

Silsbee ISD

Teacher Incentive Allotment Handbook



Through the efforts of a dedicated committee of teachers and administrators during the 2020–2021 school year, Silsbee ISD became one of only a few districts in Region 5 to pursue participation in the Teacher Incentive Allotment (TIA) program. Our initial plan began modestly, focusing on a small group of eligible teaching assignments. This approach was guided by input from approved districts across the state, collaboration with Region 5 ESC specialists, and numerous consultations with the Texas Education Agency (TEA). Over the past five years, the program has grown steadily—expanding to include nearly all teaching assignments across the district. Silsbee ISD’s renewal plan, effective through School Year 2029-2030, was accepted in June 2026 and we remain committed to recognizing and rewarding teacher excellence.

The Teacher Incentive Allotment (TIA) is a multi-year process consisting of three phases: approval, data capture, and data validation. The approval phase takes place between April and June, during which a Local Education Agency (LEA) submits an initial, renewal, or expansion/modification plan to the TEA. By June, TEA may fully approve the plan, grant partial approval with required improvements or adjustments, or deny the plan. The data capture phase occurs in the following school year, during which the LEA collects student growth measures and teacher evaluation scores for each eligible assignment. The data validation phase follows in the subsequent school year, involving multiple weighted checks conducted by Texas Tech University. Nine of these checks are used to calculate an overall score for the district.

- Check 1: Correlation between teacher observation ratings and student performance ratings
- Checks 2 and 3: Confirm relation between district designations and student growth calculations
 - *District designations of Recognized, Exemplary, and Master (REM) teachers are found in similar proportion to designations as determined by the state-wide Value-Added Measures (VAM).*
 - *District designation decisions for REM teachers, in tested subjects, are in proximity to designations as determined by the state-wide VAM.*
- Checks 4-7: Degree of reliability for observation and growth judgements
 - *Across campuses, observation scores are similar for teachers in REM groups.*

- *Across campuses, percentages of student growth are similar for teachers in REM groups.*
- *Across assignments, observation scores are similar for teachers in REM groups.*
- *Across assignments, percentages of student growth are similar for teachers in REM groups.*
- Checks 8-9: Comparison of district designation percentage to statewide performance standards
 - *The percentage of students who meet or exceed expected growth in the district is approximately equal to the statewide performance standards for student growth in each of the teacher-designation levels (REM).*
 - *Observation ratings in the district are approximately equal to the statewide performance standards for teaching proficiency in each of the teacher-designation levels (REM).*

There are additional supplemental checks performed by Texas Tech University that are not scored.

- Check 10: The proportion of teachers on district campuses who are designated as Recognized, Exemplary, or Master is roughly equivalent to other campuses with the same Domain 2A rating.
- Check 11: The variability in observation ratings among all eligible teachers is within the range of historical magnitude.
- Check 12: The ranking of teachers based on observation scores closely aligns with their ranking on statewide performance standards for teaching proficiency.
- Check 13: The ranking of teachers based on percentages of student growth closely aligns with their ranking on statewide performance standards for teaching proficiency.

For a more in-depth description of the data validation process, please refer to the most recent explanation.

[Data Validation Report Spring 2025](#)

Integrity of Data: Validity and Reliability Controls

To ensure the validity and reliability of our system and to protect the integrity of local designations, Silsbee ISD enforces strict compliance with the following protocols:

- **Standardized Student Growth Administration:** All teachers must administer student growth measures following explicit district- and campus-aligned testing windows, security protocols, and testing environments. Accommodations must be strictly documented to ensure testing fidelity.

- **Rigorous Administrator Calibration:** All campus administrators must participate in mandatory, ongoing T-TESS calibration and alignment sessions throughout the school year. The district conducts regular inter-rater reliability reviews to ensure evaluation scores remain consistent and unbiased across all campuses and teaching assignments.
- **Data Monitoring and Skew Analysis:** The district leadership team proactively reviews teacher observation trends and available student progress checkpoints throughout the school year. The district actively analyzes data for alignment between teacher T-TESS ratings and historical student growth patterns. Any statistically significant data skew, campus-wide scoring anomalies, or severe misalignments will trigger an immediate campus-level review and support plan.
- **Audit and Compliance:** Silsbee ISD reserves the right to audit student growth data, testing environments, and observation documentation at any time to guarantee adherence to statewide performance standards.

All eligible teaching assignment data is submitted during the Data Validation phase. New teacher designations are officially announced in the spring semester, typically in May, and any allotments generated by newly designated or existing teachers are awarded at that time. Because a district may have multiple cohorts of teachers moving through these phases simultaneously, some phases may overlap between cohorts. Please refer to the table below to view the SISD timeline—showing where we began, our current status, and our planned progression through these phases.

