DENTON
INDEPENDENT SCHOOL DISTRICT

TIA GUIDEBOOK
DENTON ISD
2026-2027

TEACHER INCENTIVE ALLOTMENT

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This is a working document and is subject to change

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TEACHER INCENTIVE ALLOTMENT

Overview

The Texas Education Agency's Teacher Incentive Allotment (TIA) was established by House Bill 3 (HB 3), which was passed by the 86th Texas Legislature in 2019 and signed into law by Governor Abbott on June 11, 2019. The goal of the TIA is to provide a realistic pathway to a six-figure salary for teachers to help recruit, support, and retain highly effective teachers in all schools, particularly in high-needs and rural schools.

HB 3 established the TIA to recognize effective teachers on three different levels: Recognized, Exemplary, and Master. A fourth level, Acknowledged, was introduced with the 2025-2026 data collection year. These teacher designations generate additional teacher-focused allotment funding for districts for them to reward their top performers (http://tiatexas.org).

Teachers earn designations through two different routes:

- National Board Certification (automatic Lowest Level of TIA designation)
- Local Teacher Designation System (TEC Sec. 21.3521)

Denton ISD's implementation begins during the 2025-2026 school year. The TIA provides a pathway to financially recognize top teachers and serves as a great opportunity to honor the hard work of Denton ISD's teachers.

This **will not** replace the district's current pay structure. A stipend, paid with funds received from TEA, will be issued to those who are eligible for compensation under TIA. The TIA payment is credited in the Teacher Retirement System (TRS) and will be used in retirement benefit calculations.

TIA IN DENTON ISD

Why is Denton ISD Participating in the TIA?

Denton Independent School District has been committed to providing quality education since it was founded in 1882. The district – located about 25 miles north of Dallas and Fort Worth – encompasses 186 square miles and contains all or parts of 18 cities, communities, or major developments. Although it covers a large area, Denton ISD's unique small-town community environment separates it from the growing, larger suburban school districts within the Dallas-Fort Worth Metroplex. Denton ISD is able to offer all the programs available from larger school districts while maintaining a small community climate.

Denton ISD's mission is empowering lifelong learners to be engaged citizens who positively impact their local and global community. The TIA program will help us recruit and retain top educators. Our teachers' commitment is not only seen through the exceptional teaching and learning that takes place every day, but also through the relationships that they build with students, the mentoring and support they offer, and their daily encouragement that lead to student success.

The TIA will allow Denton ISD to reward and recognize the effort of our best and most successful educators in our noble profession. It is exciting to be able to supplement teacher earnings, and we are honored to work and collaborate with the very best educators in our state and nation. We look forward to celebrating Denton ISD staff members as they -- and their students -- benefit from this innovative program.

DESIGNATIONS

What is a TIA Designation?

House Bill 3 (HB 3) established the Teacher Incentive Allotment (TIA) to recognize effective teachers at four distinct levels: Master, Exemplary, Recognized, and Acknowledged. These teacher designations generate additional teacher-focused allotment funding for districts to reward and retain their most effective teachers.

Master Teacher
Master level teacher designation indicates that the identified teacher has achieved a level of teacher appraisal and student growth performance that places them in a level commensurate with the top 5% of teachers statewide.

Exemplary Teacher
Exemplary level teacher designation indicates that the identified teacher has achieved a level of teacher appraisal and student growth performance that places them in a commensurate level with the top 20% of teachers statewide.

Recognized Teacher
Recognized level teacher designation indicates that the identified teacher has achieved a level of teacher appraisal and student growth performance that places them in a level commensurate with the top 33% of teachers statewide.

Acknowledged Teacher
Acknowledged level teacher designation indicates that the identified teacher has achieved a level of teacher appraisal and student growth performance that places them in a level commensurate with the top 50% of teachers statewide.

The lowest level of TIA Designation can be earned through the Local Teacher Designation System or through National Board Certification.

Pathways to Designation

The lowest level of TIA designation may be earned through National Board Certification. National Board Certification is available in 25 certificate areas across 16 disciplines with emphasis on grade levels from PK through 12th grade. Denton ISD staff who possess a National Board Certification should contact the Human Capital Management Department to provide the necessary documentation.

National Board Certification

National Board Certification automatically qualifies any teacher for the lowest level of TIA designation regardless of teaching assignment, but the teacher must be PEIMS-coded as 087. Staff interested in pursuing National Board Certification are encouraged to consult the National Board for Professional Teaching Standards site for more information.

National Board-Certified Teachers (NBCTs) are eligible to earn the lowest level of TIA designation if they meet the following criteria:

- Hold an active National Board certification.
- NBCT directory listing reflects Texas residency and/or employment.
- Reported by the Texas school system in a role ID coded as 087 during that year's Class Roster Winter Submission in February.
- Once earned, the designation will remain active until the July following the expiration of the National Board certificate.
- NBCTs are eligible for higher designations through the Local Teacher Designation System.

