Teacher Incentive Allotment (TIA)

Teacher Overview
2026-27

TIA Overview

What is TIA?

Learn about the core mission and overview of the allotment program.

Why TIA?

To recognize, reward, recruit, and retain effective teachers.

Our System

Teacher Focused Funding designed to reward classroom excellence.

Next Steps

Guidance on the designation process and upcoming milestones.



What is TIA?

The Teacher Incentive Allotment (TIA) Pathway



Accessible Pathway

Effective teachers earn a **higher income** while remaining in the classroom.

Sustainable funding written into statute (law) with no caps. This is **NOT** a grant or "program".

How TIA Works

Four Levels of Designation

Acknowledged
Recognized
Exemplary
Master

$3,000 to $36,000

Annual additional funding for each designated teacher

Prioritizes Hard-to-Staff Positions

Greater funding for high-needs and rural campuses

Teacher Focused Funding

90% of all TIA funds go towards teacher pay

Five Year Validity

Teachers retain designations for 5 years regardless of placement

Funding Per Designated Teacher



Acknowledged

$3,000 - $9,000



Recognized

$5,000 - $15,000



Exemplary

$9,000 - $25,000



Master

$12,000 - $36,000

Allotments are based on teacher designation level, campus socioeconomic level, and campus rural status.

Every Teacher Has The Potential to Be Designated

In order to be designated, teachers must at minimum meet these requirements:

Eligible Assignment

Be teaching in an eligible assignment as defined by the local system.

Employment Status

Employed and compensated by the recommending district in a teacher role for a creditable year of service.

Designation Criteria

Meet local criteria which **MUST** include student growth data and teacher observation data.

Certification

There are no specific certification requirements for TIA designation.

At Its Core, A Local Designation System is Comprised of Three Major Components

ELIGIBLE ASSIGNMENTS & CAMPUSES

All teaching assignments can be eligible for TIA as long as they have valid and reliable data from teacher observation scores and student growth data.

Some districts choose to start with a subset of eligible assignments and then expand their system later.

TEACHER PERFORMANCE DATA

Teacher observation data, student growth data, and data from optional components make up teacher performance data.

Districts use this data to determine teacher designations.

COMPENSATION PLAN

Districts must spend at least **90% of allotment funds on teacher compensation** where the teacher works.

Up to 10% may be used for system implementation or supporting teachers.

Three-Year, Two-Step Approval Process

Building an approved local designation system spans three years through a two-step process.

Year 1: Pre-App



Pre-Application

Districts engage with stakeholders and develop their local designation system.

Year 1: Application



System Application

Districts submit application to TEA and the TIA Teacher Buy-In Survey to TTU.

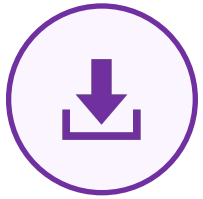
Year 2



Data Capture Year

Districts implement system and track growth and observations for a full school year.

Year 3



Data Submission

Submit prior year data to TTU for validation. TEA reviews for final approval.

Districts Report Dimension-Level Appraisal Data From All Observable Domains

TIA aligns the teacher observation requirements to T-TESS.

Districts that use T-TESS for their appraisal system already incorporate the requirements needed for TIA.

Appraisal Waivers are not allowed for any teacher in an eligible assignment during the Data Capture Year

