LAKE TRAVIS
INDEPENDENT SCHOOL DISTRICT

TEACHER INCENTIVE ALLOTMENT

HANDBOOK

Recognizing.
Rewarding.
Retaining Our Best.
For Every Student.



ONE COMMUNITY.
ONE PURPOSE.
ALL HEART.

INVESTING IN EXCELLENCE

SUPPORTING OUR EDUCATORS

IMPACTING TOMORROW

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Submit TIA Questions and Comments

Scan the QR code to access the TIA Feedback Form and share your questions, comments, or feedback.

Accessibility

Lake Travis ISD is committed to ensuring access for all individuals, including those with disabilities, who are seeking information on our website. If you use assistive technology (such as a screen reader, eye tracking device, voice recognition software, or similar tools) and experience difficulty accessing information within this document, please contact:

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Welcome Message

Lake Travis Independent School District is proud to participate in the Teacher Incentive Allotment (TIA) established by the 86th Texas Legislature through House Bill 3 (HB 3) in June 2019. This guidebook sets forth the district's implementation of TIA, including legal requirements, designation levels, and funding procedures, in accordance with Texas Education Code (TEC) §21.3521 and TEC §48.114.

Teacher Incentive Allotment Overview

The Teacher Incentive Allotment (TIA) was established by the Texas Legislature through House Bill 3 to create a sustainable pathway for highly effective teachers to earn significantly increased compensation, including the opportunity to reach six-figure salaries. The program is also designed to attract and retain strong educators, particularly in schools that have historically been more difficult to staff. TIA provides additional state funding specifically designated for teacher compensation, ensuring long-term sustainability through statutory support. There are no statewide limits on the number of teacher designations or the amount of allotment funding that districts may generate. For additional information about the Teacher Incentive Allotment program, please view the brief informational video.

TIA Designations

Teacher designations are formal recognitions awarded to highly effective educators. The Texas Education Agency (TEA) maintains a public Designated Teacher Registry, and for certified teachers, the designation is also reflected on their Texas teaching certificate. Beginning with the 2026-2027 school year, TIA includes four levels of designation: Master, Exemplary, Recognized, and Accomplished Teachers may earn a designation either through a district's locally developed designation system or by obtaining National Board Certification (NBCT). Once awarded, designations remain in effect for a defined period. Locally issued designations are valid for five years, while designations earned through National Board Certification remain active until the July following the expiration of the National Board certificate.

National Board Certified Teacher (NBCT)

The National Board Certification process is grounded in the Five Core Propositions, which outline what accomplished teachers should know and be able to do. This voluntary, advanced certification for PK–12 educators is developed by teachers and is designed to collect standards-based evidence of effective instructional practice. Teachers who achieve and maintain NBCT status automatically earn a Recognized designation through the Teacher Incentive Allotment (TIA). Additional information is available on the National Board Certification webpage.

NBCT Recognized Designation

The Texas Education Agency (TEA) manages the designation process for NBCT teachers, and no application is required by the teacher or district. To qualify for a Recognized designation in a given school year, teachers must:

- Hold a valid National Board certificate
- Be employed as a public school teacher and reported with a 087 Role ID in the Class Roster Winter Submission
- Be listed in the NBCT Directory as a Texas teacher by January 31 (teachers relocating to Texas must update their information accordingly)
- Maintain an active Texas teaching certificate in good standing and not be listed on the Texas Do Not Hire registry

Teachers who newly earn NBCT status and meet eligibility requirements will receive the designation in the same school year. Designations remain valid through July 31 following the expiration of the National Board certificate, with updates applied upon successful recertification.

NBCT Fees and Reimbursement

Through the Teacher Incentive Allotment, districts may receive reimbursement for certification-related expenses, including up to $1,900 for initial certification, $1,250 for renewal, and $495 for Maintenance of Certification (MOC). These reimbursements apply to certifications earned after the passage of House Bill 3 in 2019.

Eligible teachers must submit documentation of fees paid directly to the National Board. The annual reimbursement request window is January 1 through March 31. Additional details and application information are available on the NBCT webpage.

Note: The Teacher Incentive Allotment is state-funded. All designation funding is contingent upon state appropriations and approval through the TIA process. The district is not responsible for funding if state allocations are reduced or discontinued and will provide notice to teachers of any changes in funding status.

Teacher Incentive Allotment (TIA) Implementation

Lake Travis ISD submitted its TIA application in spring 2026, with the initial data capture year beginning in 2026–2027. In fall 2027, the district will submit teacher effectiveness data to Texas Tech University for system review, followed by system final approval from the Texas Education Agency (TEA) in spring 2028.

The district will implement the TIA system in phases, with additional grade levels/courses considered for future expansion. Details regarding the **LTISD Tentative TIA Future Course Rollout** which are subject to change based on program development and state guidance.

Teacher Incentive Allotment Eligibility

Teachers may earn a designation by meeting the following criteria:

- Serve in an eligible teaching assignment during both the snapshot date and winter class roster verification.
- Complete a creditable year of service in Lake Travis ISD in a role coded as PEIMS 087, providing direct instruction to students as the primary responsibility for at least 90 days at 100% of the day or 180 days at 50–99% of the day.
- Receive a T-TESS summative appraisal with a rating of proficient (3) or higher across all dimensions in Domain 2: Instruction and Domain 3: Learning Environment
- Meet established statewide performance standards required for earning a new or higher designation

TIA designated eligible courses:

26-27 LTISD TIA Eligible Course List.

All teachers in TIA-eligible assignments, including those already holding a designation, are required to participate in both the T-TESS appraisal system and the student growth component. Teachers being considered for an initial or higher designation must remain employed with the district in the following

school year at the time of data submission. Teachers on an appraisal waiver during the current year are not eligible for submission for a designation in the subsequent year.

Teaching assignments and campus placements are determined at the principal's discretion based on the needs of the campus. If an eligible TIA teacher is reassigned to a different campus by the district after the data capture year, the teacher will remain eligible for inclusion in the following school year's fall data submission to TEA. All TIA eligibility requirements must continue to be met. If a designated teacher is being considered for a higher designation, all eligibility criteria remain in effect. Funding generated through the Teacher Incentive Allotment will be recalculated based on the campus assignment at the time of winter class roster verification.

Positions that do not qualify for TIA designations include roles that do not provide direct instructional services to students as a primary responsibility, such as instructional coaches or interventionists, instructional support / literacy teachers (dyslexia), paraprofessionals, administrators, or any position without a PEIMS role ID of 087.

State-generated allotment funding is recalculated based on the campus assignment of the teacher during the winter class roster verification period.

The TIA designation system is based on a composite score that equally weights teacher observation through the Texas Teacher Evaluation and Support System (T-TESS) and student growth measures, each accounting for 50%. Both components align to statewide performance standards established by the Texas Education Agency (TEA). To qualify for a designation, teachers must meet the minimum criteria for the Acknowledged level in both components. This includes a minimum average T-TESS rating of 3.5 across Domain 2 (Instruction) and Domain 3 (Learning Environment), ratings of proficient (3) or higher in all dimensions within those domains, and a student growth score of at least 50%. T-TESS averages are not rounded, and the lower score determines the final designation level. Additional details are available in the Designation System and Scoring section of the handbook.