National Board teachers are eligible to generate an allotment for their district if they meet the following criteria:

- Employed and compensated by a Texas school system in a role ID coded as 087 for at least 90 days at 100% of the day or 180 days at 50-99% of the day.
- Reported by the Texas school system in a role ID coded as 087 during that year's Class Roster Winter Submission in February.

Local Teacher Designation System

Teachers are eligible to earn a designation through a local designation system if they meet the following criteria:

- Employed by the recommending district in a role ID coded as 087
- Employed and compensated by the recommending district in a role ID coded as 087 for at least 90 days at 100% of the day or 180 days at 50-99% of the day.
- Not currently designated by a local designation system unless being recommended for a higher designation or in the last year of a teacher designation.
- All designated teachers are eligible to generate an allotment for their district if they meet the following criteria:
- Employed and compensated by a Texas school system in a role ID coded as 087 for at least 90 days at 100% of the day or 180 days at 50-99% of the day.
- Reported by the Texas school system in a role ID coded as 087 during that year's Class Roster Winter Submission in February.

Local Designation System Requirements

House Bill 3 provides districts with local control and flexibility in choosing how to evaluate teachers and assign designations. The designation system must include both teacher observation and a student performance component:

- Teacher Observation based on T-TESS Domains 2 and 3
- Student Growth Measures Determined by the District. These can include pre- and post-tests, value-added measures, student learning objectives (SLOs), and portfolios. District application must show evidence of validity and reliability.

The systems must be submitted to TEA for approval and undergo a data- validation process, which will be conducted by Texas Tech University. As part of the validation process, Texas Tech will:

- Review alignment between teacher observation ratings and student performance ratings.
- Review alignment between student performance ratings and value-added ratings for applicable teachers.
- Review data validity by appraiser/rater, by campus, across campuses in a district, and by teaching assignment.
- Compare district data to state data by comparing the percentage of teachers a district puts forth for designation to overall district performance.

Denton ISD's Local Designation System

For the 2026-2027 school year, TIA may be earned by teachers in TIA eligible positions at any Denton ISD campus.

The designation system in Denton ISD includes the following components:

Teacher Observation based on T-TESS:
Teachers in the TIA Eligibility Band will receive a full evaluation, including formal observation. The results of the End of Year conference in domains 2 and 3 will be used to fulfill this component.

Student Growth Measures:
In 2026-2027, the growth measures used will be

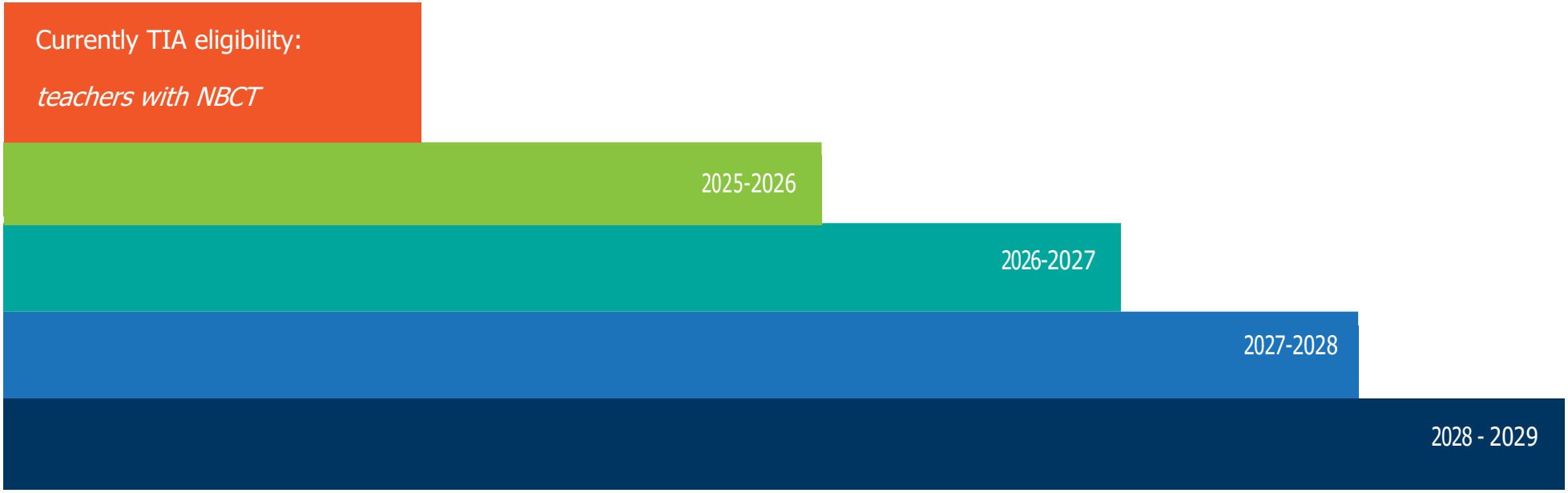
- Pre-Kindergarten: CIRCLE. Teachers in eligibility band administer CIRCLE as scheduled by the district. The district calculates individual student growth.
- Kinder – 5th Reading and Math: IREADY. Teachers in the eligibility band administer IREADY to all their students. If a teacher has students who take more than one IREADY contents, all growth scores will be used in the factoring of the designation components.
- 6^{th} – 8^{th} Math & Reading, English I, English II: STAAR. Teachers in the eligibility band administer EOY STAAR to all their students. The district uses the students' prior year STAAR result alongside the state's STAAR tables to calculate individual student growth.
- Health Science Theory, Principles of Health Science Theory: District Created Pre/Post Test. Teachers in the eligibility band administer District created Pre/Post test to all their students. The district calculates individual student growth.

