

Teacher Incentive Allotment - FAQ

Eligibility & Participation

Am I eligible to participate in TIA?

Teachers must meet state and district eligibility requirements, including serving as a Primary Teacher of Record and meeting a Creditable Year of Service as determined by HR.

TIA Eligible Teachers		
	Cohort 1	Cohort 2
Elementary	Math (Gr. K-5), RLA (Gr. K-5), Science (Gr. 3-5)	PreK4, Physical Education (Gr. 1, 4), Art (Gr. 1, 4), Music (Gr. 1,3), Theatre (Gr. 1)
Middle School	Math, RLA, Science	Physical Education (Gr. 6-8), Health Education (Gr. 7-8), Dance, Art (Gr. 6-8), Band, Choir, Orchestra, Theatre (Gr. 6-8), ESL
High School	English I & II, Algebra I & II, Geometry, Biology	Skills-Based Lifetime Activities (Gr. 9-12), Health I (Gr. 9-12), Art I and Art II (Gr. 9-12), Dance (Gr. 9-12), Band and Orchestra I, II, III, IV (Gr. 9-12), Piano Technician (Gr. 9-12), Technical Theatre I, Theatre I, ESL

What do I need to know about student continuity?

Another eligibility requirement includes an eligible teacher having roster continuity of 50% from October snapshot date to February snapshot date.

Performance Measures

What measures are used to determine a designation?

FBISD uses:

- T-TESS (Domains 1-4)
- Student growth measure
- Schoolwide Growth

Please review [this scorecard video](#) to learn more about how scores are calculated.

How much does my T-TESS score impact my designation?

T-TESS is one of the required components and contributes to the overall designation score weighted at 30%.

What is the minimum T-TESS score required?

A teacher's overall average on their T-TESS Summative must still meet the district-established minimum of 3.5 for Domains 2 & 3, which was adopted using statewide performance averages as a benchmark.

If I receive a Developing rating on one dimension, am I disqualified?

No. A Developing rating on an individual dimension does not automatically disqualify a teacher, provided all other performance standards are met.

How is student growth measured?

At least 50% of eligible students must have Met Growth from the BOY to EOY Growth Assessment. Eligible students would have taken the BOY Growth Assessment, been rostered in eligible classes for the Fall and Winter PEIMS Snapshots, and taken the EOY Growth Assessment.

Designation Process**How are designations determined?**

Teachers' observation and student growth data are combined according to the district's approved weighting and scoring methodology.

Who reviews and approves the data?

The district submits data for validation. Following validation and review, the state determines designation eligibility.

Can I see my data before it is submitted?

You will be given opportunities to verify roster information and review data before submission.

Timeline**When will I know if I earned a designation?**

For eligible teachers during the Data Capture Year, designations are awarded after validation and state review which occurs in the spring of the following school year.

When will FBISD submit data?

Since FBISD is an application approved district, we will submit data annually for all eligible teachers.

Compensation**How much money will I receive if I earn a designation?**

The amount varies based on:

- Designation level
- Campus characteristics
- State funding formulas

You can visit the [TIA Funding Map](#) for additional information.

When would I begin receiving TIA compensation?

Teachers receive compensation after the designation is officially awarded and funding is allocated to the district. All funds must be disbursed by August 31.

Is the compensation a one-time bonus?

No. Designations generate annual allotment funding for the duration of the designation, provided the teacher remains eligible under state and local requirements.

What percentage of TIA funds goes directly to teachers?

FBISD's approved spending plan allocates 90% of TIA funds directly to designated teachers and 10% for district administration and teacher support systems. The total funds allotted to the teacher will include both direct compensation and reflect deductions for applicable employer and employee taxes and TRS contributions. TIA compensation stipends will be included in the annual wages reported to TRS and will be factored into the calculation of retirement benefits. TRS benefits are subject to TRS rules and regulations.

Future Years**If I don't earn a designation this year, will my data continue being submitted?**

Yes. Any eligible teachers' data will be submitted.

Can I “level up” my designation level later?

Yes. Teachers may earn a higher designation level through future data submissions if they meet the performance standards. Only one designation is active at one time. The higher designation goes into effect.

If I change campuses, do I keep my designation?

Yes. Designations belong to the teacher, although compensation amounts may vary based on assignment and campus characteristics.

How long does a designation last?

State designations are valid for five years. After this, the district will engage in a renewal process with TEA.

Where can I learn more?

Teachers can review the district's TIA website, handbook, FAQ document, training modules in the Video Library, and contact the TIA support team at FBISDTIA@fortbendisd.gov for assistance.