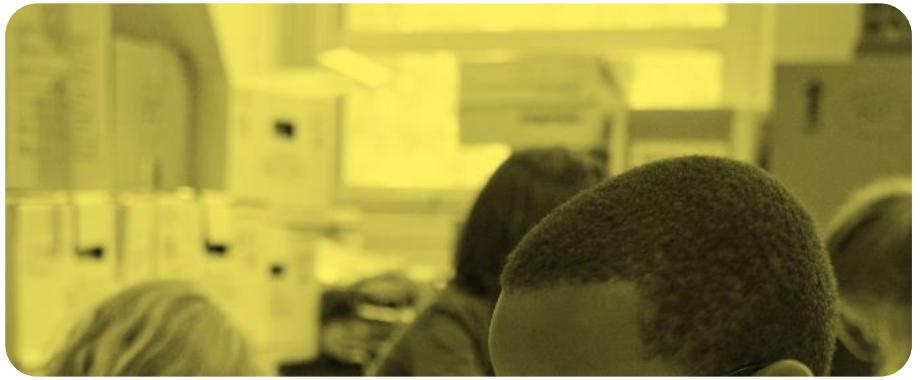
To earn a designation, a teacher must be rated Proficient on **7 of 8** observable dimensions.

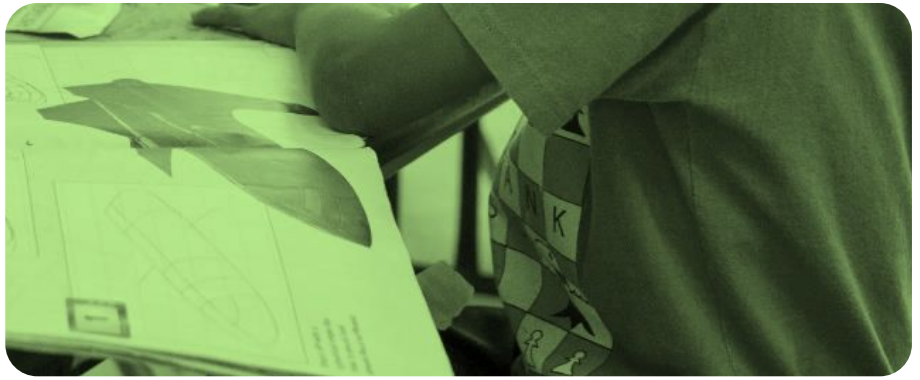
Ratings from Domains 2 and 3 are used when determining designations

Measuring Individual Student Growth – NOT Achievement

Student growth is measured by the **teacher's percentage of students who meet or exceed an expected growth target** over the course of a single school year.

Rather than using the magnitude of growth, effectiveness is measured by the impact teachers have on all students by setting **individualized growth targets**.





TIA Recognizes Four Different Student Growth Measures

Multiple growth measures may be used for a single eligible assignment.

Student Learning Objectives (SLOs)

Teachers set individual student growth targets and evaluate each student using Body of Evidence. Aligned with TexasSLO.org.

Portfolios

Measures a student's movement along a skill progression rubric with a collection of standards-aligned artifacts.

Pre-Test Post-Test

Involve the administration of a beginning of year pre-test and an end of year post-test. Tests must align directly to the standards of the course.

Value-Added Measures

Sets predicted scores based on multiple years of historical testing data across multiple contents using statistical modeling.

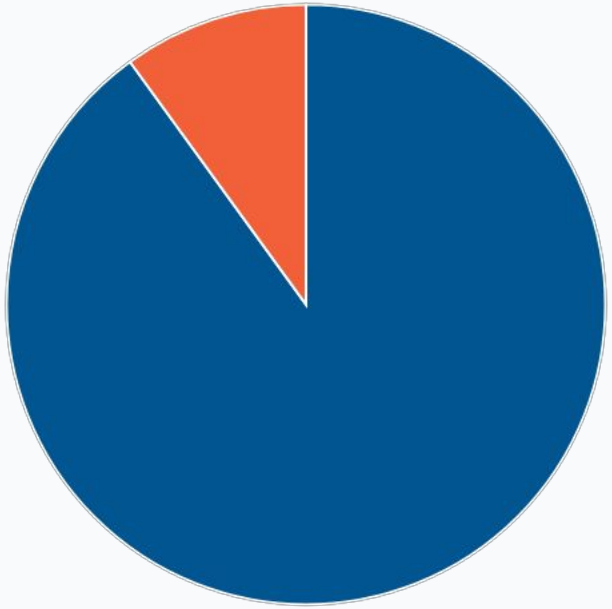
Statewide Performance Standards Guide Designations

Districts set local cut points for each level of designation. Any teacher that meets a local designation system's eligibility requirements and the minimum proficiency observation ratings may be submitted for designation. Districts may find that they have more or less than the numbers represented.