ELIGIBILITY

Phased-in Approach

Denton ISD envisions every teacher to ultimately be eligible for this additional funding. However, Denton ISD does not currently have growth measures in all grades and subjects. The phased-in approach provides the district time to develop growth measures in other subject areas and to pilot them to ensure validity and reliability. Once a teacher's eligibility band is added, it is part of the designation system indefinitely.

Teaching assignments will be added annually to include eligibility for all teachers. The phased-in approach is subject to change.



TIA Requirements for Designation

TIA Evaluation Frequency

Evaluation of teacher eligibility for a TIA designation is considered annually. This means that every year a teacher receives a T-TESS evaluation and has available student growth measure data, the teacher's TIA score will be calculated, and the teacher has an opportunity to meet TIA eligibility:

- Teachers with an existing TIA designation will be resubmitted for a higher designation within their five-year valid TIA designation period if a subsequent year performance earns a higher TIA designation
- Teachers with an existing TIA designation will not be resubmitted to lower a TIA designation within their five-year valid TIA designation period.

TEA Performance Standards

To implement the Teacher Incentive Allotment, House Bill 3 also requires the setting of "performance and validity standards" to ensure that the identification of highly effective teachers under the four designation categories - Master, Exemplary, Recognized, and Acknowledged - yields reliable and comparable results across the state. The performance standards for T-TESS evaluations and student growth are listed below.

Teacher Performance

TIA establishes a priority emphasis on Domains 2 and 3 (Instruction and Learning Environment) of the T-TESS rubric. To be eligible for a TIA-designation, teachers must earn a rating of proficient or higher on each of the eight dimensions measured across Domains 2 and 3 during the data capture year.
Based on an analysis of statewide T-TESS observation data, TEA has identified score averages across Domains 2 and 3 of T-TESS:

- Acknowledged designation ≥ 3.5
- Recognized designation ≥ 3.7
- Exemplary designation ≥ 3.9
- Master designation ≥ 4.5

More information can be found in TEA's Teacher Observation Performance Standards document.

Student Growth

To be eligible for a TIA-designation, teachers must earn a student growth outcome during the data capture year. TEA established these expectations based on statewide performance expectations:

- Acknowledged designation ≥ 50%
- Recognized designation ≥ 55%
- Exemplary designation ≥ 60%
- Master designation ≥ 70%

More information can be found in TEA's Student Growth Performance Standards.

Final District Standards 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 decisions for Observation and Growth, as well as the inclusion of minimum performance requirements. Once analysis is complete, information is made publicly available.

TEACHER EVALUATION

Requirements for Designations

The Texas Teacher Evaluation & Support System (T-TESS) is the state-adopted teacher appraisal instrument. T-TESS includes three components aimed at capturing the holistic nature of teaching and developing teacher habits for continuous improvement:

1. Goal setting and professional development plan;
2. Pre-conference, observation, and post-conference (i.e., appraisal cycle); and
3. Student growth

For the Texas Incentive Allotment (TIA), Denton ISD calculates T-TESS dimension scores and an average score for the 8 Dimensions in Domains 2 and 3 of T-TESS.

Dimension Scores

There are eight dimensions in Domains 2 and 3 on the T-TESS rubric:

Instruction (Domain 2)

- Dimension 2.1 Achieving Expectations
- Dimension 2.2 Content Knowledge and Expertise
- Dimension 2.3 Communication
- Dimension 2.4 Differentiation
- Dimension 2.5 Monitor and Adjust

Learning Environment (Domain 3)

- Dimension 3.1 Classroom Environment, Routines, and Procedures
- Dimension 3.2 Managing Student Behavior
- Dimension 3.3 Classroom Culture

Each dimension is scored on a scale of 1-5 in the order as follows:

1. Improvement Needed
2. Developing
3. Proficient
4. Accomplished
5. Distinguished

STUDENT GROWTH MEASURE

Requirements for Designations

Student growth is calculated for all students that have a TIA-designated fall and spring assessment. Student growth performance is associated with individual teachers based on the following enrollment criteria:

- Teacher of record at beginning of year (October snapshot date)
- Teacher of record at end-of-year assessment (April/May)

Growth measures vary depending on the course. Districts must determine the type of assessment each course will use to measure growth during the application phase. Student growth will be calculated at the teacher level, combined across all assessed content areas for which the teacher has assigned teaching responsibilities.