Designated Teachers

Teachers who earn a TIA designation—Master, Exemplary, Recognized, or Acknowledged—will maintain that designation for five years, provided they remain in an eligible assignment. During this period, teachers may be considered for a higher designation if they meet district and performance criteria; however, they cannot be submitted for a lower designation. If a higher designation is earned, the five-year cycle resets. Once a designation expires, it is removed from the SBEC certificate, and associated TIA funding ceases.

Designations are recorded on a teacher's SBEC certificate without specifying subject or grade level. Teachers may change assignments and still generate TIA funding, which is determined based on the socioeconomic status of the campus rather than individual student assignments. This funding model also applies to National Board Certified Teachers (NBCTs).

Performance Standards-Weighting

Statewide Performance Standards

House Bill 3 established the Teacher Incentive Allotment (TIA) and required the development of rigorous performance and validation standards to ensure that the identification of highly effective teachers across the Master, Exemplary, Recognized, and Acknowledged designation levels is consistent and comparable across the state. TIA designations are determined using a composite score that reflects both teacher

appraisal outcomes and student growth results. The evaluation is anchored in Domain 2: Instruction and Domain 3: Learning Environment of the T-TESS system.

The district utilizes these performance standards in combination with local observation data and student growth measures to identify teachers who qualify for designation. As part of the validation process, the district conducts a thorough review to confirm that local designation decisions align with statewide expectations. This review also ensures the accuracy, consistency, and reliability of the teacher observation and student growth data used in the designation process.

Teacher Observation: T-TESS Performance Standards

State-established performance standards for the Teacher Incentive Allotment (TIA) define teacher observation and student growth expectations for each designation level using statewide teacher performance data. Teacher observation benchmarks are derived from statewide T-TESS data, with each designation level reflecting a teacher's performance in comparison to peers across Texas. To be considered for an initial or higher designation, a teacher must earn a **T-TESS Summative** rating of Proficient (3) or higher in every dimension within Domain 2: Instruction and Domain 3: Learning Environment.

Note: Because state approval of designations depends on a demonstrated alignment between teacher observation and student growth outcomes, Lake Travis ISD reserves the right to refine its local designation system. Adjustments may include, but are not limited to, modifications to weighting structures, student growth expectations, locally developed conversion or transition scales, and designation cut scores prior to annual data submission.

Statewide average summative scores for each designation level may vary by data capture year based on the overall performance distribution of T-TESS observation data across Texas. Additional details are available in the Texas Education Agency's Teacher Observation Performance Standards on the TEA TIA Webpage.

The table below outlines the minimum average statewide summative scores across T-TESS Domains 2 and 3 required to earn each designation level (Recognized, Exemplary, and Master).

Designation Level	Minimum Average Score (Domains 2 & 3)	Minimum Rating Required (Each Dimension in Domains 2 & 3)	Scaled Score
Acknowledged	3.5	At least 3 (Proficient) on all dimensions	70
Recognized	3.7	At least 3 (Proficient) on all dimensions	74
Exemplary	3.9	At least 3 (Proficient) on all dimensions	78
Master	4.5	At least 3 (Proficient) on all dimensions	90

Student Growth Performance Standards

Student growth performance standards for the Teacher Incentive Allotment (TIA) are established using a value-added model informed by prior STAAR data (2014–2024). Each designation level reflects a teacher's performance in comparison to educators across the state.

For student growth to be included in a teacher's score, students must be enrolled on the snapshot date (the last Friday in October), complete both the pre-assessment and post-assessment with the same teacher, and be assessed within the designated student growth testing window.

Note: Because state approval of designations depends on a strong alignment between student growth outcomes and teacher evaluation results, Lake Travis ISD reserves the right to refine its local designation system. Adjustments may include, but are not limited to, changes to weighting structures, student growth expectations, locally developed conversion or transition scales, and designation cut scores prior to annual data submission.

Statewide student growth performance benchmarks may shift from year to year based on the overall distribution of student growth data collected across Texas during each data capture cycle. Additional information is available in the Texas Education Agency's performance standards documentation on the TEA TIA Webpage.

Designation Level	Student Growth Standard
Acknowledged	50% of students meet or exceed expected growth
Recognized	55% 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

Teacher Observation Component

The local TIA designation system requires the inclusion of a teacher observation measure. In Lake Travis ISD, teacher performance is evaluated using the Texas Teacher Evaluation and Support System (T-TESS), the state-approved appraisal framework aligned to the Texas Education Agency's Educator Standards. The T-TESS model includes four domains and 17 dimensions and is designed to provide continuous, timely feedback to support professional growth and ongoing improvement. Additional details are available on the T-TESS website.

In accordance with district expectations, teachers participate in at least one formal observation lasting a minimum of 45 minutes. Teachers assigned to a TIA-eligible campus and teaching in a TIA-eligible role also receive a minimum of three walkthrough observations, each lasting at least 10 minutes and focused on Domain 2: Instruction, Domain 3: Learning Environment, or both. All appraisers use the district's walkthrough tools within Eduphoria Strive to document observations.

Observation data, along with other T-TESS performance evidence collected throughout the year, are used to calculate the summative evaluation score. The final teacher performance score reflects the average of all dimensions within Domains 2 and 3 on the end-of-year summative report. To be eligible for an initial or

higher designation, teachers must earn at least a Proficient rating in all observable dimensions within Domains 2 and 3.

Teacher Observation and TIA Designation

For TIA purposes, Lake Travis ISD prioritizes Domain 2: Instruction and Domain 3: Learning Environment, as these domains capture observable teacher actions and student interactions that can be consistently measured during formal observations and walkthroughs.

Each dimension within these domains is scored on a five-point scale: 1 (Improvement Needed), 2 (Developing), 3 (Proficient), 4 (Accomplished), and 5 (Distinguished). Scores across Domains 2 and 3 are averaged to calculate the T-TESS composite score used within the TIA framework.

Minimum average scores required for each designation level (Recognized, Exemplary, Master, and Recognized) are based on statewide analysis of T-TESS observation data using the 1–5 scale.These benchmarks are established in commissioner rules, and additional guidance and examples are available through the state's TIA resources.

Teacher observation data represents 50% of the overall TIA composite score used to determine designation eligibility. The table below outlines the minimum average observation scores aligned to each designation level based on statewide T-TESS data.

Designation Level	Minimum Average Score (Domains 2 & 3)	Minimum Rating Required (Each Dimension in Domains 2 & 3)	Scaled Score
Acknowledged	3.5	At least 3 (Proficient) on all dimensions	70
Recognized	3.7	At least 3 (Proficient) on all dimensions	74
Exemplary	3.9	At least 3 (Proficient) on all dimensions	78
Master	4.5	At least 3 (Proficient) on all dimensions	90

Note: Average summative score thresholds for each designation level may fluctuate by data capture year based on statewide baseline teacher performance data.

To be eligible for a TIA designation, all teachers—including those already designated—serving at TIA-eligible campuses in eligible assignments must have both a teacher observation score and a student growth measure.

Appraiser Calibration

To ensure the integrity and consistency of the TIA system, Lake Travis ISD places a strong emphasis on the calibration of T-TESS appraisers. Consistent and accurate scoring across appraisers is essential to maintaining the reliability and validity of teacher evaluations. Ongoing calibration supports fair and

accurate assessment of instructional practices and reinforces the fidelity of the T-TESS framework. As a result, required calibration processes are embedded within the T-TESS appraiser certification system.

