Community ISD
Teacher Incentive Allotment FAQs

What are the designation levels for TIA?
Currently there are three levels of destination; Recognized, Exemplary, and Master. Beginning in the 2026-2027 school year there will be four levels; Acknowledged, Recognized, Exemplary, and Master.

What is the timeline for the new Acknowledged category and increased payouts?
Districts will be able to propose teachers for the Acknowledged designation in October 2026 using teacher performance data from the 2025-26 school year. To potentially qualify for the new Acknowledged level designation, teachers must have a full appraisal and student growth data in 2025-26. Districts will receive an increased allotment for Acknowledged teachers and increased payouts in 2026-27.

Where can I find the CISD TIA Handbook?
The CISD TIA Handbook can be found on the CISD website under the Human Resources tab under Staff Resources. You may also access it at this link. CISD TIA Handbook

What is the difference between a designation and an allotment?
A designation is earned by a teacher after their data is validated. It's a formal title—Recognized, Exemplary, or Master—that appears as a badge on their teaching certificate. An allotment, on the other hand, is funding earned by the district for each teacher with a designation. While teachers earn the title, districts earn the money. Each district's TIA plan outlines how allotment funds are distributed to support teacher compensation and campus goals.

Is the allotment for the teacher or the campus?
Funding for teachers designated as Recognized, Exemplary, and Master under TIA will flow to districts, which in turn must spend at least 90% of the funds on teacher compensation on the campuses where the designated teachers work.

Will the campus socio-economic tier data be recalculated every year?
Yes. Given that a school's student enrollment changes yearly, the campus' socioeconomic tier will be recalculated annually. As a reminder, this calculation uses the home address of the student that attends a particular campus.

If a designated teacher moves campuses within the district from one school year to the next, will the allotment that teacher generates be recalculated?
Yes. There will be set points in time at which TEA will calculate the allotment for a teacher based on the teacher's designation and school characteristics (socio-economic tiers and rural status).

Can a district phase in different groups of teachers over time?
Yes. Districts have flexibility in the development of their local designation systems. For example, a district may choose to include only math and reading teachers in year one, and then expand to include science and social studies teachers in year two, etc.

Can a district apply for TIA only at specific campuses in their district and not others?
Yes. Districts specify the campuses on which they want to designate teachers under TIA. However, any campus in the district that has designated teachers working on it will generate TIA funding to be spent on teacher compensation on that campus.

Where does TIA funding come from?
TIA funding was built into Texas state law as part of House Bill 3 during the 86th Texas Legislature. It is a Tier 1 allotment through the Foundation School Program (FSP), the system through which the state provides funding to districts. This system, grounded in the Texas Education Code, creates a sustainable funding source for districts implementing TIA.

What deductions can be taken from teacher payouts?
Like other income, TIA teacher payouts may be subject to taxes and retirement contributions. All compensation from TIA is TRS eligible. Districts may pay employee and employer contributions from the 90% portion of the allotment or from the 10%, as those benefit payments are considered to be included in overall compensation. See our TIA Guidance for District Business Offices for more details around how districts can issue payouts.

What if a designated teacher moves to a non-teaching role, such as instructional coach, counselor, or administrator?
Designated teachers who move to a StaffClassification (formerly Role ID) other than 087 will maintain their designation. However they will not generate annual allotment funding if they are not in a 087 teaching role. Teachers who move to a non-teaching position prior to formally earning a designation relinquish eligibility.

What if a designated teacher's performance level changes within the five-year period? Can their designation level change?
Teacher designations are valid for five years. Within the five-year period, teachers may be put forth for a higher designation if their performance qualifies them, but they cannot be submitted for a lower designation. Some district spending plans may include variability based on continued performance levels.

What happens after the five-year designation expires?

Designated teachers who meet performance standards and district qualifications can be put forth for a new designation in the fall after the designation expires. The new designation will be retroactive to the beginning of the school year. Once the designation expires, it will be removed from the SBEC certificate (if applicable) and allotment funding will no longer be generated.

How do districts manage allotments if designated teachers leave?

Districts must have a plan for teachers who resign prior to the scheduled payout date. Some districts may choose to forward the full or remaining payment to the designated teacher. Other districts may choose to use the funds to compensate teachers who remain on the campus. All funds must be spent by August 31. IN Community ISD, teachers who *resign* before the payout date will NOT be forwarded funds. Teachers who retire will receive funds for the final time on the August payout date the year they retire.

Can certain students or subgroups be excluded from a teacher's data submission?

No, all of the teacher's students who are on the Fall snapshot and winter PEIMS submission will be counted in the final data score.

When can teachers expect to receive their TIA scorecard from the district?

Each teacher will receive a score card generated by DMAC in March of each year.