Designation	Statewide %	Obs Score (D2 & D3)	Student Growth %MEE
Acknowledged	Top 50%	3.5 / 70% of points	50%
Recognized	Top 33%	3.7 / 74% of points	55%
Exemplary	Top 20%	3.9 / 78% of points	60%
Master	Top 5%	4.5 / 90% of points	70%

90% Of All TIA Funds Must Go to Teacher Compensation

Understanding the sustainable funding structure of the Teacher Incentive Allotment.



Funding & Sustainability

- Teachers do not apply for TIA; allotments are additional state funding.
- Written into statute, ensuring a permanent and sustainable funding model.
- No caps on teacher designations or total allotment funds available.

Allotment Funding Amounts Differ Per Campus And Change Each Year Based on the Following Factors:

Base Allotment



Each designation level starts with a base amount and a multiplier rate.

Campus Socioeconomic Level



Determined by assigning a point value to each student based on the Compensatory Education block tier.

Campus Rural Status



Rural campuses receive a 2-tier boost to point value with a max value of Tier 5.

Reflection



With your Table Group:

Key Takeaways

What are your biggest takeaways from this overview about TIA?

Remaining Questions

What questions do you still have about the Teacher Incentive Allotment (TIA) program in general?

(Please save Rice CISD-specific questions for the district Q&A.)



Why TIA?

WHY TIA IS RIGHT FOR OUR DISTRICT



TIA Compliments & Enhances Established District Systems & Goals

Strategic Goals & Objectives



Strengthen Student Outcomes



Improve Teacher Retention



Increase Recruitment Rates



Reward Quality Instruction



Incentivize Hard-to-Staff Positions & High-Needs Schools



Support Educator Development



Encourage Professional Collaboration



Maintain a Competitive Market



RCISD

OUR LOCAL DESIGNATION SYSTEM

2026-27: Eligible Teachers and Student Growth

Grade Level / Course	Student Growth (Pre-/Post-Tests)	Who sets Expected Growth Target? How?
Pre-K	Circle/CLI	**District** Graduated Percent Increase
ECSE	Unique Learning System	**District** Graduated Percent Increase
4th-8th Math and Reading, Algebra I, English I, & English II (including SPED)	**STAAR**	**STAAR Transition Tables**
3rd Reading/Math, 5th Science, 8th Science/SS, US History, Biology (including SPED)	BOY Released STAAR / EOY STAAR	**District** Graduated Percent Increase
K-2 Reading/Math (including SPED)	mCLASS	**mCLASS** (Reading) **District** (Math)
SPED: Life Skills (Grades 4-11)	**STAAR-ALT**	**STAAR Transition Tables**
BIM	YouScience / Precision Exams	**District** Graduated Percent Increase
LOTE, Science, Social Studies, & CTE: Spanish I & II, Algebra II, Geometry, Chemistry, Physics, Science (Gr 6-7), Social Studies (Gr 6-7), Principles of Ag/Food/Nat Resources, Principles of Business/Mktg/Finance, Principles of Health Science, Intro to Culinary Arts, Cosmetology I	**TEKSready**	**District** Graduated Percent Increase

TIA Score Weights

50%

STUDENT GROWTH

40%

TEACHER OBSERVATION (T-TESS)

10%

TEACHER ATTENDANCE

RCISD TIA Scorecard

Student Growth Cut Points		
TIA Designation	**TIA Performance Standards**	**Student Growth Points**
Acknowledged	50%	50% * 50 points = 25
Recognized	55%	55% * 50 points = 27.5
Exemplary	60%	60% * 50 points = 30
Master	70%	70% * 50 points = 35