Following completion of the initial three-day T-TESS appraiser training, appraisers must successfully pass the certification exam, demonstrating alignment to the T-TESS rubric and state standards. Appraisers are required to recertify annually for the first three years. After maintaining certification for three consecutive years, appraisers must pass the certification exam once every three years to remain credentialed. All district-level administrative staff are required to maintain T-TESS certification and receive Board approval to serve as certified appraisers.

In addition to state-required calibration processes, Lake Travis ISD has implemented additional procedures to ensure alignment both within and across campuses. Appraisers are required to complete at least two co-calibration walkthroughs. During these sessions, appraisers jointly observe instruction, compare ratings, and discuss scoring across each dimension within Domains 2 and 3. One co-calibration walkthrough is conducted with another appraiser on the same campus, and the second is completed with an appraiser from a different campus to ensure consistency across the district.

In situations where an appraiser is unable to complete a co-calibration walkthrough due to extenuating circumstances, a district-approved calibration video may be used as a substitute with approval from an Assistant Superintendent. This option is reserved for exceptional cases. If discrepancies in scoring indicate a lack of calibration, the district will provide additional training and support. When appraisers do not reach alignment on dimension ratings, targeted support and recalibration opportunities will be implemented to ensure consistency.

During the spring semester, appraisers complete a designated video calibration exercise and submit their ratings to a district leader. The district reviews these results using state-aligned criteria to determine whether additional calibration or support is needed. The calibration videos are provided by the district.

Throughout the year, district and campus administrators also engage in regular data review meetings to examine the relationship between student assessment results and teacher observation data, including formal observations and T-TESS ratings. These analyses are used to identify trends and inform predictive insights.

Campus administrators work alongside teachers during Professional Learning Community (PLC) meetings to compare student growth outcomes with observation data, ensuring alignment and identifying any inconsistencies across appraisers, campuses, subjects, or grade levels.

Based on these data reviews, district and campus leaders identify priority areas and design targeted professional learning to strengthen alignment between teacher performance data and student growth outcomes.

Student Growth Measurement Instrument

The student growth component accounts for 50% of a teacher's TIA designation score. Lake Travis ISD utilizes assessment tools that have been identified by the state as valid and reliable measures of student growth. These measures include STAAR, STAAR End-of-Course (EOC), and STAAR-Alt, all of which are included on the Commissioner's approved list of student growth measures.

All TIA-related assessments must be administered in accordance with district testing protocols and with fidelity.

For a student's results to be included in a teacher's student growth measure, the student must be enrolled on the snapshot date, remain with the same teacher at both snapshot and assessment.

Student Growth Performance Standard

To qualify for a TIA designation, teachers must meet the required student growth performance criteria. The district aligns its expectations to the statewide performance standards established by TEA.

Designation Level	Student Growth Standard
Acknowledged	50% of students meet or exceed expected growth
Recognized	55% 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

Additional details are available in TEA's Student Growth Performance Standards document found on the TEA TIA Webpage. Lake Travis ISD will apply the TEA-defined methodology to calculate student growth, based on the percentage of students who meet or exceed expected growth out of those with an established growth target, and will utilize TEA's STAAR transition tables to support growth determinations.

To be included in the student growth calculation, students must be enrolled on the snapshot date (the last Friday in October), remain with the same teacher at both snapshot and assessment, and be assessed within the designated student growth testing window.

Note: State approval of designations is contingent upon a demonstrated alignment between the two components of teacher performance data—student growth and teacher evaluation. Accordingly, the district reserves the right to modify the local designation system, including teacher and student growth performance standards. Adjustments may include, but are not limited to, changes to weighting structures, student growth expectations, locally developed conversion and transition tables, and designation cut scores prior to annual data submissions.

Progress Calculation Methodology STAAR, STAAR Alternate, and End-of-Course (EOC)

Students must be enrolled on the snapshot date (the last Friday in October), remain with the same teacher at both snapshot and assessment, and be assessed within the designated student growth testing window. Students who receive a valid STAAR score will be included in the student growth calculation.

State-developed STAAR Transition Tables are used to establish expected student growth for STAAR-to-STAAR assessments. Students in the identified grades and subjects who participate in STAAR receive a State Student Academic Growth measure based on their performance. The State defines the range of growth points a student may earn within the transition tables.

To calculate student growth, the number of students who meet or exceed expected growth is divided by the total number of eligible students with a valid STAAR growth measure. This resulting percentage is used to determine eligibility for a TIA designation.

Student growth calculations are based on prior-year STAAR, STAAR Alternate, or End-of-Course (EOC) performance for the following grades and subjects:

- Grade 4 Reading and Mathematics
- Grade 5 Reading and Mathematics
- Grade 6 Reading and Mathematics
- Grade 7 Reading and Mathematics
- Grade 8 Reading and Mathematics
- English I
- English II
- Algebra I

STAAR Growth Measure Integrity

To support accurate measurement of student growth, all assessments are administered under conditions consistent with state testing expectations. Lake Travis ISD provides required training for campus testing coordinators each year prior to the start of school, including guidance on testing procedures and scoring practices. Campus coordinators then train all relevant staff—administrators, teachers, and support personnel—with additional refreshers provided during the school year.

All teachers complete annual state assessment security training, which includes expectations for test administration, identification of testing irregularities, active monitoring, and proper handling and distribution of secure materials. Students are provided all required accommodations as documented through ARD, LPAC, Section 504, Dyslexia, or other applicable plans.

Teachers use baseline and ongoing assessment data throughout the year to monitor student progress toward expected growth. The district aligns all student growth measures to TEA guidance and ensures staff understand the standards used to evaluate performance. Data is regularly reviewed to monitor student progress, with all assessments aligned to state accountability expectations and performance targets.

Each year, the district publishes a STAAR assessment calendar outlining required testing windows and reporting timelines. For student growth data to be included in calculations, all assessments must be administered within these designated windows, completed in full, and entered into the appropriate systems during the TIA reporting periods. All testing must follow district protocols and be implemented with fidelity.

Student eligibility for inclusion in growth calculations requires enrollment on the snapshot date (the last Friday in October), remain with the same teacher at both snapshot and assessment, and be assessed within the designated student growth testing window.

Testing Irregularities

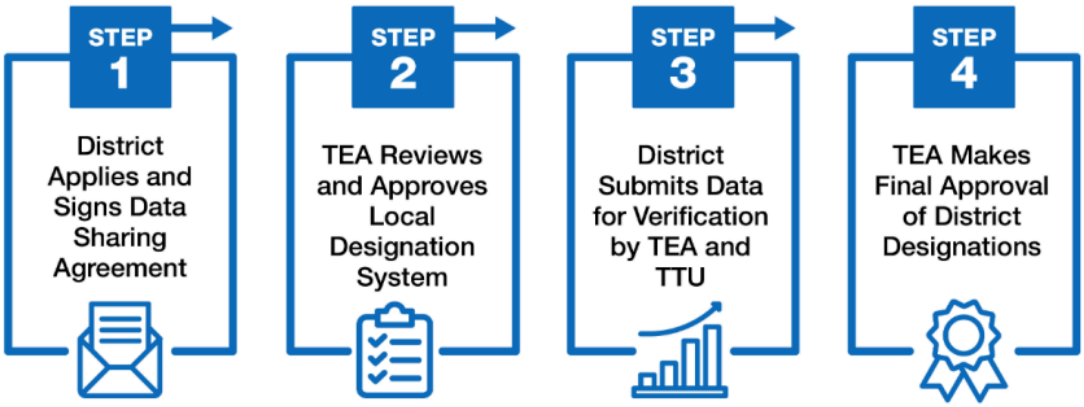
Student assessment results may be excluded in cases involving violations of test security or confidentiality, including but not limited to:

- **Tampering**, such as altering student responses or falsifying ratings or answers
- **Providing unallowable assistance**, either directly or indirectly, on test questions
- **Unauthorized access or handling of secure test content**, including:
    - Viewing secure test materials before, during, or after testing without authorization
    - Discussing or disclosing secure test content or student responses
    - Duplicating, recording, or electronically capturing secure test content without approval

    - Responding to secure test questions on behalf of a student
- **Improper testing practices**, including:
    - Scoring student tests, either formally or informally
    - Fraudulently exempting or preventing a student from participating in a required state assessment
- **Testing integrity violations**, including:
    - Receiving or providing unallowable assistance during TELPAS calibration activities
    - Encouraging, assisting, or failing to report violations of test security or confidentiality
- **Monitoring errors**, such as leaving students unsupervised during testing

If a student assessment is determined to be invalid due to any of the conditions above, the score will not be included in the student growth calculation.

Designation System



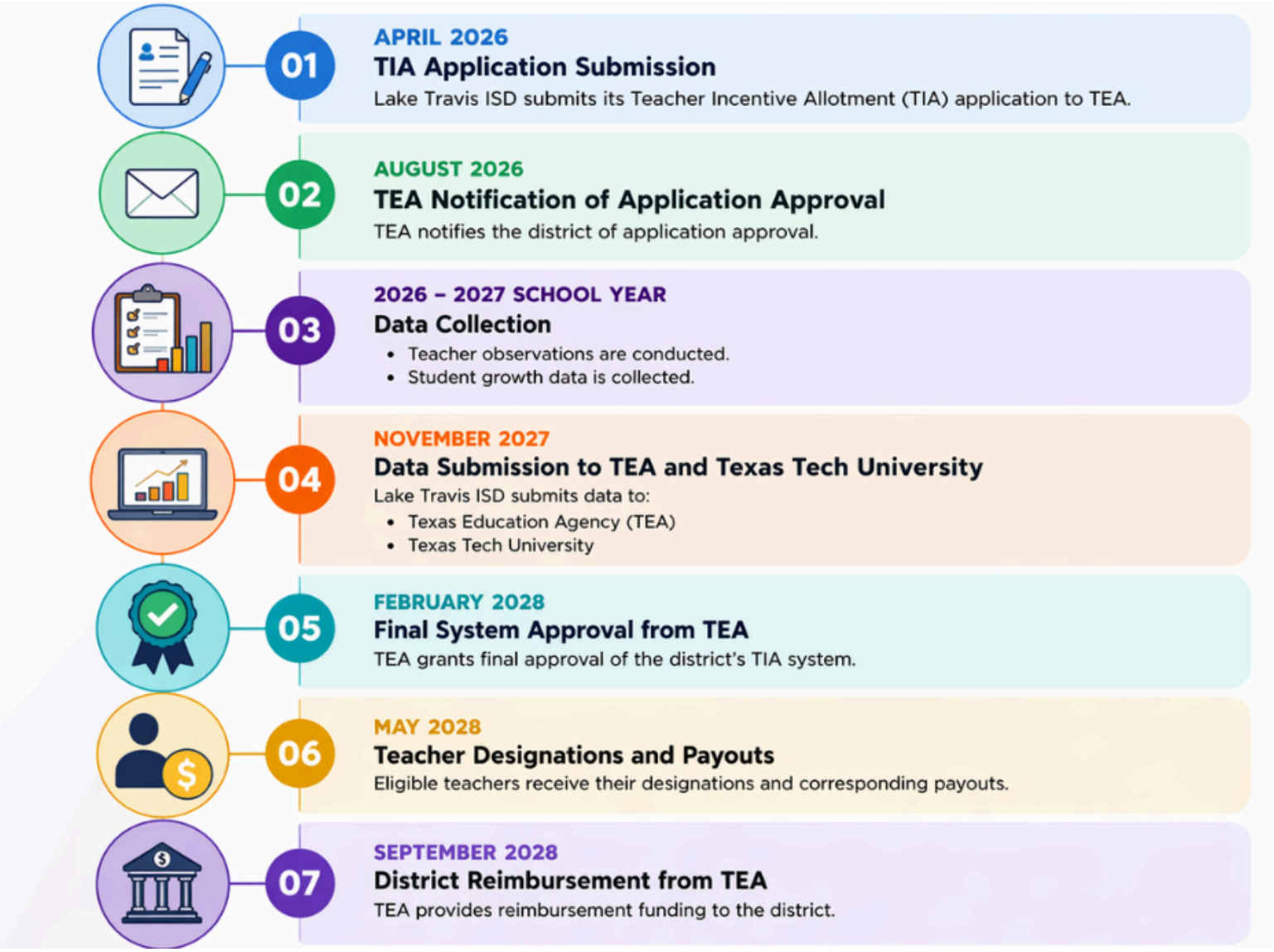
For teachers entering the district's local designation system, the designation process follows a two-year cycle. The first year serves as the data capture year, during which teacher observation and student growth data are collected. Based on the district's established scoring model, teachers who meet designation criteria advance to the second year of the cycle. To remain eligible, teachers must be employed by Lake Travis ISD at the time of data submission in the following school year. During the second year, eligible designations are submitted to the Texas Education Agency (TEA) for review, and upon approval, allotment funding is awarded. Throughout the process, specific eligibility requirements must be maintained in order to receive funding.

Approval of the local designation system involves a two-phase review process conducted by TEA, with the second phase completed in partnership with Texas Tech University. Final approval is contingent upon a demonstrated alignment between teacher observation data and student growth outcomes. TEA evaluates results from both phases to determine system approval and notifies districts of approval status following the review process. Additional details regarding student growth calculations can be found in the sections outlining growth instruments and methodologies.

The TIA designation system is based on a composite score that combines teacher appraisal data from the Texas Teacher Evaluation and Support System (T-TESS), which accounts for 50% of the total score, and student growth measures, which account for 50%. Both components align with statewide performance standards established by TEA. To qualify for a designation, teachers must meet minimum criteria for the Acknowledged level in both components. This includes earning an average T-TESS score of at least 3.5 across Domains 2 and 3, receiving a rating of proficient (3) or higher in all dimensions within those

domains, and achieving a student growth score of at least 50%. T-TESS averages are not rounded, and the lower value is used to determine the final designation level.

Below is a timeline of the Lake Travis ISD designation cycle.



TIA designations are determined using the final TIA composite score. This score is calculated by combining teacher observation data from T-TESS Domains 2 and 3, which account for 50% of the total, and student growth measures, which account for 50%.

To determine annual eligibility for a TIA designation, the district completes an end-of-year data review that includes the following:

- Campus assignment is verified based on teacher placement at the time of the Winter Class Roster Verification, which occurs on the last Friday in February.

