

Teacher Incentive Allotment (TIA)

Teacher Presentation



Target Statement & Objectives



Target Statement: Participants will understand the Pearland ISD TIA Local Designation System (LDS).



Content Objective: Participants will identify the purpose, eligibility, and designation process of the TIA LDS.



Language Objective: Participants will share reflections about TIA.

Sentence Frames:

- One thing that I learned about TIA is...
- Something that resonated with me about TIA is...

Introduction and Overview

Funding was passed through HB 3 to provide an accessible pathway for effective teachers to earn a higher income while remaining in the classroom.



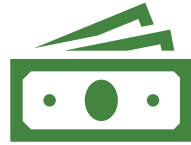
2 Pathways to Earn a Designation

*National Board Certification and Local Designation System



Four Levels of Designation

Acknowledged
Recognized
Exemplary
Master



\$3,000 to \$32,000

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

*ANY teacher may earn a Nationally Board Certified Designation by completing National Board Certification.

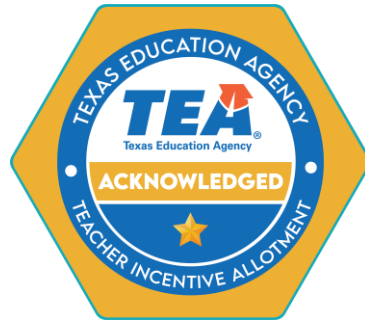
TIA Designations

**Nationally Board
Certified**



\$3,000 to \$9,000

Acknowledged



\$3,000 to \$9,000

Recognized



\$5,000 to \$15,000

Exemplary



\$6,000 to \$25,000

Master



\$12,000 to \$36,000

Amount of allotment funding per teacher is determined by a formula that considers the level of socioeconomic need at a campus and whether the campus is rural and TEA updates the amounts every year.



Who can earn a designation?

- ★ **Category 1:** Grades 4-8 Math, Algebra 1, Grades 4-8 ELAR, English 1 & 2 Teachers (STAAR Data)
- ★ **Category 2:** Grades 1-3 Reading, and Math Teachers (i-Ready Data)
- ★ **Category 3:** Grades 5 and 8 Science, Biology, Grade 8 Social Studies, US History Teachers (TEKSready: BOY) & STAAR: EOY Data)

Including PEARS, Resource, Dyslexia, JH ESL Lab Foundations, and Power Math & Reading teachers who provide direct instruction in these teaching categories, and meet all additional eligibility requirements.

Pearland ISD will continue to research ways to designate teachers in the future.

How will we designate?

Observations and Student Growth



- Summative T-TESS Observation Scores from Domains 2 and 3
- Student Academic Growth
 - **STAAR:** Grades 4-8 Math, Algebra 1, Grades 4-8 ELAR, English 1 & 2 Teachers
 - **i-Ready:** Grades 1-3 Reading, and Math
 - **TEKSready (BOY) and STAAR (EOY):** Grades 5 and 8 Science, Biology, Grade 8 Social Studies, US History Teachers

Designation Calculation



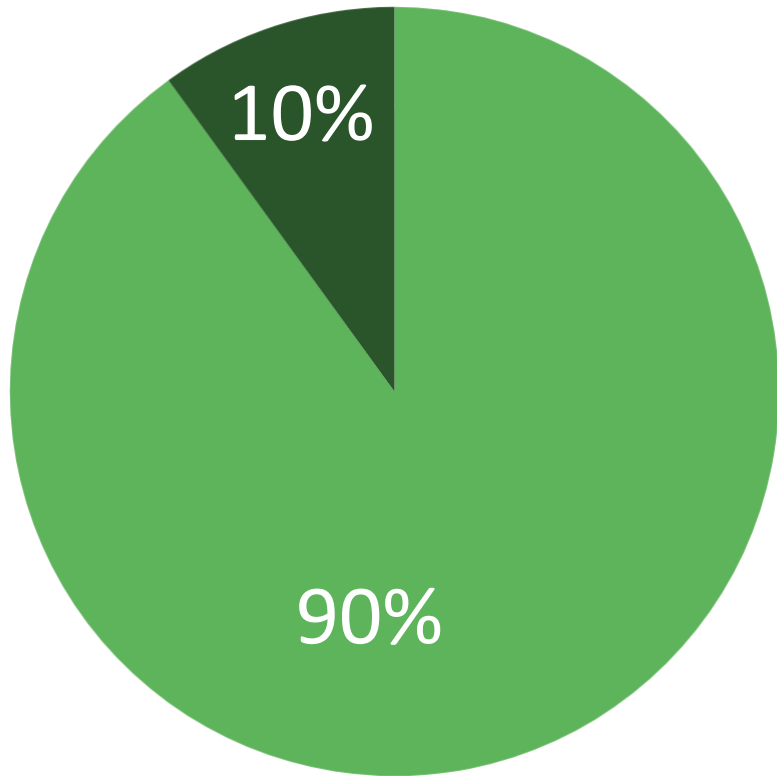
- Summative T-TESS Observation Score will weigh 30%, and the Academic Growth Scores will weigh 70% when determining designation eligibility.