In order for teachers to receive a student growth measure, there must be at least six (6) unique student growth records across assigned students and content areas.

Student Growth Instrument

The instrument used to measure student growth depends on the grade level and subject area:

- IREADY Growth is used for K – 5th ELAR and Mathematics
- CIRCLE is used for pre-kindergarten
- Prior Year STAAR/End of Year STAAR is used for 6^{th} – 8^{th} Math & Reading, English I, English II, Algebra I.
- District Created Pre/Post Test is used for Health Science Theory and Principles of Health Science Theory.

Calculating Student Growth

For CIRCLE growth, student growth is calculated as the percentage of students who meet or exceed their locally determined projected growth from the fall (BOY) administration (October snapshot of students in a teacher's class) to the spring (EOY) administration. The district will use local historical data, alongside feedback from stakeholders and district leaders, as well as the national data on this assessment, to set the growth target point increase from Wave 1 to Wave 3 for CIRCLE.

For IREADY growth, student growth is calculated as the percentage of students who meet or exceed their projected growth from the fall (BOY) administration (October snapshot of students in a teacher's class) to the spring (EOY) administration.

For STAAR Academic Measure, student growth is calculated by the state as the percentage of students who meet or exceed their projected growth from the prior year STAAR administration (October snapshot of students in a teacher's class) to the spring (EOY) administration.

For DISTRICT CREATED PRE/POST TEST, student growth is calculated as the percentage of students who meet or exceed their projected growth from the fall (BOY) administration (October snapshot of students in a teacher's class) to the spring (EOY) administration using a graduated percent increase model.

The number of students meeting growth expectations and the number of assessed students, regardless of which

assessment type and content area, are combined to determine the collective percentage of students meeting (or exceeding) growth.

Additional Student Growth Calculation Considerations:

Bilingual Students: If students test in both languages at BOY and EOY, both scores will be included in TIA calculations. For CIRCLE and IREADY, the BOY language of assessment must match the EOY language of assessment to be included in the calculations.

Bilingual students are scheduled to Language Arts. When they have two teachers, one is listed as primary and one as secondary, both would be eligible for TIA consideration since both support the student in Language Arts.

K-1 it is recommended that students take i-Ready in Spanish, however, campuses have the option for English with a campus committee. Starting in 2nd grade it could be either. However, students must use the same language in i-Ready for the entirety of the school year.

Students who are double blocked for a course, for example a student who is scheduled for two math courses with the same teacher, the student will count once. If the teachers are different, the student is included in TIA calculations for both teachers.

Additional Teaching Assignment Eligibility:

Dyslexia, ESL, Special education inclusion & resource teachers: Student rosters are collected in the fall and confirmed in the spring. Student data from TIA eligible courses is used for calculating student growth.

Academic Intervention teachers: Student rosters are collected in the fall only. Student data from TIA eligible courses is used for calculating student growth.

TIA Eligible Courses for 2026-2027:

Service ID	Service Description (Content/Grade-Level)	Subject Description	Grade Level
03100500	ALGEBRA I	MATHEMATICS	GRADES 9-12
03100507	ALGEBRA I	MATHEMATICS	GRADES 9-12
03220100	ENGLISH I	ENGLISH LANGUAGE ARTS	GRADES 9-12
03200600	ENGLISH I FOR SPEAKERS OF OTHER LANGUAGES	ENGLISH LANGUAGE ARTS	GRADES 9-12
03220107	ENGLISH I	ENGLISH LANGUAGE ARTS	GRADES 9-12
03220200	ENGLISH II	ENGLISH LANGUAGE ARTS	GRADES 9-12
03200700	ENGLISH II FOR SPEAKERS OF OTHER LANGUAGES	ENGLISH LANGUAGE ARTS	GRADES 9-12
03220207	ENGLISH II	ENGLISH LANGUAGE ARTS	GRADES 9-12
02625010	ENGLISH LANGUAGE ARTS AND READING, GRADE 1	ENGLISH LANGUAGE ARTS	GRADE 1
02625020	ENGLISH LANGUAGE ARTS AND READING, GRADE 2	ENGLISH LANGUAGE ARTS	GRADE 2
02625030	ENGLISH LANGUAGE ARTS AND READING, GRADE 3	ENGLISH LANGUAGE ARTS	GRADE 3

