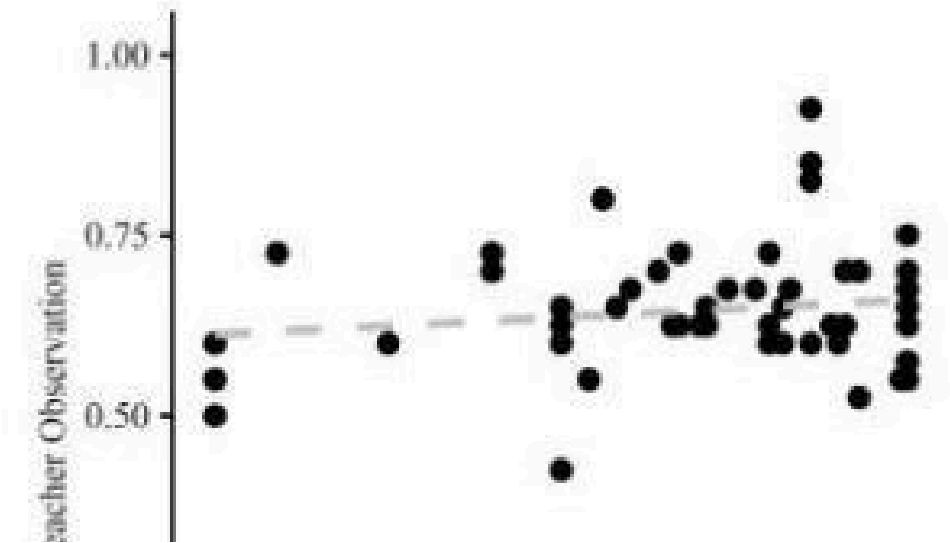


Figure 2. *A 1:1 Match of Individual Teachers' Observation and Growth*



TIA – Approved
Data Validation Scores
92.82 out of 96 possible
points or 96%

School Year
August 2023- May 2024

Announced February 2025

Figure 1. *Distribution of Percentage of Students Meeting Growth Standards and Teacher Observation Ratings*