- Summative T-TESS appraisal data is collected across all dimensions within Domain 2: Instruction and Domain 3: Learning Environment.
- The student growth composite score is calculated using data from students enrolled as of the fall snapshot date. To be included, students must be enrolled on the snapshot date (the last Friday in October), remain with the same teacher for both the pre-assessment and post-assessment, and be assessed within the designated student growth testing window.
- Based on the final TIA composite score, the district determines and recommends teacher designations in alignment with the local designation system guidelines.

Note: If a teacher qualifies across multiple eligible teaching assignments within the same assignment category, and the same student growth measure and weighting are applied, the district will use the highest student growth result across grade levels or subject areas to determine a single student growth score. For example, in a self-contained classroom where a fourth-grade teacher provides instruction in both reading and mathematics, the subject area demonstrating the highest student growth will be used to calculate the teacher's student growth score. Similarly, if a special education teacher provides instruction in both reading and mathematics across multiple grade levels, such as in a life skills setting, the student growth score will be based on the subject area—reading or mathematics—that demonstrates the highest overall student growth across those grade levels. For special education students who receive a STAAR academic growth measure through an approved STAAR Alternate 2 or STAAR assessment, the resulting academic growth score will be incorporated into the student growth calculation for the special education life skills student.

Because state approval of designations requires a demonstrated alignment between student growth results and teacher evaluation data, the district reserves the right to revise elements of the local designation system. Adjustments may include, but are not limited to, updates to performance standards, weighting structures, student growth targets, locally developed conversion or transition tables, and designation cut scores prior to annual data submissions.

If a teacher meets the required performance criteria, the district will submit the TIA designation to TEA for review. Upon successful data validation, the designation will be applied to the teacher's Texas teaching certificate and remain valid for five years. If the performance criteria are not met, a designation will not be submitted to TEA.

Data Submission

Lake Travis ISD will collect teacher performance and student growth data during the 2026–2027 data capture year to determine TIA designations. Following the data collection year, TIA data and designation recommendations will be submitted to TEA for validation in October for all eligible teachers.

To be considered for submission, teachers must meet the following requirements:

- Be assigned to an eligible teaching role at a TIA-approved campus at both the snapshot date and the Winter Class Roster Verification
- Remain at the same eligible TIA campus in the subsequent school year in a PEIMS role ID 087 position at the time of data submission
- Complete a creditable year of service in Lake Travis ISD in a PEIMS role ID 087 position, providing direct instruction for at least 90 days at 100% of the day or 180 days at 50–99% of the day
- Receive a T-TESS appraisal rating of proficient (3) or higher in all dimensions within Domain 2: Instruction and Domain 3: Learning Environment
- Meet the minimum statewide performance criteria required for an initial or higher designation

Following TEA approval, the district will receive notification in Spring 2028 outlining the specific allotment amounts associated with each designation level by campus. During this same timeframe, the district will inform teachers of the approval or denial of their recommended designations. TIA compensation will be distributed to eligible teachers in May 2028.

The district will also monitor National Board Certified Teacher (NBCT) data. TEA will provide a list of NBCT-designated teachers in Spring 2028. Teachers holding an active NBCT certification will automatically receive a Recognized designation unless they qualify for a higher designation through the district's local designation system. All National Board requirements remain applicable.

Teachers currently employed by Lake Travis ISD are expected to notify Human Resources upon earning National Board Certification and must provide documentation verifying active certification to be considered for a designation.

Appeals

Concerns related to the implementation, application, or interpretation of the TIA must be addressed through the formal complaint process outlined in Local Board Policy DGBA. Under this policy, complaints must be submitted within 15 district business days from the date the employee became aware, or should have reasonably become aware, of the issue. Additional information regarding the complaint process is available on the Lake Travis ISD website.

Employees are encouraged to seek resolution at the campus level by working with their principal prior to initiating a formal complaint. However, attempts at informal resolution do not extend or alter the required timelines outlined in Policy DGBA.

Data released by TEA related to teacher designations is not subject to appeal. All appeals must be submitted within the established timeline; submissions received after the deadline will not be considered.

Spending

State Requirements for TIA Funding

Funding generated through the Teacher Incentive Allotment (TIA) for teachers earning Master, Exemplary, Recognized or Acknowledged designations is provided by the State to Texas school districts. State law requires that at least 90% of the funds generated through a district's local designation system be allocated toward teacher compensation at the campus where the designated teacher is assigned. As outlined in Texas Education Code §48.114(i)(1)(A), districts must annually certify that no less than 90% of each allotment is used to compensate teachers at the campus associated with the designation.

TIA funds are not considered a guaranteed property right. Districts may allocate up to 10% of the allotment at the district level to support implementation and administration of the TIA system.

The State determines funding tiers annually based on campus rural status and student socioeconomic indicators. Allotment amounts are tied to the characteristics of the campus where the designated teacher is assigned, rather than individual student assignments. If a designated teacher transfers to a different campus, the funding generated by that teacher will be recalculated based on the new campus's designation within the rural and socioeconomic funding tiers.

At this time, Lake Travis ISD does not have any campuses identified by the State as rural.

Teacher Designation Award Amount Determinations

Funding provided through the Teacher Incentive Allotment (TIA) varies by designation level. The specific allotment amount for each designated teacher is calculated by the State using a formula that considers the designation earned, the socioeconomic characteristics of the campus, and whether the campus qualifies for a rural designation. Lake Travis ISD currently does not have any campuses identified as rural.

Estimated funding ranges by designation level are as follows: Master ($12,000–$36,000), Exemplary ($9,000–$25,000), Recognized ($5,000–$15,000) and Acknowledged ($3,000-$9,000) .

Additional information regarding campus-level funding generated by designated teachers statewide is available through TEA's Teacher Incentive Allotment Funding Map. Allotment amounts are recalculated annually by TEA in April. For further details on funding formulas and calculations, refer to TEA's Teacher Incentive Allotment webpage.

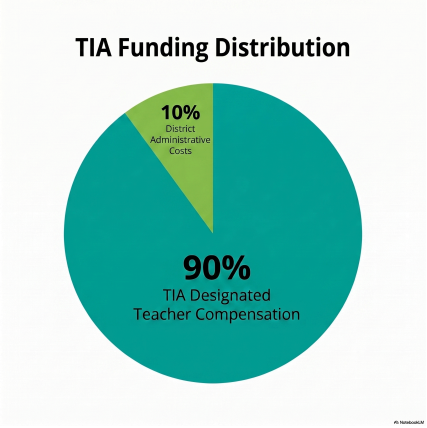
Distribution of Compensation

State law requires that 90% of TIA funds generated be allocated to teacher compensation at the campus where the designated teacher is employed at the time the funds are distributed. The remaining 10% may be used for district administrative costs, including professional development related to T-TESS and student growth.

TIA-designated teachers will receive a lump-sum payment equal to 90% of the generated allotment.

Employer-paid benefit costs, including Medicare, workers' compensation, and Teacher Retirement System (TRS) contributions, will be applied as required and reported as part of the employee's annual wages. TIA compensation is included in TRS-reported earnings and is considered in the calculation of retirement benefits. The district will report all applicable TIA compensation to TRS, and employees will be able to view these amounts through their TRS account once annual statements are processed.

TRS benefits are governed by applicable rules and regulations. Federal tax withholdings are separate from employer-paid contributions and will be deducted from the incentive payment. All compensation is subject to TRS reporting requirements and applicable regulations.