02625040	ENGLISH LANGUAGE ARTS AND READING, GRADE 4	ENGLISH LANGUAGE ARTS	GRADE 4
02625050	ENGLISH LANGUAGE ARTS AND READING, GRADE 5	ENGLISH LANGUAGE ARTS	GRADE 5
03200510	ENGLISH LANGUAGE ARTS AND READING, GRADE 6	ENGLISH LANGUAGE ARTS	GRADE 6
03200520	ENGLISH LANGUAGE ARTS AND READING, GRADE 7	ENGLISH LANGUAGE ARTS	GRADE 7
03200530	ENGLISH LANGUAGE ARTS AND READING, GRADE 8	ENGLISH LANGUAGE ARTS	GRADE 8
02625001	ENGLISH LANGUAGE ARTS AND READING, KINDERGARTEN	ENGLISH LANGUAGE ARTS	KINDERGARTEN
02010000	GRADE 1	SELF-CONTAINED	GRADE 1
02020000	GRADE 2	SELF-CONTAINED	GRADE 2
13020400	HEALTH SCIENCE THEORY	CAREER & TECHNOLOGY EDUCATION	GRADES 9-12
01020000	KINDERGARTEN	SELF-CONTAINED	KINDERGARTEN
02441000	LANGUAGES OTHER THAN ENGLISH, GRADE 1 - SPANISH	FOREIGN LANGUAGE	GRADE 1
02442000	LANGUAGES OTHER THAN ENGLISH, GRADE 2 - SPANISH	FOREIGN LANGUAGE	GRADE 2
01440000	LANGUAGES OTHER THAN ENGLISH, KINDERGARTEN - SPANISH	FOREIGN LANGUAGE	KINDERGARTEN
02820000	MATHEMATICS, DEPARTMENTALIZED GRADE 6	MATHEMATICS	GRADE 6
02640010	MATHEMATICS, GRADE 1	MATHEMATICS	GRADE 1
02640020	MATHEMATICS, GRADE 2	MATHEMATICS	GRADE 2
02640030	MATHEMATICS, GRADE 3	MATHEMATICS	GRADE 3
02640040	MATHEMATICS, GRADE 4	MATHEMATICS	GRADE 4
02640050	MATHEMATICS, GRADE 5	MATHEMATICS	GRADE 5
02640060	MATHEMATICS, GRADE 6	MATHEMATICS	GRADE 6
03103000	MATHEMATICS, GRADE 7	MATHEMATICS	GRADE 7
03103100	MATHEMATICS, GRADE 8	MATHEMATICS	GRADE 8
02640005	MATHEMATICS, KINDERGARTEN	MATHEMATICS	KINDERGARTEN
01010000	PREKINDERGARTEN	SELF-CONTAINED	PRE-KINDERGARTEN
13020200	PRINCIPLES OF HEALTH SCIENCE	CAREER & TECHNOLOGY EDUCATION	GRADES 9-12
03273410	READING ELECTIVE, GRADE 6	ENGLISH LANGUAGE ARTS	GRADE 6
03273420	READING ELECTIVE, GRADE 7	ENGLISH LANGUAGE ARTS	GRADE 7
03273430	READING ELECTIVE, GRADE 8	ENGLISH LANGUAGE ARTS	GRADE 8
03103210	GRADE 6, MIDDLE SCHOOL ADVANCED MATHEMATICS	MATHEMATICS	GRADE 6
03103220	GRADE 7, MIDDLE SCHOOL ADVANCED MATHEMATICS	MATHEMATICS	GRADE 7
03103230	GRADE 8, MIDDLE SCHOOL ADVANCED MATHEMATICS, ALGEBRA I	MATHEMATICS	GRADE 8
03103310	LOCALLY DEVELOPED ADVANCED MATHEMATICS, GRADE 6	MATHEMATICS	GRADE 6
03103320	LOCALLY DEVELOPED ADVANCED MATHEMATICS, GRADE 7	MATHEMATICS	GRADE 7

Student Growth Measure Integrity

It is important to the integrity of Denton ISD's TIA System that student growth measures are administered fairly and consistently throughout the organization. To ensure that all students demonstrate their full potential on student growth measures, the following conditions must be met.

Student Growth Measure Security and Confidentiality

Maintaining security and confidentiality of student growth measures helps to ensure that student performance is accurately measured as a part of Denton ISD's TIA system. To maintain student growth measure security and confidentiality:

- Student growth measure test content should not be shared/discussed
- Student growth measure test administration procedures should be followed exactly as provided by the test provider
- Student growth measure test materials or student products shall be maintained in a secure location before, during, and after test administration
- Students must be actively monitored during student growth measure test administrations
- Students may not receive assistance to complete student growth measures, beyond what is allowable by the test provider or prescribed by a governing student committee as applicable to standardized assessment programs (e.g., STAAR, ARD, LPAC, 504, etc.).
- Suspected educator misconduct must be reported in a timely manner

Serious Student Growth Measure Testing Violations

The following educator conduct represents serious student growth measure testing violations to security and confidentiality:

- Directly or indirectly assisting students with responses to test questions
- Tampering with or falsifying student responses
- Discussing or disclosing test content or student responses, except as needed for data analysis and/or instructional decision-making
- Duplicating, recording, or electronically capturing test content or student responses, unless authorized to do so by test provider
- Exempting or preventing a student from participating in student growth measures
- Failing to implement sufficient procedures to prevent student cheating
- Encouraging or assisting an individual to engage in any conduct described above
- Failing to report an individual that has engaged in or is suspected of engaging in any conduct described above.