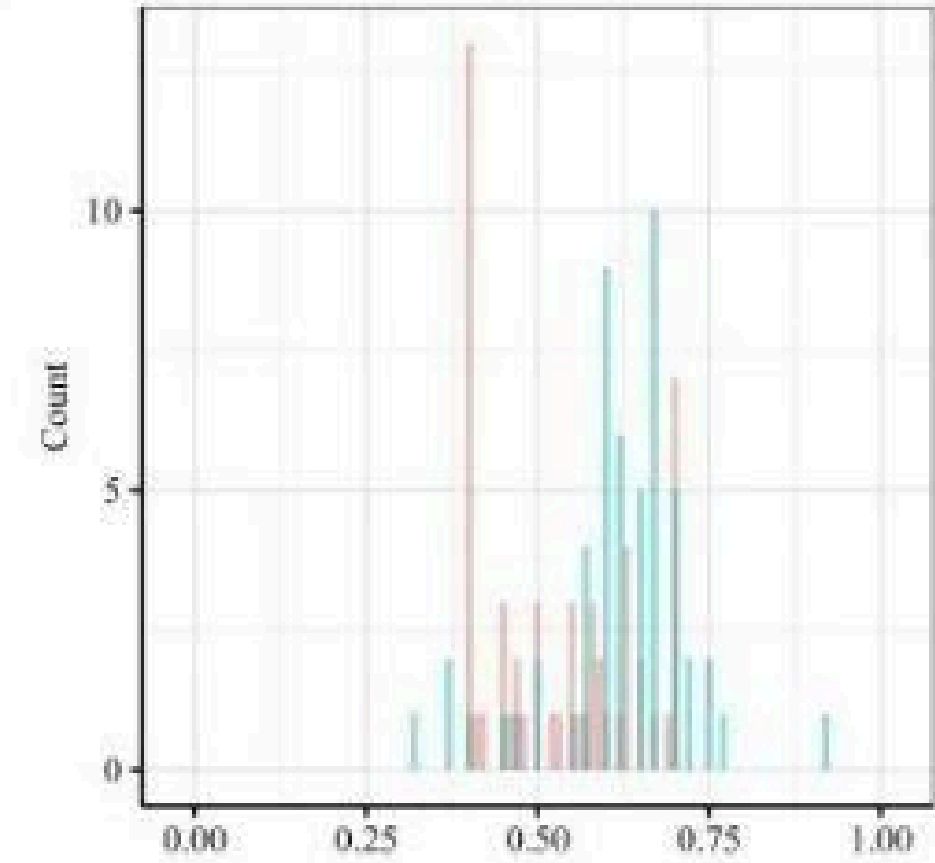


Figure 2. *A 1:1 Match of Individual Teachers' Observation and Growth*

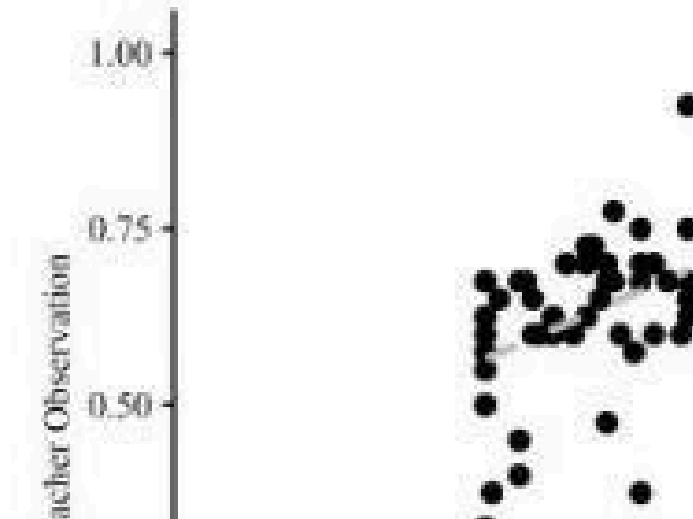


Figure 1. Distribution of Percentage of Students Meeting Growth Standards and Teacher Observation Ratings