Teacher Observation Cut Points		
TIA Designation	**TIA Performance Standards**	**Points for Observation**
Acknowledged	3.5	3.5 * 8 = 28
Recognized	3.7	3.7 * 8 = 29.6
Exemplary	3.9	3.9 * 8 = 31.2
Master	4.5	4.5 * 8 = 36

Teacher Attendance	
Minimum Attendance %	**Attendance Chart Points**
3-4 days	8 points

Student Growth + Teacher Observation + Teacher Attendance		
Acknowledged	25 + 28 + 8	61
Recognized	27.5 + 29.6 + 8	65.1
Exemplary	30 + 31.2 + 8	69.2
Master	35 + 36 + 8	79

Composite Score Cut Points	
Acknowledged	61 - 65
Recognized	65.1 - 69.19
Exemplary	69.2 - 78.99
Master	78.99 - 100

RCISD TIA Scorecard: *Example*

Student Growth Points			
% of students who met/exceed projected growth		**Category Weight**	**Student Growth Points**
Formula: _____ (percent as decimal)	x	50	= _____
Example: .68 (68%)	x	50	= 34

Teacher Observation Points			
Average Observation Score		**8 Dimensions (T-TESS)**	**Teacher Observation Points**
Formula: _____	x	8	= _____
Example: 3.55	x	8	= 28.4

Teacher Attendance	
Minimum Attendance %	**Attendance Chart Points**
4 days	8 points

Student Growth + Teacher Observation + Teacher Attendance
Example: 34 + 28.4 + 8
Total = 70.4

Composite Score Cut Points	
Acknowledged	61 - 65
Recognized	65.1 - 69.19
Exemplary	69.2 - 78.99
Master	78.99 - 100

RCISD Teacher Attendance

Number of Days Absent	Attendance Percentage Points (maximum 10 points)
0-2 days	10%
3-4 Days	8%
5-6 days	7%
7 days	6%
8 days	5%
More than 8 days	No percentage points

2026-27: Eligible Teachers and Student Growth

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Graduated Percent Increase Model: *Categories*

Category	Pre-Test Score	Category Growth Points *(required amount increase)*
Category 1	0-20%	**25**
Category 2	20+%-40%	**20**
Category 3	40+%-60%	**15**
Category 4	60+%-80%	**10**
Category 5	80+% or higher	**Maintain Category**

Graduated Percent Increase Model: EXAMPLE

Student	Pre-Test Score	Category	Target post-test score	Actual Post-test score	Met Growth?
Camila	20%	1 (Required 25 points increase)	**45%** (20+25)	50%	Yes
Yaseen	35%	2 (Required 20 points increase)	**55%** (35+20)	50%	No
Cristobal	55%	3 (Required 15 points increase)	**70%** (55+15)	75%	Yes
Mina	75%	4 (Required 10 points increase)	**85%** (75+10)	88%	Yes
Kate	85%	5 (Maintain or higher)	**80% or higher**	84%	YES

Teacher Observation

01

Primary Goal

Develop continuous improvement through reflection and coaching.

02

The Rubric

T-TESS will be the rubric used. Appraisers must be certified.

03

Participation

Every teacher in an eligible teaching assignment must participate.

04

Standards

RCISD will utilize Statewide Performance Standards to guide Scorecard cut points.

Teacher Observation

Data Collection Points

- **Fall Observation (Unannounced)**
  45-minute observation within a 3-week window, conducted by Campus Admin.
- **Fall TIA Walkthrough**
  One walkthrough session conducted in the Fall.
- **Spring TIA Walkthrough**
  One walkthrough session conducted in the Spring.
- **External Admin Walkthrough**
  One TIA Walkthrough conducted by another Campus Admin or District Admin.

Walkthroughs

⏱️ 15-Minute Minimum

Each individual walkthrough session must be at least 15 minutes in duration.

🎯 Target Domains

Observations must strictly focus on assessing Domain 2 and Domain 3. Teachers must be proficient on 7 of 8 of the observable dimensions.