SCORING AND ELIGIBILITY

District Process

To determine annual teacher eligibility for a TIA designation, the following steps are completed at the district-level end-of-year analysis:

1	The Observation Component includes the T-TESS Domains 2 and 3 The Student Growth Component includes the percentage of students who met or exceeded growth for students across all TIA eligible courses
2	The Overall TIA Designation score chart used to identify four levels of designations of teachers. 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. The district may use the performance minimums to determine overall TIA Designations and/or a Weighted Composite Score to determine TIA Designation. Final TIA Criteria will be made publicly available once analysis is complete.
3	Individual teacher data is then verified to ensure that the component scores meet the district's performance criteria: • TEA requires the teacher to still be employed as a teacher at the time of TIA data submission. Data submission is typically in October following the completion of the data collection year • TEA does not permit the district to submit teachers demonstrating the same TIA designation level unless the current TIA designation is in its final year of their current TIA Designation period. • If performance criteria is met, TIA designation is submitted to the State for data review; pending TEA data validation, TIA designation is attached to teacher's teaching certificate for a period of 5 years. • If performance criteria is not met, no TIA designation is submitted to the State.

TIA Designation Score Chart For exemplar purposes only:

Final District Standards 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 decisions for Observation and Growth, as well as the inclusion of minimum performance requirements. Once analysis is complete, information is made publicly available.

TEACHER NAME:	Campus Name:
RECOMMENDED DESIGNATION LEVEL:	
*This is the recommended designation from Denton ISD; however, **TEA is the final approver for designation levels**.*	

PARTICIPATION ELIGIBILITY CHECKLIST	
Employed with Denton ISD in an eligible TIA Teaching Assignment	
Complete T-TESS, with a score of Proficient or higher in all dimensions of Domain 2 and 3	
Teacher has a minimum of 6 student scores available	
Does the teacher meet the eligibility requirements?	

PERFORMANCE COMPONENTS		
TEACHER OBSERVATION COMPONENT	Minimum Average T-TESS Earned to be Considered for Designation: 3.5	
	AVERAGE T-TESS T-TESS Dimensions, Domains 2 & 3	
TIA Observation Score Cut Points Acknowledged – 3.5, Recognized - 3.7, Exemplary - 3.9, Master - 4.5		

STUDENT GROWTH COMPONENT	Minimum % Students Met or Exceeded Growth Earned for Consideration: 50%	
	% STUDENTS MET OR EXCEEDED GROWTH	
TIA Student Growth Score Cut Points Acknowledged – 50%, Recognized - 55%, Exemplary - 60%, Master - 70%		

FINAL DESIGNATION	

Performance must be met in both Observation & Growth to earn the overall TIA Designation.

	AVERAGE T-TESS DOMAIN 2 & 3	% STUDENTS WHO MET OR EXCEEDED GROWTH
Acknowledged	3.5	50%
Recognized	3.7	55%
Exemplary	3.9	60%
Master	4.5	70%

Annual Score Card

Each year of the TIA evaluation cycle, TIA-eligible teachers will be provided with an annual score card. The purpose of the score card is to provide transparency within Denton ISD's TIA system. TIA score cards will provide teachers with an individualized report of the annual TIA outcomes based on their performance. Score card data elements will include:

- TIA designation level, as appropriate
- T-TESS average of all dimensions in Domain 2 & 3
- Percentage of students meeting or exceeding student growth

Evaluation Frequency

Evaluation of teachers eligible for a TIA designation is considered annually.
Teachers in an eligible-TIA band will receive T-TESS evaluations and have student growth measures calculated annually.

- Teachers with an existing TIA designation will not be annually resubmitted for the same level of TIA designation until they are entering their final year of their current TIA designation period.

- Teachers with an existing TIA designation will be resubmitted for a higher designation within their five-year valid TIA designation period if a subsequent year performance earns a higher TIA designation.