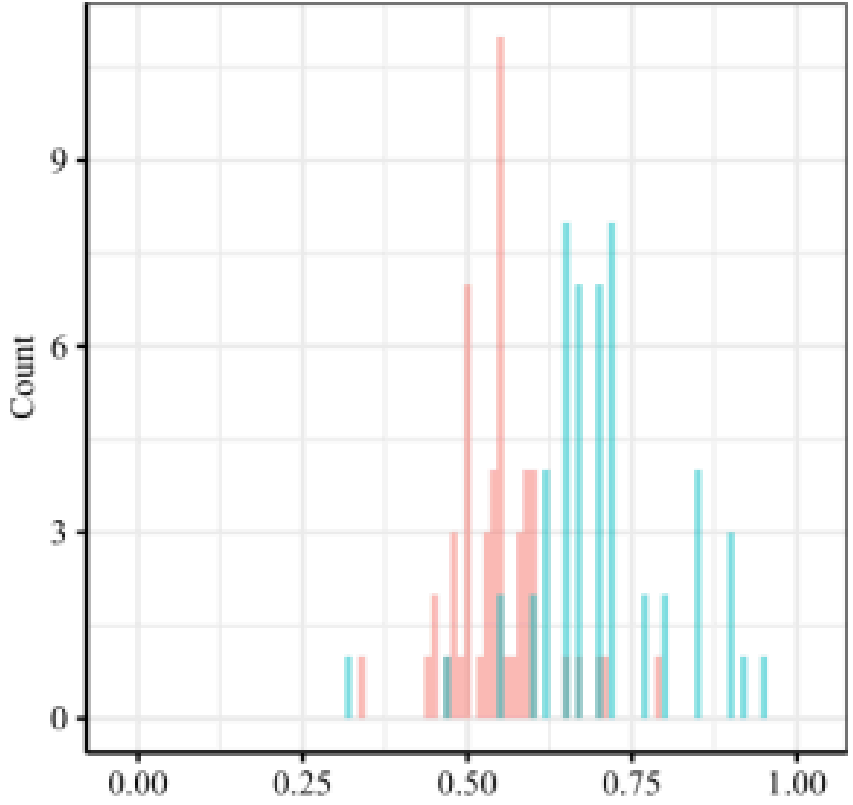
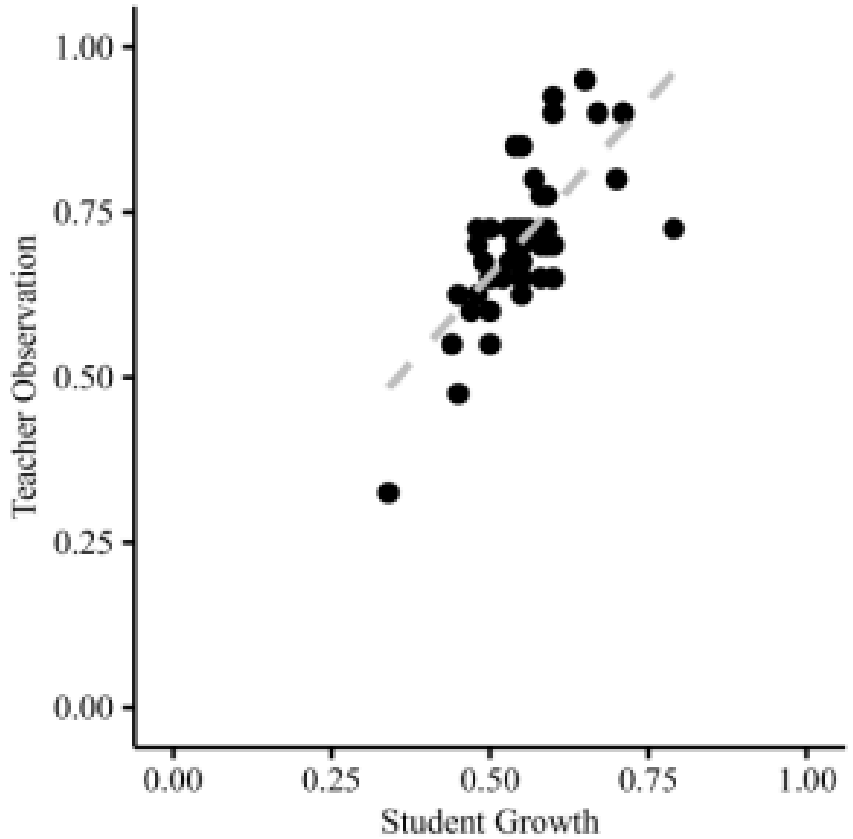


Figure 2. A 1:1 Match of Individual Teachers' Observation and Growth



TIA - Approved
Data Validation Scores
87.78 out of 105
possible points or 83%

School Year
 August 2024- May 2025

Announced February 2026

TIA Legend

Spring 2025

Elementary

Middle School

High School

Level	Masters	Exemplary	Recognized
Elementary	\$31,777	\$17,866	\$8,933
Middle School	\$31,553	\$17,732	\$8,866
High School	\$31,333	\$17,600	\$8,800

Note: Teachers will receive 90% of the aforementioned amount, while 10% will be allocated to SMISD professional development.

Designation Process

As per TEA, the designation is a **two** year process.

2025-2026 – 1st Year (Data Capture)

- Data gathered and reviewed from T-TESS (40%) and Student Growth (60%)
- During the summer, Central Administration will review other data such as STAAR, VAM, MAP, ACT, IOWA, Istation from each teacher and campus.
- The teacher must return to SMISD in the following year (2026-2027) to be eligible for TIA designation the following fall – October 2026.

2026-2027 – 2nd Year

- Should the teacher depart from SMISD, their name will be removed from the list.
- Data from the previous school year (2025-2026) will be submitted to TEA in October 2026.
- Texas Tech University & TEA will review District data from October 2026 - February 2027.
- Districts will be notified of TIA approval in February 2027 based on data for 2025-2026.
- The submission will be evaluated, approved or denied collectively for all teachers.
- Should the teacher depart from SMISD, any teachers who may be considered for a new or higher TIA designation will be removed from the list.