PEARS, Resource, Dyslexia, JH ESL Lab Foundations, and Power Math & Reading teachers who provide direct instruction in these teaching categories, and meet all additional eligibility requirements.



How will we compensate?

Distribution of TIA Compensation



- 90% of the allotment is distributed to the teacher who generates the allotment
 - Minus TRS contributions, taxes, and fringe benefits
- 10% is retained by the district
 - Support the implementation of TIA



Timeline

Pearland ISD TIA Timeline



Current
School Year

2026-27
School Year



Data Capture

Student growth and T-TESS data is collected for all Teachers in an eligible category.

October
2027



Data Submission

Data collected in the previous school year is submitted to Texas Tech University for validation.

February
2028



Data Validation

Texas Tech University notifies the district of data approval or denial and provides validation report.

April
2028



TEA Notification to District

TEA notifies the district of the final Designations and allotments, based on Class Roster Winter Submission.

May
2028



Teacher Notification

District confirms allotments and TEA notifies teachers of the allotment generated.

Summer
2028



Allotment Distribution

The district provides TIA compensation through a lump sum payment by August 31.

Previous
School Year

2025-26
School Year

October
2026

February
2027

April
2027

May
2027

Summer
2027

Elbow Partner Share Out

- One thing that I learned about TIA is...
- Something that resonated with me about TIA is...



National Board Certification (NBC)



What is National Board Certification?



Designed to develop, retain, and recognize accomplished teachers, and to generate ongoing improvement in schools nationwide



Highest nationally-recognized teacher credential that can be earned



National Board Standards and Five Core Propositions define what accomplished teachers should know and do to have a positive impact on student learning



The National Board Certification process is designed to collect standards-based evidence of accomplished teaching practice



Offered for 25 certification areas

Certification Journey

Categories for Board Certification

boardcertifiedteachers.org



DISCIPLINE	CERTIFICATE DEVELOPMENTAL LEVEL	STUDENT AGE RANGE			
		3-8	7-12	11-15	14-18+
Art	Early and Middle Childhood	●	●		
	Early Adolescence through Young Adulthood			●	●
Career and Technical Education	Early Adolescence through Young Adulthood			●	●
English as a New Language	Early and Middle Childhood	●	●		
	Early Adolescence through Young Adulthood			●	●
English Language Arts	Early Adolescence			●	
	Adolescence and Young Adulthood			●	●
Exceptional Needs Specialist	Early Childhood through Young Adulthood	●	●	●	●
	Early Childhood	●	●		
Generalist	Middle Childhood		●		
	Early Adolescence through Young Adulthood			●	●
Health Education	Early Childhood through Young Adulthood	●	●	●	●
Library Media	Early Childhood through Young Adulthood	●	●	●	●
Literacy: Reading-Language Arts	Early and Middle Childhood	●	●		
Mathematics	Early Adolescence			●	
	Adolescence and Young Adulthood			●	●
Music	Early and Middle Childhood	●	●		
	Early Adolescence through Young Adulthood			●	●
Physical Education	Early and Middle Childhood	●	●		
	Early Adolescence through Young Adulthood			●	●
School Counseling	Early Childhood through Young Adulthood	●	●	●	●
Science	Early Adolescence			●	
	Adolescence and Young Adulthood			●	●
Social Studies-History	Early Adolescence			●	
	Adolescence and Young Adulthood			●	●
World Languages	Early Adolescence through Young Adulthood			●	●

Choosing the Right Certificate

Getting Started on Your National Board Certification Journey

Pursuing Board certification is a highly rewarding experience that will help you grow and advance as a teacher. If you are considering certification, start your own journey today and view the key milestones listed below.



1. Understand the process

National Board Certification is a comprehensive process developed by teachers to recognize, reward, inspire and grow accomplished teachers across America. It is made up of four components and is designed to be flexible, fitting around your personal and professional responsibilities. These resources will help you familiarize yourself with the National Board certification process [National Board Certification: Quick Start and Overview Guide](#).