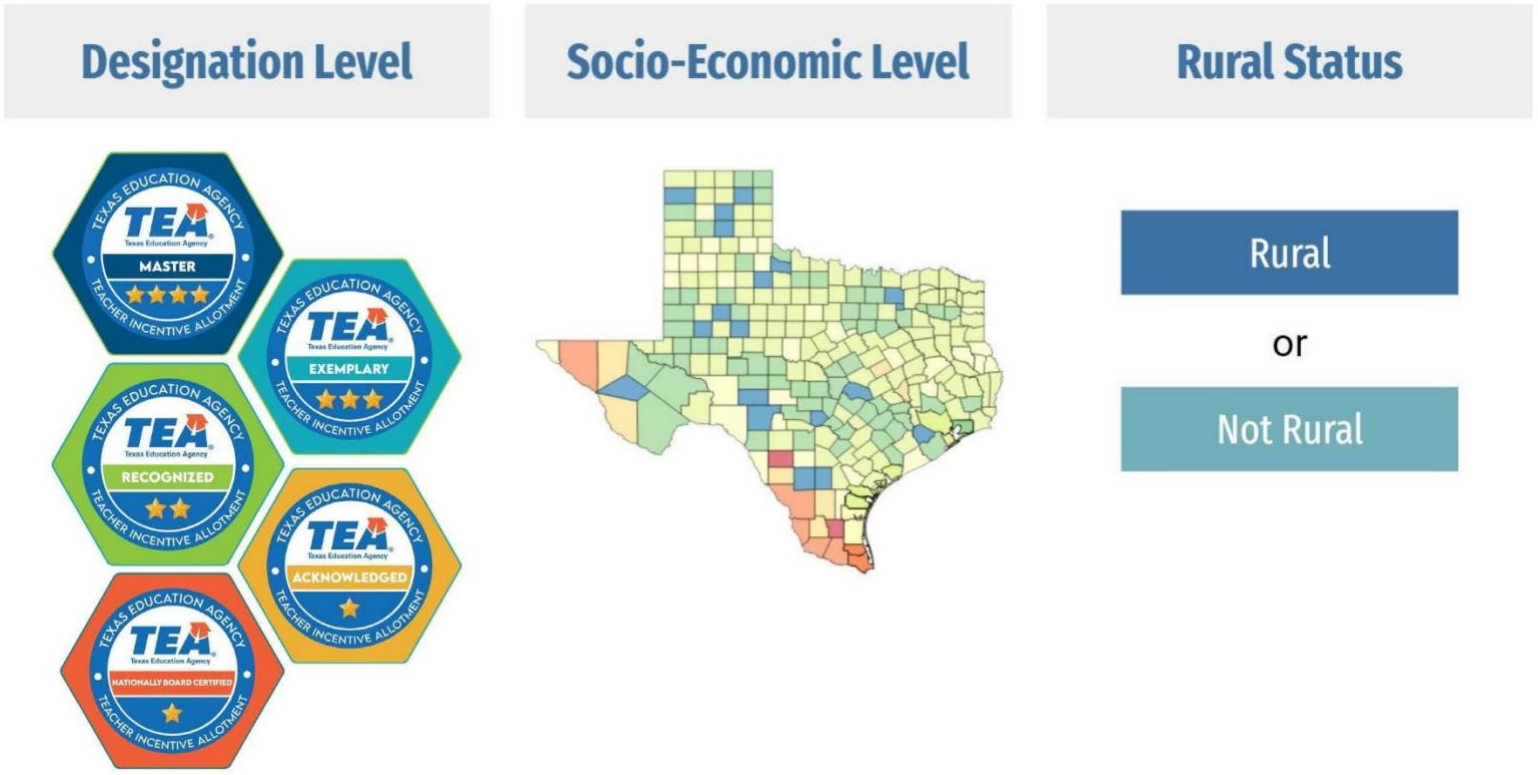
- Teachers with an existing TIA designation will not be resubmitted to lower a TIA designation within their five-year valid TIA designation period.

