2026-2027

Community Independent
School District

Teacher Incentive Allotment Handbook

TEACHER INCENTIVE ALLOTMENT

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***This handbook is a working document and is subject to change from year to year in order to better meet the goals of the program.**

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Introduction & Background Information

The Teacher Incentive Allotment (TIA) was created by House Bill (HB) 3 in June 2019 by the Texas Legislature. The goal of the TIA program is to provide an accessible pathway for effective teachers to earn a higher income while remaining in the classroom. Expected benefits of the TIA program include improving teacher retention, strengthening student outcomes, increasing recruitment rates, and rewarding quality instruction.

TIA District System Development Committee

Community ISD engaged with a wide range of District Stakeholders to form the TIA District System Development Committee (DSDC). Careful consideration was given to include representatives from each campus, as well as a cross representation of administrators and a variety of teaching assignments. The names of the representatives who served on the committee are on file with the CISD HR department.

Eligible Teaching Assignments

The goal for CISD is all certified teachers at all schools will be eligible for designation by 2029. All schools and levels will be eligible by subject area.

1. Eligible teachers must hold appropriate SBEC certification for the teaching assignment or be DOI certified in applicable secondary CTE courses.
2. Eligible teachers must be coded as a teacher (code 87) within our local student information system which is reported directly to TEA through the Public Education Information Management System (PEIMS)
3. A teacher must receive district salary compensation that mirrors PEIMS teacher coding for a minimum of 90 days at 100% of the day or 180 days at 50-99% of the day.

	Data Collection Year	Data Validation Year	Payout Date
Phase 1 - Cohort G PK-12 Reading & Math, 9-12 AP Reading & Math, 5th & 8th Science, 8th Social Studies, US History, Math & Reading Interventionist, Math & Reading Resource, GT, Dyslexia	2024-25	2025-26	August 2026
Phase 2 - Cohort H PK-12 Reading & Math, 9-12 AP Reading & Math, 5-12 Science, 6-12 Social Studies, 9-12 Science & Social Studies*, 9-12 AP Science & Social Studies*, Math & Reading Interventionist, Math & Reading Resource, GT, Dyslexia, 4-EOC Lifeskills, Select CTE	2025-26	2026-27	August 2027
Phase 3 - Cohort I PK-12 Reading & Math, 9-12 AP Reading & Math, 5-8 Science, 6-12 Social Studies, 9-12 AP Science & Social Studies, Math & Reading Interventionist, Math & Reading Resource, GT, Dyslexia, 4-EOC Lifeskills, Select CTE, Select Electives	2026-27	2027-28	August 2028
Phase 4- Cohort J All schools, all subjects	2027-28	2028-2029	August 2029

Eligible Teaching Categories

1	4th Grade- EOC Life Skills
2	PreK Reading/Math
3	K-3 Reading/Math (GenEd and SPED)
4	4-8 Math (GenEd and SPED), Algebra I (GenEd and SPED), 4-8 Reading (GenEd and SPED), English I (GenEd and SPED), English II (GenEd and SPED)
5	5th & 8th Science (GenEd and SPED), Biology (GenEd and SPED), 8th Social Studies (GenEd and SPED), US History (GenEd and SPED)
6	9-12 Math & Reading (GenEd and SPED) (excluding Algebra 1, English 1 and 2), 6-12 Science and Social Studies (Excluding 8th Science and 8th Social Studies, Biology and US History)
7	CTE courses without Industry Certification Exams
8	CTE courses with Industry Certification Exams

Designated Teaching Category for TIA Data Submission

In alignment with TIA guidelines, each eligible teacher must be submitted under **one designated teaching category** for data submission. When a teacher is responsible for instruction across multiple content areas or grade levels (e.g., a self-contained kindergarten teacher or a Special Education Resource teacher serving multiple grade levels), the district must submit data from **one eligible category.**

This process ensures consistency, equity, and accurate alignment with service IDs, course codes, and student growth measures. The table below outlines the criteria used to determine teaching category selections for data submission.

