



TIA Stakeholder Stakeholder Meeting #3

January 15, 2026

1. Welcome, Purpose & Recap (4:30–4:40)

- Review the purpose of TIA: **retain • recruit • reward**
- Key feedback from Meeting #2 and how it informed revisions
- Revisit the 4-meeting sequence:
 - Meeting 1 – Establish priorities
 - Meeting 2 – Student Growth Measures & Teacher Eligibility
 - **Meeting 3 – Spending Plan & Teacher Eligibility**
 - Meeting 4 – Communication & Application Recommendations

2. Spending Plan Review, Comparison & Dot Activity (4:40–5:10)

Overview (5 minutes):

- TIA spending plan requirements
- Review of current RISD spending plan categories
- Guiding question: *How does this plan support retention, recruitment, and reward?*
- What questions do you have?

Peer District Spending Plan Review (5 minutes)

- Review highlights another Texas district's TIA spending plan
- Identify:
 - What do you like
 - Is there anything we can incorporate
 - Guardrails or clarity that could strengthen our plan

Dot Activity: Spending Plan Prioritization (15 minutes)

Instructions:

- Review RISD spending as a table.
- Individually place dots:
 - **Blue Dot** – High priority / strong impact
 - **Brown Dot** – Important but needs clarification
 - **Pink Dot** – Lower priority or needs revision
- As a table, discuss dot trends and record:
 - One category to **keep as written**
 - One category needing **clarification / revision**

Brief Share-Out (5 minutes):





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- One key takeaway per table
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3. Teacher Eligibility – Dot Activity & Items for Consideration (5:10–5:25)

Overview (5 minutes):

- Review revised teacher eligibility criteria
- Reconnect eligibility decisions to **retain • recruit • reward**

Dot Activity: Teacher Eligibility Priorities (15 minutes)

Items for Consideration:

- Teachers must be certified to be eligible for TIA.
- Teachers transitioning to a new subject area or grade level will be appraised.
- Teachers working under a new campus principal will be appraised.
- Teachers must remain on T-TESS until achieving Master designation.
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- Consider eligibility for new-to-district teachers meeting criteria.
- Other

Instructions:

- Place dots:
 - **Blue** – Agree / keep
 - **Brown** – Agree with clarification
 - **Pink** – Concern / revise
 - Record feedback for Brown or Pink items.
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4. Wrap-Up & Next Steps (5:25–5:30)

- Summary of trends from dot activities
- Action steps for revisions
- Preview Meeting #4:
 - Communication plan
 - Application recommendations