CAMPUS ALLOTMENT FACTORS & COMPENSATION

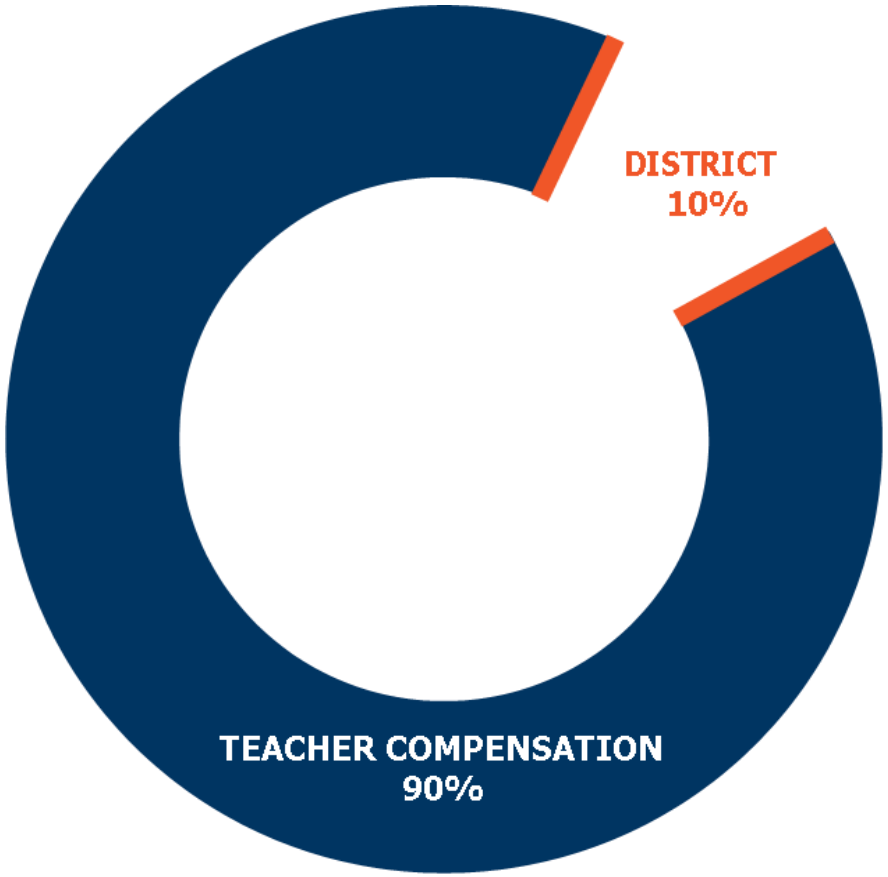
The TIA program is available to all Texas school districts and open-enrollment charter schools. The amount of TIA funds generated is determined by a formula that considers campus characteristics, including student socioeconomic status and campus location:

- Schools with greater student need based on socioeconomic factors generate more TIA funds per TIA designated teacher.
- Rural schools generate more TIA funds per TIA designated teacher based on a higher multiplier applied to students based on socioeconomic factors.

For more information about the TIA allotment calculations, see TEA's Teacher Incentive Allotment page. For more information about the specific amount of TIA funds generated by TIA designated teachers at every campus across the state, see Teacher Incentive Allotment Funding Map.



Distribution of Funds



The District has a clear, written plan to abide by the spending requirements in TEC 48.112, including spending at least 90% of the TIA funds awarded to the district on teacher compensation on the campus where the designated teacher works, a maximum of 10% of the district's allotment on implementing TIA and/or supporting teachers in earning designations.

COMPENSATION

Denton ISD Distribution Plan

- TIA-designated teachers in Denton ISD receive 90% of TIA funds.
- The District shall retain 10% of the TIA dollars to use as follows:
    - To support district oversight of the implementation of TIA and ongoing development of resources for TIA.
    - To provide professional development to support teachers in obtaining TIA Designations

Eligibility for Compensation

Teachers with a TIA designation will generate funds if they meet the following criteria:

- Are employed by the district as a teacher (087 Role ID)
- Met or will meet the creditable year of service requirement by the end of the school year

Amount and Frequency of Compensation

TIA compensation is an annual allotment provided by the State and subject to the availability of state funding allocations. 90% of TIA compensation must be distributed toward teacher compensation on the campus where a TIA teacher is designated.

- TIA-designated teachers will receive TIA compensation annually based on their TIA designation and TIA state funding for their campus assignment at the Winter snapshot date.
- Compensation will be distributed prior to August 31st

TRS Retirement Impact of Compensation

TIA compensation amounts will be included in the annual wages reported to the Teacher Retirement System (TRS) and will be used when calculating retirement benefits.

Movement of Teachers

- If a teacher moves campuses within the district during the school year, the teacher will receive the allotment of funds generated by the state at the campus where the teacher is teaching during Winter Roster Verification.
- If a teacher leaves Denton ISD prior to Winter Roster Verification, they will not receive TIA funds from Denton ISD.
- If a TIA designated teacher retires from Denton ISD after the Class Roster Winter Submission, the teacher will receive the funding amount allocated to them based on the TIA approved by TEA. These funds will be paid prior to August 31st.
- If a TIA designated teacher leaves Denton ISD for reasons other than retirement after the Class Roster Winter Submission but prior to funds being disbursed by the district, the teacher will not receive the funding amount allocated to them based on the TIA approved by TEA. The TIA funds will be re-distributed to teachers at the campus where the TIA designated teacher was employed at Class Roster Winter Submission.

Deduction Information

Employees are responsible for paying both the employee and employer benefit and tax costs. Actual TIA compensation amounts distributed will include deductions for federal income tax, Medicare tax, and TRS contributions as part of an employee's annual wages reported to the state and federal governments, as well as the Teacher Retirement System (TRS).

Please refer to the Denton ISD Employee Compensation Handbook for more information.

TIA TIMELINE

June 2026

Application Approval from TEA

School Year 2026-2027

Teacher Observation & Student Growth Data Collected

October 2027

Submit Designations and Data File to TEA & Texas Tech

February 2028

Receive Final Approval for Designees from TEA

August 2028

Teachers Receive Designation & Payout