TIA Teacher Payment Example ($12,000 Allotment)

Total Allotment Earned: $12,000

How funds are distributed:

- 90% to Teacher Compensation: $10,800
- 10% to District (administrative costs, training, system support): $1,200

Teacher Payment:

- $10,800 paid as a lump-sum stipend

What is included in that amount:

- Reported as TRS-eligible compensation
- Counts toward retirement calculations

Deductions & Considerations:

- Federal taxes will be withheld from the payment
- Employer-paid costs (TRS, Medicare, workers' compensation) are applied as required
- Final take-home pay will vary based on individual tax status

TIA allotment funding for designated teachers is determined each year based on employment status at the Winter Class Roster Verification, which occurs on the last Friday in February.

If a designated teacher is employed with Lake Travis ISD at the time of this verification but retires or resigns before the annual TIA payment is issued, the teacher will receive their TIA compensation for that school year in their final paycheck.

Additional information about the district's TIA spending plan is available on the LTISD TIA webpage.

Frequency of Compensation

TIA compensation is provided annually by the State and is dependent on the availability of state funding. Teachers who earn a TIA designation will receive annual payments for up to five consecutive years based on their designation level.

The amount of funding is determined by the teacher's campus assignment at the time of the Winter Class Roster Verification. Payments are issued at the end of the fiscal year in which the designation is awarded. For example, a designation earned during the 2026–2027 school year will result in a payment distributed in June 2028.

Impact of Compensation

TIA compensation is included in the annual wages reported to the Teacher Retirement System (TRS) and is used in the calculation of retirement benefits. The district reports all applicable TIA earnings to TRS, and employees will be able to view these amounts through their TRS account once annual statements are processed.

TRS benefits are governed by applicable rules and regulations. Federal tax withholdings are separate from employer-paid contributions and will be deducted from the incentive payment.

District Support

Lake Travis ISD has engaged district leaders, campus administrators, and teachers to support understanding and implementation of the Teacher Incentive Allotment (TIA) system. At the start of each school year, campuses provide TIA overview presentations for staff, outlining the local designation

system, eligibility criteria, qualifying assignments, required T-TESS observations, and student growth measures that contribute to a teacher's final TIA score.

The final TIA designation score is calculated using a weighted model of 50% teacher observation (T-TESS) and 50% student growth. Designation levels are determined based on established cut points aligned to statewide performance percentiles, as reflected in commissioner rules. Updates to the district's TIA plan are communicated to stakeholders throughout the school year.

Ongoing support for the TIA system is coordinated through the Human Resources Department in collaboration with the TIA Steering Committee and stakeholder groups. The district prioritizes calibration of appraisers to ensure consistency across campuses. The Business Department supports oversight of TIA funding and budget alignment, while the School Leadership and Curriculum and Instruction Departments provide guidance on student growth measures and data systems, including tools used to track teacher observation and student growth data.

The TIA Steering Committee oversees systems for monitoring data and ensuring alignment between teacher performance and student growth outcomes. The Campus Advisory Teams provide campus-level feedback to support continuous improvement of the program. The district regularly meets with stakeholder and steering committees to review participation, monitor implementation, and identify opportunities for refinement. Quarterly analysis of correlation data is conducted to ensure alignment between teacher observation and student growth measures and to address potential inconsistencies.

Lake Travis ISD remains committed to expanding the TIA system to additional eligible assignments and campuses over time. The district values educator voice and will continue to provide opportunities for stakeholder input, with the goal of recruiting, supporting, and retaining highly effective teachers while promoting ongoing professional growth.

Non-Discrimination Statement

Lake Travis ISD does not discriminate on the basis of race, age, religion, color, gender, national origin, or disability in providing education or access to benefits of educational services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; Section 504 of the Rehabilitation Act of 1973, as amended; and Title II of the Americans with Disabilities Act.

Glossary

Allotment – Funding provided through the Teacher Incentive Allotment (TIA) varies based on designation level and the campus where the designated teacher is assigned. The amount is determined using a Texas Education Agency (TEA) formula that considers campus socioeconomic factors and rural designation status. Additional details are available on the TEA TIA website.

Designation Cycle – The first year is the data capture year, during which teacher performance and student growth data are collected. Teachers who meet designation criteria based on the local system move into the second year, when recommendations are submitted to TEA for review and approval.

Data Capture Year – The school year in which teacher effectiveness data is collected in alignment with the district's local designation system.

Designated Teacher Registry – TEA maintains a public registry of designated teachers. For certified educators, designations are also reflected on their Texas teaching certificate.

Local Designation System Requirements – House Bill 3 provides districts flexibility in developing teacher evaluation and designation systems. At a minimum, these systems must include both a teacher observation component and a student growth component.

National Board Certified Teacher (NBCT) – National Board Certification is a voluntary, advanced certification for PreK–12 educators that recognizes accomplished teaching through a performance-based, peer-reviewed process. Teachers holding an active NBCT and coded in a PEIMS Role ID 087 position automatically earn a Recognized designation.

PEIMS Code 087 – A professional employee classification requiring a valid teaching certificate who provides direct instruction to students. Only teachers coded as PEIMS Role ID 087 are eligible for TIA designation submission.

Performance Standards – House Bill 3 requires the use of performance and validity standards to ensure consistent and comparable identification of highly effective teachers across designation levels. Districts apply these standards alongside teacher observation and student growth data to determine eligibility for designation.

Rural Designation – Teachers assigned to campuses identified as rural by the State generate higher allotment funding. Rural status is determined by TEA.

Snapshot Date – The PEIMS Fall snapshot date is the official reporting date for student enrollment and staff assignment, occurring annually on the last Friday in October.

Socioeconomic Status (SES) – Campus socioeconomic tiers are determined annually by TEA based on student enrollment data and residential census information. Each student is assigned a tier based on their home address, and campuses receive funding adjustments accordingly. TIA funding is calculated at the campus level, not by individual student assignments.

Student Growth Measure – Approved assessments identified by the State Commissioner that are used to evaluate student progress over time.

Student Growth Performance Standards – District-established benchmarks aligned to designation levels, regardless of the growth measure used:

- Master: 70% of students meet or exceed expected growth
- Exemplary: 60% of students meet or exceed expected growth
- Recognized: 55% of students meet or exceed expected growth
- Acknowledged: 50% of students meet or exceed expected growth

Teacher Designation – A formal distinction displayed on a teacher's Texas educator certificate. Designation levels include Master, Exemplary, Recognized, and Acknowledged.

Teacher Incentive Allotment (TIA) – Established under House Bill 3 (2019), TIA is an optional program designed to provide increased compensation for highly effective teachers, particularly those serving high-need and rural campuses.

Teacher Incentive Allotment Funding – Teacher designations generate annual funding that is recalculated each year by the State. Funding is based on designation level and campus characteristics, including socioeconomic need and rural status. Current estimated ranges include:

- Master ($12,000–$36,000)
- Exemplary ($9,000–$25,000)

- Recognized ($5,000–$15,000)
- Acknowledged ($3,000-$9,000)

Teacher Observation Performance Standards
Districts are required to apply established performance standards in combination with local teacher observation data to determine eligibility for designation levels.These thresholds reflect average summative scores across T-TESS Domain 2: Instruction and Domain 3: Learning Environment.

Texas Education Agency (TEA)
The Texas Education Agency is the state organization responsible for overseeing public education in Texas. Led by the Commissioner of Education, TEA provides leadership, guidance, and support to school systems with the goal of improving outcomes for all students.