👥 Informal & Diverse

Conducted informally by a variety of trained staff members to ensure diverse feedback.

Teacher Attendance

01

Purpose & Impact

Teacher attendance has a significant influence on student success, especially during state-wide shortages.

Reduces discretionary time off to preserve critical class instruction time.

02

TIA Allotment

Attendance accounts for **10% of the designation points** for the Teacher Incentive Allotment.

Verification occurs at a minimum at the end of each semester.

03

Approved Leave

The following are **excluded** from the attendance count:

- School business (professional development, extracurriculars)
- Protected leave (FMLA, Court Appearances, local policy)

RCISD Teacher Attendance

Number of Days Absent	Attendance Percentage Points (maximum 10 points)
0-2 days	10%
3-4 Days	8%
5-6 days	7%
7 days	6%
8 days	5%
More than 8 days	No percentage points

RCISD Spending Plan

Allotment % for Designated Teacher	Allotment % for District
92%	**8%**
	The 8% allotment going toward the district will be used for stipends for district and campus staff who support the implementation of TIA in Rice CISD.

RCISD Spending Plan

EXAMPLE:

Allotment Generated based on Employed Designated Teacher= $15,000

Allotment % for Designated Teacher: 92%	Allotment % for District: 8%
$13,800 (before Taxes & TRS contributions)	$1,200

RCISD Spending Plan

Frequency of TIA Compensation

TIA compensation is an annual allotment provided by the State and subject to the availability of state funding.

Year 1

Lump sum payment (separate check) on or before August 31st of the designation year. **Phase 1 receives payment before August 31, 2026**.

Subsequent Years

Rice CISD will provide **one lump sum payment in June** as part of the paycheck for each year funding is generated.

This cycle repeats annually for newly designated teachers.

Related TIA Calculations

Understanding deductions, TRS benefits, and net payout structures.

TRS Retirement Eligibility

TIA compensation stipends are eligible when calculating retirement benefits for TRS-eligible staff.

Net Payment Breakdown

The employee's net payment will be less than gross to account for all employee/employer-related benefits and taxes.

Standard Deductions

Actual compensation amounts will include standard deductions for Federal Income Tax, Medicare Tax, and TRS contributions.

RCISD Spending Plan: FYI

Annual Allotment Generation

Each campus generates an allotment amount per designation level every single year.

Winter/Class Roster Submission

The campus where the designated teacher works during the Winter submission (usually February) determines the final amount.

October Snapshot Data

Allotment calculations are performed annually based on official data captured during the October snapshot.

Teacher Designation & Value

Teachers earn a professional designation, not a dollar amount. Payout value depends on specific criteria.

Teacher Employment Status

Eligible staff must be actively employed and officially classified under the teacher role code (087).

Campus Placement

The actual funding amount is determined by the specific campus where the teacher is employed during the Winter/Class Roster Submission.

Timeline

April 2026



System Application

August 2026



Notification of Application Acceptance

SY 2026-2027



Data Capture Year

October 2027



Data Submission

April 2028



Notification of System Approval

August 2028



2027-28 Funds Paid to Teachers

Reflection

03:00

With your Table Group:

Key Takeaways

What are your biggest takeaways about Rice CISD's TIA system?

Remaining Questions

What questions do you still have about the Teacher Incentive Allotment (TIA) program in RCISD?



Next Steps

Next Steps

Student Growth Assessments

- Administer all Student Growth Assessments following secure testing protocols
- Set/Monitor Student Growth Targets

T-TESS

- On-going Training for Teachers & Leaders
- Walkthroughs & Observations
- Data Tracking, Analysis, and Action

Test Training

01

Provided Script

A script will be provided to the test administrator to ensure consistency.

02

STAAR Protocols

Testing protocols such as those used for STAAR will be strictly followed.

03

Accommodations

Appropriate accommodations will be provided as required by IEPs, 504 Plans, or LPACs.