Teaching Assignment	Eligible Teaching Category	Grade Band	Subject
Gifted & Talented	K-3 Reading/Math, 4-8 Math, 4-8 Reading, 5th Science	4-5	Reading & Math
Interventionist	K-3 Reading/Math, 4-8 Math, 4-8 Reading, 5th Science	K-3 only	K-3 Reading/Math
		4-5 only	4-5 Reading & Math
		K-5	4-5 Reading & Math
Dyslexia	K-3 Reading, 4-8 Reading	Largest Data Set	Reading
Special Education (resource, inclusion, case managers)	All teaching categories, excluding CTE	Largest Data Set	STAAR subjects or the largest Data set if a STAAR subject is not served

Teachers should check their course numbers to ensure they teach a TIA-eligible course.

Teacher Performance Data & Designation Criteria

The following information about overall TIA scores is for exemplar purposes only. Final District Standards are subject to change. The District's teacher appraisal and student growth outcomes are reviewed alongside the State's Performance Standards as well as available State and National Data to determine the district's final TIA cut points. Once analysis is complete, information will be made publicly available.

Designation levels are set per TEA guidelines and recommendations of the Top 50% as Acknowledged, the Top 33% as Recognized, the Top 20% as Exemplary, and the Top 5% as Master.

TIA Suggested Cut Points - ***For exemplar purposes only

Overall TIA Score	TIA Designation Level
80-100	Master
69-79	Exemplary
65-68	Recognized
64-60	Acknowledged
0-59	Not Designated

*Teachers were not proposed for an Acknowledged designation in data submission of fall 2025. Beginning with the 2026 fall data submission, districts with local designation systems may designate teachers at the new Acknowledged level based on their performance during the 2025-26 school year.

CISD will use the following 3 measurements for the local designation system.

Measure 1	T-TESS Observation/Walkthrough average for Domains 2 and 3	45% weight
Measure 2	Student Growth Measure	45% weight
Measure 3	T-TESS Summative Report Domains 1 and 4	10% weight

In order to earn a local TIA Designation from CISD, teachers must meet the minimum expectations for data capture:

1. Must score proficient or higher on all summative T-TESS Domains.
2. **Must meet minimum expectations** for each designation level as set by TEA, regardless of the Overall TIA score.

Designation	**Domains 2 and 3 Appraisal Standards**	**Student Growth Standards**	**Domains 1 and 4 Appraisal Standards**
Master	4.5	70% met or exceeded	3.0
Exemplary	3.9	60% met or exceeded	3.0
Recognized	3.7	55% met or exceeded	3.0
Acknowledged	3.5	50% met or exceeded	3.0

Five (5) year Period of Designation Level

Once a teacher is designated at a given level, the teacher remains at that level for five (5) consecutive years. The teacher will not be recommended again to TEA within this five (5) year designation period unless he/she moves up a designation level. If a designated teacher moves up a level, the new designation period begins at year 1 for 5 consecutive years.

Annual Scorecard

Each year, TIA-eligible teachers will be provided an annual scorecard. The purpose of the scorecard is to provide transparency within Community ISD's TIA system. TIA scorecards will provide teachers with an individualized report of the annual TIA outcomes based on their performance.

Appeal Process

If a teacher disagrees or believes an error was made concerning their TIA scorecard, they have 10 business days from the issue date to submit a written request for a meeting with their campus principal to review the scorecard. The meeting must be held within 10 business days of the principal's receipt of request. The principal has 10 business days to respond in writing after the meeting. If concerns remain upon receipt of the response from the campus principal, the teacher has an additional 5 business days to request in writing a meeting with the TIA Coordinator in order to review the TIA scorecard and relevant data.

Teacher Appraisal Guidelines

CISD will use the T-TESS appraisal system and rubric to evaluate all eligible teachers. Eligible teachers will receive a minimum of:

- One (1) Goal-setting and professional development conference at BOY
- One (1) 45 minute (or full lesson length) formal observation and pre & post-conference
- Five (5) 10 minute walk-through observations
- One (1) summative evaluation and conference at EOY

CISD appraisers will participate in district and campus calibration sessions in order to ensure equitable and fair ratings.