Texas Teacher Evaluation and Support System (T-TESS) – The state-recommended teacher appraisal framework used to evaluate classroom instruction and provide continuous feedback for professional growth. In Lake Travis ISD, T-TESS includes four domains and 17 dimensions.

Winter Class Roster Verification – A required data collection process used to report information related to course offerings, teacher assignments and demographics, as well as student enrollment and demographic data.

Frequently Asked Questions

General

What is the Teacher Incentive Allotment (TIA)?

The Teacher Incentive Allotment (TIA) was established by the 86th Texas Legislature in 2019 through House Bill 3 (HB 3). The program provides additional state funding to recognize and reward highly effective teachers, with a focus on supporting instruction in high-need areas and rural districts.

How is Lake Travis ISD implementing TIA?

To participate in TIA, districts must utilize valid and reliable teacher observation systems and student growth measures. Lake Travis ISD uses T-TESS as its teacher appraisal system, which meets TEA requirements for observation standards. Student growth is measured using STAAR, STAAR Alternate, and End-of-Course (EOC) assessments, specifically Grade 4 through Algebra I EOC for mathematics and Grade 4 through English II EOC for reading/English language arts, in alignment with TEA guidance. Growth is calculated as the percentage of students who meet or exceed expected growth based on statewide performance standards and STAAR transition tables. Teachers may earn a designation of Master, Exemplary, Recognized, or Acknowledged based on their overall performance.

How does a teacher qualify for TIA?

Teachers must be employed by Lake Travis ISD in a PEIMS role ID 087 position, providing direct instruction for at least 90 days at 100% of the day or 180 days at 50–99% of the day. They must teach in an eligible assignment at a TIA-approved campus, be reported at both the snapshot date and Winter Class Roster Verification, and remain in the eligible assignment through the completion of spring data submission. Teachers must also maintain eligibility through the designation submission process. Designations are based on a combination of teacher observation and student growth data.

What designation levels can teachers earn?

Teachers may earn one of four designation levels—Master, Exemplary, Recognized or Acknowledged—based on performance within the local designation system. Once awarded, the designation is added to the teacher's Texas teaching certificate and remains valid for five years, provided the certificate remains active.

What if I am a National Board Certified Teacher (NBCT)?

National Board Certification is a pathway to earning a TIA designation. Teachers who hold an active NBCT and are serving in a PEIMS role ID 087 position automatically receive a Recognized designation. This designation is awarded independently of the district's local designation system.

What are the benefits of becoming a National Board Certified Teacher (NBCT)?

National Board Certification provides educators the opportunity to strengthen instructional practice, demonstrate advanced professional expertise, and deepen their commitment to student success. Earning this certification can enhance a teacher's impact within the classroom and create opportunities to contribute to broader instructional improvement. In Texas, NBCTs may also receive financial incentives through programs such as the Teacher Incentive Allotment. Additional information can be found on the National Board for Professional Teaching Standards website and district resources.

Why does Lake Travis ISD participate in TIA?

Lake Travis ISD participates in the Teacher Incentive Allotment to attract, support, and retain highly effective teachers. The program is designed to recognize excellence in teaching, encourage professional growth, and ensure that all students have access to high-quality instruction.

Which campuses are included in the TIA program?

The Teacher Incentive Allotment (TIA) program is implemented across all Lake Travis ISD campuses. The district will continue to review and refine implementation as needed in alignment with district priorities and state guidance.

Will additional teaching assignments become eligible for TIA?

The district plans to expand the TIA program over time. Future phases will include additional teaching assignments, providing more educators the opportunity to participate as the system grows and evolves. **LTISD Tentative TIA Future Course Rollout**

Which school year is the data capture year?

For teachers entering the local designation system, the designation cycle spans two years. The first year, known as the data capture year, is when teacher observation and student growth data are collected. Teachers who meet designation criteria based on the district's scoring model move into the second year of the cycle.

What is the school year after the data capture year called?

The year following the data capture year is referred to as the designation year. During this time, the district submits teacher performance data from the prior year to TEA for review. If approved, teachers receive their designation and corresponding funding. Earning a designation is therefore a two-year process.

Are teachers in eligible TIA assignments able to opt out of TIA requirements?

Teachers may choose to opt out of receiving a TIA designation from TEA and will not generate TIA funding. However, teachers assigned to eligible TIA courses/grades/subjects at Lake Travis ISD are still required to participate in all components of data collection, including teacher observation and student growth measures. Opting out of a designation means the teacher forfeits eligibility for TIA funding.

Are T-TESS appraisers required to complete calibration for TIA?

Yes. All appraisers must complete annual T-TESS calibration to ensure consistent and reliable evaluation practices.

Which positions are not eligible for TIA designations?

Positions that are not coded as PEIMS Role ID 087 are not eligible. This includes roles such as instructional coaches, interventionists, and other non-classroom instructional positions.

How long is a TIA designation valid?

A TIA designation remains active on a teacher's Texas teaching certificate for five consecutive years. After this period, the designation expires and must be earned again through the local designation system.

Can a teacher's designation level change during the five-year period?

Yes. Teachers may earn a higher designation during the five-year period, which will replace the current designation and reset the five-year timeline. A lower designation cannot be awarded during this time.

What happens when a designation expires?

When a designation reaches the end of its five-year term, it is removed from the teacher's certificate and associated funding ends. Teachers may qualify again for a designation by meeting the requirements of the local designation system.

How much additional compensation can a teacher earn?

Teachers may earn additional annual compensation ranging from approximately $3,000 to $32,000 based on their designation level. For each designated teacher, Lake Travis ISD receives state funding, of which 90% is allocated to teacher compensation at the campus where the teacher is assigned. Funding amounts vary by campus and are determined by the campus's socioeconomic status. While the designation remains with the teacher, the funding amount may change if the teacher moves to a different campus. For specific funding amounts by campus, please refer to the TEA Teacher Incentive Allotment Funding webpage.

If a non-designated teacher transfers after the Winter Class Roster Verification date, are they eligible for TIA funding?

No. Teachers who do not hold a designation and transfer campuses or districts after the Winter Class Roster Verification do not meet eligibility requirements and will not receive TIA compensation for that year.

If a teacher leaves Lake Travis ISD, can they still earn a designation?

No. Teachers must complete the full service year and be employed with Lake Travis ISD at the time of data submission to be eligible for a designation. If a teacher is no longer employed at that time, they will not qualify for a designation or receive TIA funding.

If a teacher retires at the end of the school year, will they receive a designation?

To receive a designation, the teacher must meet all eligibility requirements and remain employed with Lake Travis ISD at the time of data submission.

Eligibility

If a designated teacher transfers campuses between school years, will their funding change?

Yes. TIA funding is recalculated based on the campus where the teacher is assigned, using that campus's socioeconomic and rural designation.

What happens if a designated teacher leaves the district before the Winter Class Roster Verification?

If a designated teacher leaves Lake Travis ISD prior to the Winter Class Roster Verification, no TIA funding will be generated for that teacher, and they will not receive a payment.

What if a designated teacher transfers campuses within Lake Travis ISD during the school year?

If a designated teacher changes campuses during the school year, funding is generated based on the campus assignment at the time of the Winter Class Roster Verification. The allotment amount will reflect the characteristics of that campus. Teachers must also meet creditable year of service requirements, including being employed in a PEIMS role ID 087 position for at least 90 days at 100% of the day or 180 days at 50–99% of the day.

