



TIA Quarterly Update

Rockdale ISD - October 27, 2025

Teacher Incentive Allotment (TIA) Quarterly Update

We are excited to share that Rockdale ISD has officially submitted our second round of TIA data, which includes our first group of Phase 2 teachers. Based on preliminary projections, 19 teachers are expected to designate – this includes 16 new designations and 3 current designated teachers projected to move to a higher designation level.

As we move through this year's T-TESS and student growth data capture cycle, please don't hesitate to reach out with any questions about processes, measures, or next steps. Our goal is to ensure every teacher understands how the system works and feels supported throughout the year.

Current District Designations

Year 1: Phase 1 Teacher (2023-2024 data capture)

- Master: 9
- Exemplary: 13
- Recognized: 6

Payouts before taxes and 10% district set-aside ranged from \$4,539 – \$24,529.

Year 2: New Phase 1 and the Addition of Phase 2 Teachers (2024-2025 data capture)

- Master: 4
- Exemplary: 9
- Recognized: 6

New growth metrics that projected: 3 ICEV, 4 SLOs, and 3 TEKSReady measures.

Validation of the year two data submission will occur in February 2026, with final designation amounts confirmed in May 2026 by TEA.



News: HB2 Impacts TIA

Upcoming TIA Changes from Texas

Designation Additions

Beginning in the 2026–2027 school year, House Bill 2 will introduce a new “Acknowledged” designation, which will add a distinction below the Recognized level.

This update also modifies performance standards required to earn a designation:

- Student Growth: 50% (previously 55%)
- Teacher Observation: 3.5 (previously 3.74)

For more details on the proposed pay structure and updated standards, visit [TEA House Bill 2 Implementation: Teacher Incentive Allotment \(July 10, 2025\)](#).

TEKsREADY Additions

For 2026-2027 [TEKsReady](#) has announced that it will add to their [library of pre & post test course](#) options:

- Grade 8 Social Studies
- Grade 8 Science
- Art 1
- Music, Level 1
- Health I
- Spanish I
- Tech Apps
- Agricultural Mechanics & Metal Technologies;
- Principles of Arts, Audio/Video Technology, and Communications
- Financial Mathematics
- Principles of Health Science
- Introduction to Welding I
- Floral Design

How TIA Funds Are Being Used in Our District

The 10% district set-aside from TIA funds has been reinvested for resources and services necessary to manage and sustain the TIA process.

So far these funds have supported:

- 2023-2024 Designation Items
- 2024-2025 Designation Fees
- The purchase of TEKSReady and Eduphoria Premium software,
- Hiring a TIA Consultant to guide the next phase of application and data submission, and
- Professional development opportunities for teachers and administrators aligned to growth metrics and instructional priorities.

Our TIA Consultant will also join us at the October 29 Stakeholder Informational Meeting to support next steps and offer direct assistance. She has access to all of our data tools and can meet with your team to discuss CIRCLE, TEKSReady, ICEV metrics, and more.

If there are specific areas where her expertise could benefit your team, please reach out to [Tiffany Whitsel](#) to schedule support.

We are fortunate to partner with Callie Poncik from Candor Consulting, who will be working alongside Rockdale ISD to support the next phase of our Teacher Incentive Allotment (TIA) process. Callie brings extensive experience in data analysis, instructional coaching, and TIA implementation, and will assist our district and stakeholder team as we review data, refine processes, and plan next steps.

Stakeholder Committee Invitation

We will begin our next round of TIA Stakeholder Meetings as we move into the revision phase of our TIA application.

📅 **Wednesday, October 29** | 🕒 **4:30–5:30 PM** | 📍 **RISD Conference Center**

The TIA Stakeholder Committee will include teachers representing a variety of subjects, grade levels, and years of experience to ensure all perspectives are considered. This group will take an active role in researching, analyzing, and developing recommendations to strengthen our TIA systems—not just providing feedback.

The committee will meet up to four times, and members should plan to attend all sessions and assist with any related presentations. The meetings will be Wednesdays 4:30-5:30PM.

Focus areas will include:

- Student Growth Measures
- Spending Plan
- Eligible Teachers
- Communication Plan

If you are interested in participating, please join us for the **informational meeting on Wednesday** and complete the [TIA Stakeholder Interest Form](#) to be considered for the committee.

Resources & Training Links

Understanding TIA Designations

How Does TIA Funding Work

FAQs for Designated Teachers

Designated Teacher Retirement Guidance

Rockdale ISD TIA Website

RISD BOY TIA Presentation 2025

RISD TIA Glossary 2025



Tiffany Whitsel

Tiffany is using Smore to create beautiful newsletters