Calculation - TTESS Teacher Domains 2 and 3

T-TESS Domain 2 (Instruction) and Domain 3 (Learning Environment) are weighted at 45% of the total designation criteria, or 45 total points. Each of the 8 dimensions in Domains 2 and 3 will be weighted equally and averaged for a total score based on Formal observation and all Walkthroughs.
***NOTE - the Summative Evaluation scores for Domains 2 and 3 are **NOT** calculated with the Formal Observation and Walkthrough data to calculate final averages for Domains 2 and 3.*

Domain 2 2.1 = 3 (Proficient) 2.4 = 4 (Accomplished) 2.2 = 3 (Proficient) 2.5 = 5 (Distinguished) 2.3 = 4 (Accomplished)	**Domain 3** 3.1 = 3 (Proficient) 3.2 = 4 (Accomplished) 3.3 = 5 (Distinguished)
Average of 8 Dimensions = (3+3+4+4+5+3+4+5)/8 = 31/8 = 3.875	
Total Score for Teacher Observation (45 possible points) 3.875 x 9 = **34.875**	

Calculation - TTESS Teacher Domains 1 and 4

T-TESS Domain 1 (Planning) and Domain 4 (Professional Practices and Responsibilities) are weighted at 10% of the total designation criteria, or 10 possible points. Each of the 8 dimensions in Domains 1 and 4 will be weighted equally and averaged for a total score. Ratings for this category are calculated from the Summative Evaluation.

Domain 1 1.1 = 3 (Proficient) 1.2 = 3 (Proficient) 1.3 = 4 (Accomplished) 1.4 = 4 (Accomplished)	**Domain 4** 4.1 = 3 (Proficient) 4.2 = 4 (Accomplished) 4.3 = 5 (Distinguished) 4.4 = 5 (Distinguished)
Average of 8 Dimensions = (3+3+4+4+3+4+5+5)/8 = 31/8 = 3.875	
Total Score for Teacher Observation (10 possible points) 3.875 x 2 = **7.75**	

Student Growth Measures

Teachers are expected to show growth with students each year. Evidence of student growth will be measured using Beginning of Year (BOY) and End of Year (EOY) assessments, or STAAR/EOC expected growth where applicable.

Student Growth for Designation

The state of Texas has provided the following guidance for Student Growth Performance Standards for STAAR tested subjects. Please note, the performance standards may vary based on the student growth instrument used. Final Performance Standards are available each year in the teacher's scorecard.

- Master Teacher: 70% of students meet growth measure
- Exemplary Teacher: 60% of students meet growth measure
- Recognized Teacher: 55% of students meet growth measure
- Acknowledged Teacher: 50% of students meet growth measure

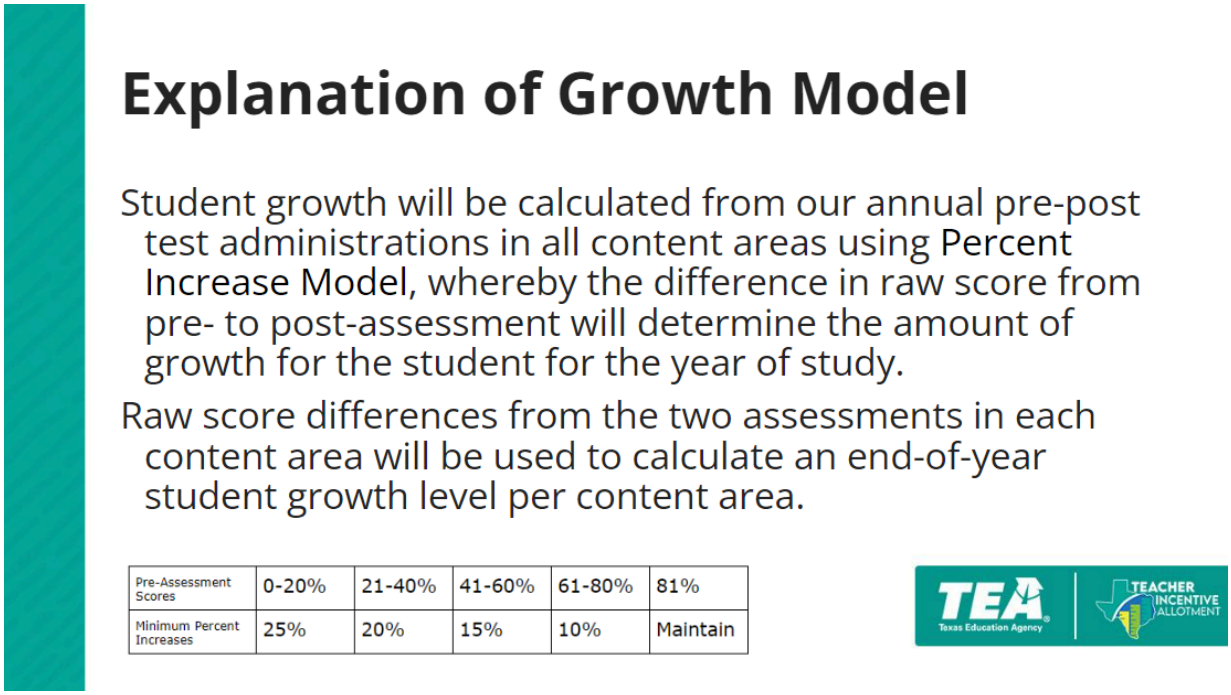
Student Growth Cut Points		
TIA Level	TIA Performance Standard (% of students who meet or exceed growth measure)	Student Growth Points = (% of students who meet or exceed growth X 45 pts)
Acknowledged	50%	50% X 45 pts = 22.5 pts
Recognized	55%	55% X 45 pts = 24.75 pts
Exemplary	60%	60% X 45 pts = 27 pts
Master	70%	70% X 45 pts = 31.5 pts

