

TIA Overview: 2026-27

TIA Overview

What is TIA?

Learn about the core mission and legal framework of the allotment.

Why TIA?

Four Levels of Designation

$3,000 to $36,000 in additional funding

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.

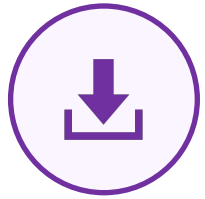
Year 2



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

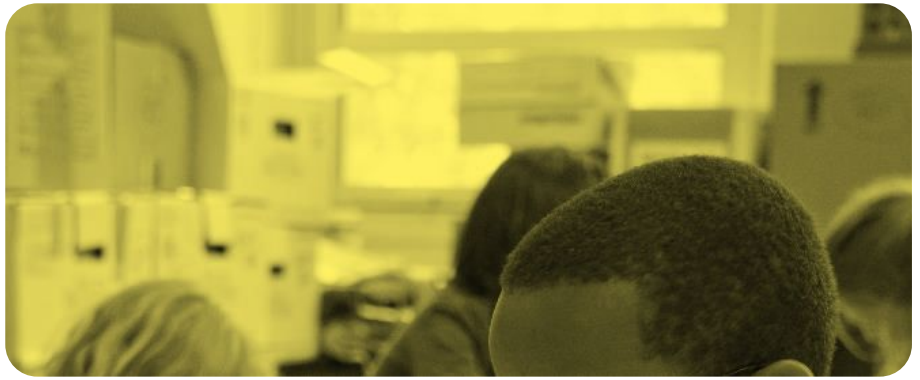
To earn a designation, a teacher must be rated Proficient on all observable dimensions.

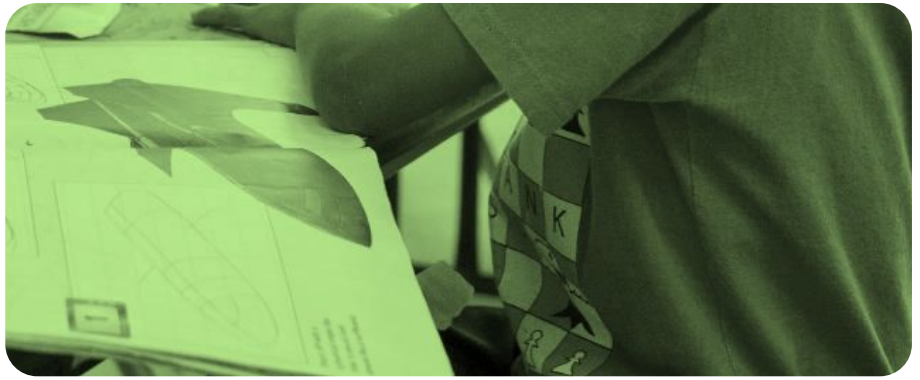
Ratings from Domains 2 and 3 are used when determining designations

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.

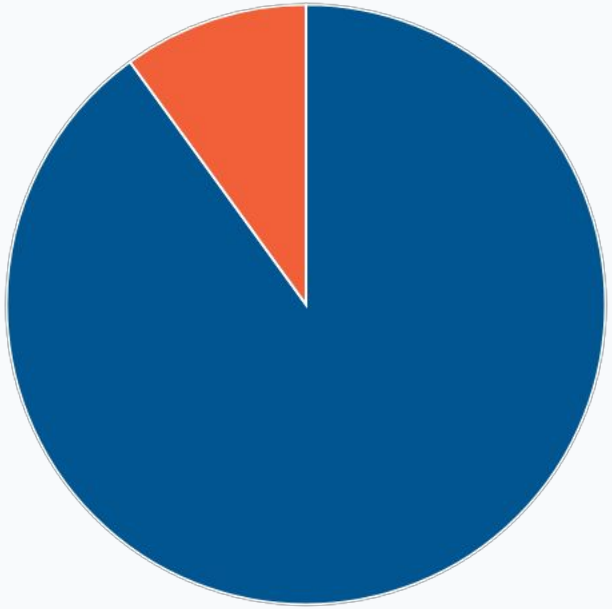
Statewide Performance Standards Guide Designations

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 %MEET
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.

3-2-1 about TIA

With your Table Group:

3 Facts	2 Aha's	1 Question
		



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



Red Oak ISD

OUR LOCAL DESIGNATION SYSTEM

Participating Teaching Assignments & Student Growth

2026-27 DATA CAPTURE

Grade Level / Course	TIA Student Growth (Pre-/Post-Tests)	Expected Growth Target Setter
Pre-K	Circle (CLI)	**District**
4th-8th Math & ELAR, Algebra I, English I, & English II (including SPED Resource)	STAAR	STAAR (Transition Tables)
5th Science, 8th Science, 8th Social Studies, Biology, US History (including SPED Resource)	Pre-Test: STAAR Released Post-Test: STAAR	**District**
Kinder, First, Second, and Third Reading and Math (including SPED)	iReady	iReady
3rd-4th Science, 6th-7th Science, 6th-7th Social Studies (including SPED Resource; only administered if non-Math or Reading)	TEKSready	**District**
SPED: LifeSkills/ECSE (K-3)	Unique Learning System	**District**
Life Skills (Grades 4-11)	STAAR-Alt	STAAR (Transition Tables)

TIA Score Weights

50%

STUDENT GROWTH

50%

TEACHER OBSERVATION

(T-TESS)

TIA Score Card

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 * 10 = 35
Recognized	3.7	3.7 * 10 = 37
Exemplary	3.9	3.9 * 10= 39
Master	4.5	4.5 * 10 = 45