What if a designated teacher is hired by Lake Travis ISD before the Winter Class Roster Verification?

If a designated teacher joins Lake Travis ISD prior to the Winter Class Roster Verification, they must meet creditable year of service requirements in a PEIMS role ID 087 position, including at least 90 days at 100% of the day or 180 days at 50–99% of the day. If these requirements are met, the teacher will receive TIA funding based on the campus where they are assigned at the time of the Winter Class Roster Verification. The district's standard spending plan applies to newly hired designated teachers.

If a designated teacher retires or resigns at the end of the school year, will they receive TIA compensation?

TIA funding is determined annually based on employment status at the Winter Class Roster Verification. If a designated teacher is employed with Lake Travis ISD at that time but retires or resigns before the TIA payment is issued, they will receive their compensation for that school year in their final paycheck.

What happens if a designated teacher moves into a non-teaching role?

Teachers who hold a valid designation on their SBEC certificate will retain the designation for the remainder of the five-year period, even if they move into a non-teaching role. However, they will not generate TIA funding for any year in which they are not serving in a PEIMS role ID 087 position.

If I earned a designation in another district, do I have to earn it again in Lake Travis ISD?

No. A designation earned in another district remains valid on a teacher's Texas certificate for five years. During that time, a teacher may be considered for a higher designation if performance qualifies, but cannot be submitted for a lower designation. If a higher designation is earned, the five-year timeline resets. Compensation will be based on the assigned campus in Lake Travis ISD and may vary depending on campus characteristics. Teachers seeking a higher designation must meet all local eligibility requirements, including teaching in an eligible assignment.

What happens if a teacher qualifies for a designation but moves into a non-teaching role?

Teachers must remain in an eligible teaching assignment (PEIMS role ID 087) at an eligible campus through the submission process. If a teacher moves into a non-teaching role, such as an administrative position, they will no longer be eligible to be submitted for a designation.

How many days must a teacher work to remain eligible for TIA funding?

Teachers must meet creditable year of service requirements, which include being employed and compensated in a PEIMS role ID 087 position for at least 90 days at 100% of the day or 180 days at 50–99% of the day.

How many class sections must a secondary teacher teach to be eligible?

At least one eligible class period must be taught to qualify for TIA eligibility.

What if a teacher teaches in multiple eligible assignments?

If a teacher qualifies across multiple eligible teaching assignments within the same assignment category, and the same student growth measure and weighting are applied, the district will use the highest student growth result across grade levels or subject areas to determine a single student growth score. For example, in a self-contained classroom where a fourth-grade teacher provides instruction in both reading and mathematics, the subject area demonstrating the highest student growth will be used to calculate the teacher's student growth score. Similarly, if a special education teacher provides instruction in both reading and mathematics across multiple grade levels, such as in a life skills setting, the student growth score will be based on the subject area—reading or mathematics—that demonstrates the highest overall student growth across those grade levels. For special education students who receive a STAAR academic growth measure through an approved STAAR Alternate 2 or STAAR assessment, the resulting academic growth score will be incorporated into the student growth calculation for the special education life skills student.

Is there a minimum number of students required on a teacher's roster?

No. There is no minimum student count required for a teacher to be eligible.

What if a student does not have prior-year STAAR data?

If a student does not have prior STAAR data, campuses may work with testing coordinators to access prior records through the statewide system when available. If no prior assessment data exists and a valid

academic growth measure cannot be established, the student will not be included in the student growth calculation.

How is student growth determined for special education teachers (collaborative, resource, or life skills)?

- **Collaborative (Inclusion) Teachers:** Special education collaborative teachers coded as PEIMS role ID 087 who support an eligible general education teacher in an eligible TIA assignment are eligible to participate.
- **Resource Teachers:** Teachers serving in resource roles who are coded as PEIMS role ID 087 and assigned to an eligible TIA teaching assignment are eligible to participate.
- **Life Skills Teachers:** Life skills teachers (grades K–12) teaching reading and/or mathematics in a PEIMS role ID 087 position and in an eligible assignment are eligible for TIA. Student growth is based on STAAR Alternate assessments, beginning in Grade 4 for English Language Arts/Reading and Mathematics.

If a self-contained teacher meets criteria in one subject but not another, are they still eligible for TIA?

Yes. If a teacher meets criteria in multiple eligible teaching assignments within the same assignment category, and the same student growth measure and weighting are applied, the higher of the two for reading or math will count in determining a single student growth score. For example, in a self-contained fourth-grade classroom where a teacher provides instruction in both reading and mathematics, the subject area demonstrating the higher student growth will be used to calculate the teacher's student growth score. Similarly, for a special education teacher providing instruction in reading and mathematics across multiple grade levels, such as in a life skills setting, the student growth score will be based on the subject area that demonstrates the higher overall student growth across those grade levels. For special education students who receive a STAAR academic growth measure through an approved STAAR or STAAR Alternate 2 assessment, the resulting academic growth data will be incorporated into the teacher's overall student growth calculation.

Is PEIMS role ID 087 interchangeable with "teacher of record"?

No. To be eligible for TIA, a teacher must be coded specifically as PEIMS role ID 087.

How are teacher student rosters verified?

Student eligibility for growth calculations is based on enrollment at the snapshot date, participation STAAR, STAAR Alternative, and End-of-Course (EOC), and testing within the designated window. TEA uses the Winter Class Roster Verification to determine final allotment eligibility and funding amounts.

If students do not have prior STAAR data, are they included in student growth calculations?

Students must have a valid prior assessment to generate a STAAR academic growth measure. If no prior data is available, and a growth measure cannot be established, the student will not be included in the student growth calculation.

If students change testing language (Spanish/English), are they still included in growth calculations?

Yes. A student's testing language does not impact their eligibility for inclusion in student growth calculations.

If students switch testing languages (Spanish to English or English to Spanish) on STAAR assessments that include a state academic growth measure, are they included in student growth calculations?

Yes. Students who switch testing languages in reading/English language arts remain eligible for inclusion in student growth calculations when a state academic growth measure is available. For mathematics, language changes do not impact eligibility, as the scale score used for growth calculations remains consistent.

What determines which students are included in the student growth calculation?

To be included, students must be enrolled on the fall snapshot date, participate in both the pre-assessment and post-assessment with the same teacher, and be assessed within the designated testing window.

If a student enrolls after the snapshot date, are they included in student growth calculations?

No. Students who are not enrolled on the snapshot date with a valid pre-assessment are not included in the student growth calculation.

Funding

How often are TIA-designated teachers paid?

Teachers with a TIA designation receive compensation annually based on their designation level and the funding generated by their campus assignment. Payments are subject to state funding availability. Employer-paid contributions apply as required, and federal tax withholdings will be deducted from the payment. All compensation is reported to the Teacher Retirement System (TRS) and is subject to TRS rules and regulations.

How does TIA funding relate to the district salary schedule?

TIA compensation is supplemental and does not replace the district's salary schedule.

How does TIA compensation impact TRS wages?

TIA earnings are included in the wages reported to TRS and are used in the calculation of retirement benefits. Employer-paid contributions include Medicare, workers' compensation, and TRS contributions, which are reported as part of annual wages. TRS benefits remain subject to applicable rules and regulations.