Community ISD Eligible Teachers and TIA Assessments for Data Capture

All SPED teachers, Dyslexia teachers and Elem Interventionists will be eligible based on their caseloads at the BOY window. Those students will be tracked all the way through the school year to the EOY window. The total number of student assessments will be used to calculate a teacher's TIA student growth measure score. For teachers who teach more than one subject with a TIA assessment, the total number of student assessments that meet the growth criteria will be used. For instance, a third-grade teacher who teaches both math and reading with 21 students in his/her class will have a total of 42 assessments. If a teacher has more than 1 eligible course, all student assessments are included in the calculation as long as it is in the same category.

TIA Eligible Teachers	**TIA Assessment:**	**Growth Indicator:**
PreK Reading/Math	CLI Engage Circle Assessment	Percent Increase Model
K-3 Reading/Math	iReady	Student Growth measured by % of students meeting typical iReady growth from BOY to EOY.
4-8 Math/Reading, Alg I, Eng I and II	STAAR/EOC test	Student Growth measured by % of students meeting expected growth from previous year STAAR/EOC to current year STAAR/EOC.
5th grade science, 8th grade science/SS, Biology, US History	District Pre-Test STAAR/EOC post test	Percent Increase Model
Eng III/IIII Geometry, Algebra II, PreCal and all other HS math courses; 6-12 Science and Social Studies (Excluding 8th Science and 8th Social Studies, Biology and US History)	District pre/post test	Percent Increase Model
CTE: Select Courses	ICEV, Certification Exams	Percent Increase Model

Percent Increase Model



subject to change each year

Student growth will be calculated from our annual BOY and EOY administrations for approved Community ISD TIA assessments using a *Percent Increase Model*, whereby the difference in raw score from the BOY to the EOY assessment will determine the amount of growth for the student for the data collection year.

Example BOY to EOY Calculation: 7th grade student, Thomas, scores a 25% on his BOY assessment. Thomas would be placed into Level 2 based on his BOY score (+20% *points*). Thomas would need to score a 45% to meet his growth target.

CLI Circle			
	Wave 1	Wave 2	Wave 3
On Track Cut Point Phonological Awareness	8	12	15
On Track Cut Point Math	9	14	18
Minimum % Increase	*Move up one level or remain "On Track"*		

Circle: Subtests of Phonological Awareness and Math will be used to determine growth. Student growth will be tracked based on the percentage of students who either increase a performance level from Wave 1 to Wave 3 or remain "On Track" from Wave 1 to Wave 3.