04

Testing Rules

Students may not cheat. Proctors cannot help, rush students, or dismiss pre-test results.

05

Testing Oath

Sign your official testing oath directly with your campus administrator.

TIA Updates with Access to FAQ

01

BOY TIA Overview

August 2026 overview and introductory training.

02

Fall Update

Mid-year system progress tracking and alignment.

03

Spring Update

Flyer and resource documentation release.

FAQ

Ongoing Support

FAQ Form and Tracking Sheet access anytime.

Questions or Comments?

01. Submit a Question

Use this FORM to ask and receive a response on the Tracking Sheet.

02. Check Existing Answers

Review the Tracking Sheet before to see if your questions was already answered.

03. Response Timeline

You can expect a response in 24-48 hours on school days.

Access the FAQ & Form

bit.ly/RCISDtia

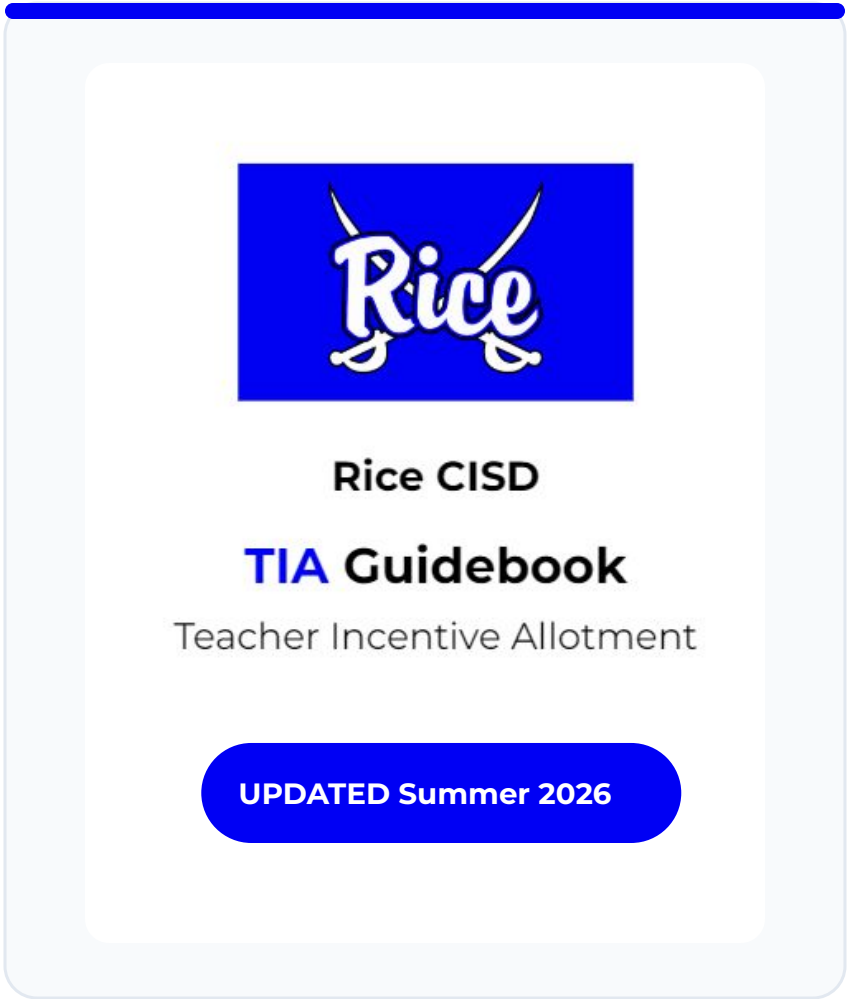
TIA Information

TIA Guidebook & Resources

Access the **RCISD TIA webpage** to find the complete Guidebook. It contains detailed information about our system and, when updated, is always linked to this page.

24/7 Information Access

All information and resources regarding the Teacher Incentive Allotment are permanently posted and available for access at any time.



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