2. Confirm your eligibility & create an account

To pursue certification, you must have:

- A bachelor's degree*
- A valid state license (or meet the licensure requirements set by your state or school, such as those set by independent schools)

To be eligible to achieve certification, you must complete three years of successful teaching (or school counseling if applying for the ECYA/School Counseling certificate) by June 30 of your third year of candidacy.

If you are deciding if certification is right for you, create a no-commitment account with us. This will take less than three minutes to complete and helps us share more resources with you.

More details on eligibility requirements and the prerequisite for World Language candidates can be found in the Guide to National Board Certification.

*If you are considering the Career and Technical Education certificate you are required to hold a bachelor's degree only if one is required for your current state license.



3. Know your dates & financial support available

- There are a few key dates you need to be aware of, such as the annual registration deadline for certification.
- View the key dates for the current assessment year [here](#).
- Many states and districts provide financial support for certification. Check what options are available in your [state and deadlines](#) for applications.

Please be aware that local deadlines are often different from the National Board registration deadlines, so be sure to check as soon as possible. There are additional funding sources listed [here](#).



4. Understand your choices & certification timelines

Your area of certification:

- There are 25 different areas you can choose to certify in. It's important you reflect on which area is right for you, as you will be asked to demonstrate and collect evidence related to the certificate you choose to pursue.
- Take a look at the Choosing the Right Certificate Guide for the 25 different areas [here](#).

Your timeline:

- You have the flexibility to work towards certification in a way that suits you and your professional and personal responsibilities. Completing your first attempt of all four components can take as little as one year, or up to three.
- You have up to two retake attempts for each component and have a five-year window to achieve certification.
- Take a look at potential 2 year, or 3-year timelines [here](#).

The four components:

- There are four components you will need to complete and submit for scoring. One is a computer-based assessment, and the remaining three are portfolio entries. You can learn more about [the components](#) here or by accessing [previously recorded webinars](#) on these components.

Your Plan:

- Consider what timeline might work best for you.
- Decide on the order of your component(s). Where do you want to start?

Your Journey



Component Overview

Component 1

40%

Content Knowledge

- computer-based assessment
- three constructed response items
- 45 selected response items
- conducted at a testing location

Component 2

15%

Differentiation in Instruction

- portfolio entry
- gather and analyze information about individual students'
- design and implement instruction to advance student learning and achievement

Component 3

30%

Teaching Practice and Learning Environment

- portfolio entry
- video recordings of student and teacher interactions
- written commentary with description, analysis, and reflection on the impact of teaching students

Component 4

15%

Effective and Reflective Practitioner

- portfolio entry
- evidence of abilities as an effective and reflective practitioner
- demonstrate the use of assessments to impact students' learning
- collaboration to advance students' learning and growth

TIA and National Board

- **Automatic Nationally Board Certified Designation**
 - National Board Certified Teachers (NBCTs) earn an automatic designation through TIA
 - Generate an annual allotment for the employing district, if a Teacher of Record
- **Reimbursement of Fees paid to the National Board for Professional Teaching Standards (NBPTS)**
 - NBCTs may request reimbursement of fees paid for certification.
 - Fees eligible for reimbursement are: initial certification for all four components (\$1,900), renewal (\$1,250), and Maintenance of Certification (\$495). Registration and retake fees are non-refundable.



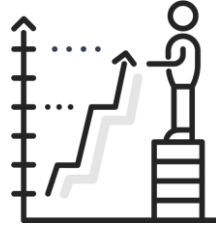
National Board Certification Process



Registration

- **\$75 registration fee**
- Select from 25+ certification areas
- Candidate support cohorts start*
- Complete pre-candidacy course(s)*

*optional



Candidacy

- **Purchase and complete components \$475 each**
- Content Knowledge (assessment)
- Differentiation in Instruction
- Teaching Practice and Learning Environment
- Effective and Reflective Practitioner



Certification

- **Retake components if needed \$475 (2x max per component)**
- Complete and submit components
- Scores released
- **Maintenance of Certification \$495 every five years**

Where to find more information



Pearland ISD TIA Website:
www.pearlandisd.org/tia



TEA TIA Website:
<https://tiatexas.org/about-teacher-incentive-allotment/>



Email: Leila Cubriel at
cubriell@pearlandisd.org or
Roxana Rigdon at
rigdonr@pearlandisd.org



The image features a white background with several green decorative elements. In the top-left corner, there is a partial yellow-green circle. On the right side, there is a vertical green bar with rounded corners, containing overlapping circles in various shades of green. The text "Thank you!" is centered on the left side of the image.

Thank you!