District Created PreTest / STAAR Post Test (5th/8th Science, 8th Social Studies, US History & Biology)						
Level	Low Did Not Meet	High Did Not Meet	Approaches	High Approaches	Meets	Masters
Pre-Test	Scale score correlated to each subject level	Scale score correlated to each subject level	Scale score correlated to each subject level	Scale score correlated to each subject level	Scale score correlated to each subject level	Scale score correlated to each subject level
Minimum % Increase	*Maintains Meets or Masters, or improves one performance level above DNM*					

The district will measure student growth based on the percentage of students who either increase by one performance level above DNM or meet the 'Meets' standard on their STAAR assessment. Growth will be tracked by comparing students' pre-test and post-test scores, with success defined as moving one level higher or achieving a score that meets the grade-level expectations for 'Meets' performance

9-12 Math & Reading (GenEd and SPED) (excluding Algebra 1, English 1 and 2); 6-12 Science and Social Studies (Excluding 8th Science and 8th Social Studies, Biology and US History)					
Level	1	2	3	4	5
Pre-Test	0-20%	21-40%	41-60%	61-80%	81%
Minimum % Increase *Points*	20%	15%	10%	5%	Maintain

CTE					
Level	1	2	3	4	5
Pre-Test	0-20%	21-40%	41-60%	61-80%	81%
Minimum % Increase *Points*	25%	20%	15%	10%	Maintain

Student growth will be calculated from our annual BOY and EOY administrations for approved Community ISD TIA assessments using a Percent Increase Model, whereby the difference in raw score from the BOY to the EOY assessment will determine the amount of growth for the student for the data collection year.

Community ISD TIA Assessments and Growth Measures

- **Circle:** "The CIRCLE Progress Monitoring System is a user-friendly, technology-driven tool that enables teachers to assess a child's progress in a particular skill area almost instantly. This simplistic yet reliable data collection prompts teachers to focus on lessons that target their students' least developed skill areas." For TIA assessments that include Circle, subtests of Phonological Awareness and Math will be used to determine growth. For growth, students will increase one level or maintain the highest level.
- **District Created:** Community ISD Curriculum and Instruction Department will develop high-quality assessments that are uploaded in DMAC. For TIA Assessments that include District Created assessments, a percent increase model will be used to determine growth as indicated in the above table.
- **EOC/STAAR:** "STAAR is the state's testing program and is based on state curriculum standards in core subjects including reading, writing, mathematics, science, and social studies. STAAR tests are designed to measure what students are learning in each grade and whether or not they are ready for the next grade. The goal is to ensure that all students receive what they need to be academically successful. Meeting these individual student needs depends greatly on schools, parents, and community members working together." For TIA assessments that include STAAR, either STAAR/EOC expected growth from previous year STAAR to current year STAAR or a percent increase model will be used to determine student growth as outlined in the above table.
- **iReady:** The i-Ready Assessment suite provides the data teachers need to target instruction where it's needed most. The information it delivers is based on industry-leading assessment design concepts and backed by extensive validity evidence. Student growth will be measured by the percentage of students meeting the expected iReady growth from BOY to EOY.
- **Industry Cert. Exams (ICEV/Edmentum):** The district uses Industry Certification Exams (ICEV) to evaluate students in career and technical education (CTE) courses. These assessments are designed to measure industry-recognized skills and knowledge in specific career fields, such as automotive, business, and healthcare. These exams are developed in collaboration with industry professionals to ensure their alignment with the competencies and standards required for professional certification. The district uses these exams because they are both reliable and valid measures of a student's readiness for industry certification.
- **CTE 3rd party post-tests:** ***Automotive Service Excellence, Certiport, GMetrix, National Healthcareer Association, Pearson, PSI, National Center for Construction Education and Research, Texas State Florist Association:*** These assessments are developed and maintained by industry leaders and are aligned with the skills and knowledge needed for each specific career pathway. Each third-party assessment is regularly reviewed for validity and reliability to ensure that it accurately measures student achievement and readiness for professional certification in various fields.
- **The Texas Success Initiative (TSI):** TSI is used to measure college readiness and is aligned with state expectations for postsecondary success. It is a valid and reliable assessment for determining a student's preparedness for college-level coursework in Texas. The TSI exam is aligned to the Texas higher education standards and is regularly updated to ensure it remains an effective tool for determining college readiness.