Student Growth + Teacher Observation		
Acknowledged	25 + 35	60
Recognized	27.5 + 37	64.5
Exemplary	30 + 39	69
Master	35 + 45	80

Composite Score Cut Points	
Acknowledged	60 - 64.99
Recognized	64.5 - 68.99
Exemplary	69 - 79.99
Master	80 - 100

Draft 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: .62 (62%)	x	50	= 31

Teacher Observation Points			
Average Observation Score		**Observation Multiplier (10)**	**Teacher Observation Points**
Formula: _____	x	10	= _____
Example: 3.5	x	10	= 35

Student Growth + Teacher Observation			
Growth Points	+	Obs Points	= ____
Example: 31	+	35	= 66

Composite Score Cut Points	
Acknowledged	60 - 64.99
Recognized	64.5 - 68.99
Exemplary	69 - 79.99
Master	80 - 100

Teacher Observation

Goal: Develop continuous improvement through reflection and coaching.

Rubric & Appraisers

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

TIA Requirements

Eligible teachers must receive a T-TESS observation for their TIA composite score.

TIA Scorecard

ROISD uses Statewide Performance Standards as a guide to create the TIA Scorecard.

T-TESS Observations

Full Observation

One scheduled 45-minute observation follows the pre-conference (one week window notification. A post-conference follows the observation.

TIA Walkthroughs

At a minimum, **2** walkthroughs for 10-15 minutes each.

Mandatory Participation

No opt-outs or waivers allowed for teachers in TIA-eligible assignments. Observations must be in TIA-eligible courses.

ROISD Spending Plan

Allotment % for Designated Teacher	Allotment % for District
90%	10%

ROISD Spending Plan

EXAMPLE:

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

Allotment % for Designated Teacher: 90%	Allotment % for District: 10%
$13,500 (before Taxes & TRS contributions)	$1,500

Red Oak ISD: TIA Spending Plan

Frequency of TIA Compensation

Red Oak ISD will distribute TIA funds as a **lump-sum payment** by **August** of each year the teacher's designation generates TIA funding.

Related TIA Compensation Calculations

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

The employee's net payment will be less than all associated employee/employer-related benefits and taxes.

Actual TIA compensation amounts 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 and the Teacher Retirement System (TRS).

Spending Plan FYI

Campus Allotment Generation

Each campus generates an allotment per designation level EVERY YEAR.

- Determined by where the designated teacher works during the **Winter/Class Roster Submission** (usually February).
- Calculated annually based on the **October Snapshot Data**.
- Visit **tiatexas.org** for more details.

Teacher Designations

Teachers earn a designation, not a dollar amount.

The dollar amount depends on:

- **Employment Status:** Must be employed as a teacher (087).
- **Campus Location:** Calculated based on the campus where employed during the Winter/Class Roster Submission.

Timeline

	DATA CAPTURE	SUBMISSION	MODIFICATIONS	VALIDATION
2026-27	**Data Capture Year** Aug 2026 - May 2027	**Data Submission** October 2026 *(SY25-26 Data)*	**Expansions/ Modifications** April 2027	**Validation Results** Feb/March 2027 *from SY25-26 Data*

3-2-1 about Red Oak's TIA System

With your Table Group:

3 Facts	2 Aha's	1 Question
		



Next Steps

Next Steps

Student Growth Assessments

- Administer all pre-tests following secure testing protocols and the district/campus calendar
- Review BOY data and EOY targets to plan for supporting growth for each student

T-TESS

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

TIA Staff and Teacher Updates

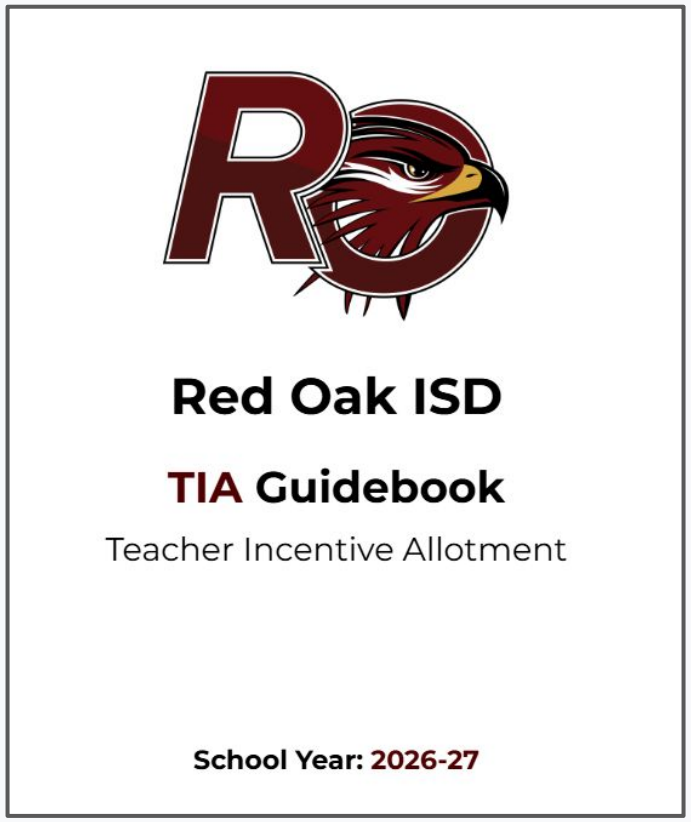
Update #1	Update #2	Update #3
BOY TIA Overview (August 2026)	**Fall Update**	**Spring Update**

TIA Information

ROISD TIA Webpage & Resources

TIA Guidebook and other Resources

- *The Guidebook contains more detailed information about our system and, when updated, is linked to this page.*
- *All information about TIA will be posted and available for access at any time.*





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