TIA Assessment Chart				
Grade	**Reading**	**Math**	**Science**	**Social Studies**
4-12 Lifeskills	STAAR Alt Growth Measure	STAAR Alt Growth Measure	STAAR Alt Growth Measure	STAAR Alt Growth Measure
PreK & ECSE	CLI Circle	CLI Circle	-	-
Kinder	iReady	iReady	-	-
Grade 1	iReady	iReady	-	-
Grade 2	iReady	iReady	-	-
Grade 3	iReady	iReady	-	-
Grade 4	STAAR Growth Measure	STAAR Growth Measure	-	-
Grade 5	STAAR Growth Measure	STAAR Growth Measure	DC BOY | STAAR	-
Grade 6	STAAR Growth Measure	STAAR Growth Measure	DC BOY | DC EOY	DC BOY | DC EOY
Grade 7	STAAR Growth Measure	STAAR Growth Measure	DC BOY | DC EOY	DC BOY | DC EOY
Grade 8	STAAR Growth Measure	STAAR Growth Measure	DC BOY | STAAR	DC BOY | STAAR
**Eligible Teachers without a class roster must have a minimum of 15 students on their caseload*				

Grade	**Course**	**Measure**
Grades 8,9	Algebra I	STAAR Growth Measure
Grades 9-12	Algebra II, Geometry, Pre-Calculus, Math Models	DC BOY | DC EOY
Grade 9,10	Biology	DC BOY | STAAR
Grades 9-12	Chemistry, Physics, IPC, Environmental Systems	DC BOY | DC EOY
Grade 9,10	English I, English II	STAAR Growth Measure
Grade 11,12	English III, English IV	DC BOY | DC EOY
Grade 11	US History	DC BOY | STAAR
Grades 9-12	World Geography, World History	DC BOY | DC EOY
**Eligible teachers must teach a minimum of 15 students in the course to be eligible*		

Select Courses in CTE		
Cluster	**Course**	**Measure**
Agriculture, Food, & Natural Resources	Principles of Agriculture, Food, & Natural Resources, Livestock Production w/Lab, Advanced Animal Science, Agricultural Mechanics and Metal Technologies	ICEV Pre | ICEV Post
	Floral Design	ICEV Pre | ICEV Post
Architecture & Construction	Principles of Construction	ICEV Pre | ICEV Post
Arts, Audio Visual Technology & Communications	AV Production 2/Lab	Adobe Photoshop Certification GMetrix PreTest | Certiport Post Test
	Principles of Business	ICEV Pre | ICEV Post
Business, Marketing, and Finance	Entrepreneurship II	Entrepreneurship and Small Business Certification Gmetrix Pre Test | Certiport Post Test
	Entrepreneurship I, Business Information Management I	Edmentum Pre | Edmentum Post
Education & Training	Instructional Practices	ICEV Pre | ICEV Post
Health Science	Health Science Theory	Edmentum Pre | Edmentum Post
	Practicum in Health Science	NHA-EKG Cert Pre | Post
Human Services	Family and Community Services	ICEV Pre | ICEV Post
	Cosmetology II/ Lab	Cosmetology II Cengage Milady Pre | TDLR Post
Informational Technology	Computer Science 2	Edmentum Pre | Edmentum Post
	Computer Maintenance	Pearson Comp TIA Certification Pre | Post
Middle School Course	Career and College Exploration (Grades 6-8)	ICEV Pre | ICEV Post
Transportation, Distribution, & Logistics	Automotive Technology II	ASE/G1 Maintenance Pre | Post
**Eligible teachers must teach a minimum of 15 students in the course to be eligible*		

TIA Spending Plan

Per TEA guidelines, 90% of all TIA generated must be dispersed to the campus where the designated teacher teaches. CISD's TIA spending plan provides that all 90% of those funds will be distributed directly to the designated teacher that generated the allotment. The District will retain 10% of each allotment generated to support CISD's Local TIA Designation Program..

Eligible teachers will receive the allotment payment in August on the final payroll date of the contracted school year. Payments are made based on the previous year's data capture. (i.e. data capture year 25-26 will be paid in August 2027.)

Impact of Compensation

Actual TIA compensation amounts distributed will include deductions for federal income tax, Medicare tax and TRS contributions (employee and District contribution) as part of an employee's annual wages reported to the state and federal governments, as well as the Teacher Retirement System (TRS). TIA compensation supplemental pay will be eligible for use when calculating TRS retirement benefits.