TEACHER INCENTIVE ALLOTMENT TIMELINE							
School Year	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027
Application Expansion Modification Plan	Initial Application Reading K-12 Math K-8, Alg I, Alg II, Geom	NA	NA	Expansion to Initial Plan (SS 4-8, World History, World Geography, Govt/Eco, CTE Courses, PK)	Expansion to Initial Plan (Special Education, Physical Education, Electives, HS Science, Others - pending)	Renewal of Initial Plan with modification to include all teaching assignments	Modification, if any, to be submitted
Plan Approval	Initial Application Submitted April 2021 Approved May 2021	NA	NA	Plan submitted April 2024 Approved May 2024	Plan submitted April 2025 Approved June 2025	Plan to be submitted April 2026 Approval tbd	tbd
Data Capture Year		Data Capture Year (Cohort 1)	Data Capture Year (Cohort 2)	Data Capture Year (Cohort 3)	Data Capture Year (Cohort 4)	Data Capture Year (Cohort 5)	Data Capture Year (Cohort 6)
Data Validation Year			Data Validation Year (Cohort 1)	Data Validation Year (Cohort 2)	Data Validation Year (Cohort 3)	Data Validation Year (Cohort 4)	Data Validation Year (Cohort 5)
Designation Year			Designation Year (Cohort 1)	Designation Year (Cohort 2)	Designation Year (Cohort 3)	Designation Year (Cohort 4)	Designation Year (Cohort 5)
Allotments Awarded or Continued			Allotments Awarded May 2023 (Cohort 1 - YR 1)	Allotments Continue May 2024 (Cohort 1 - YR 2)	Allotments Continue May 2025 (Cohort 1 - YR 3)	Allotments Continue May 2026 (Cohort 1 - YR 4)	Allotments Continue May 2027 (Cohort 1 - YR 5)
				Allotments Awarded May 2024 (Cohort 2 - YR 1)	Allotment Continue May 2025 (Cohort 2 - YR 2)	Allotments Continue May 2026 (Cohort 2 - YR 3)	Allotments Continue May 2027 (Cohort 2 - YR 4)
					Allotments Awarded May 2025 (Cohort 3 - YR 1)	Allotments Continue May 2026 (Cohort 3 - YR 2)	Allotments Continue May 2027 (Cohort 3 - YR 3)
						Allotments Awarded May 2026 (Cohort 4 - YR 1)	Allotments Continue May 2027 (Cohort 4 - YR 2)
							Allotments Awarded May 2027 (Cohort 5 - YR 1)

(Plan will follow the same progression through 2030)

Teachers who earn a designation in one school year must remain employed with Silsbee ISD as a teacher in October of the following year in order to be submitted for approval, as required by TEA. In late spring each year, the district receives official notice from Texas Tech University and TEA of final designations. Once the district receives funding for these designations, qualified teachers are awarded 90% of the allotment, while the remaining 10% is retained by the district to cover related expenses.

[TIA Funding Map](#)

School districts are required, at a minimum, to use student growth scores and teacher evaluation data to determine which teachers qualify for designations. As part of the data validation process, a holistic review ensures that district systems accurately align teacher designations with statewide performance standards. This process confirms the validity of reported teacher observation and student growth measures for each teacher in an eligible assignment. Our local designation rubric weights Student Growth at 60% and Teacher Evaluation at 40% for qualification purposes. The district then submits locally qualifying teachers to TEA and Texas Tech University for final approval. While reviewing your individual data can provide a general sense of your score, please note that final designation notifications are issued only by TEA in late spring, contingent on the district achieving a passing score during the Data Validation process.

Eligible Assignments and Performance Standards

SISD uses district-created and third-party vendors for pre and post tests.

- CLI Engage/Circle - Prekindergarten
 - District determines expected growth targets
 - Currently using Method B to calculate scores
- NWEA MAP - English Language Arts/Reading K-12, Math K-8, Algebra I, Algebra II, Geometry, Science 2-8 (Dyslexia teachers included under Reading)
 - Vendor provides expected growth targets
- Exploros - Social Studies 6-8, World Geography, World History, US History
 - District determines expected growth targets
 - Currently set at 40% but will review annually
- YouScience - CTE courses
 - District determines expected growth targets
 - Currently set at 40% but will review annually
- Fitness Gram - Physical Education 3-12
 - District determines expected growth targets
 - Currently set at 50% but will review annually
- Region 5 Education Service Center - Biology, Chemistry, IPC, Foreign Language
 - District determines expected growth targets
 - Currently set at 40% but will review annually
- MusicFirst - Fine Arts 2-12
 - District determines expected growth targets
 - Currently set at 40% but will review annually
- Unique - Life Skills and SpEd EE-12 English Language Arts and Reading, Math
 - District determines expected growth targets
 - TBD
- District-created - Government/Economics
 - District determines expected growth targets
 - Currently set at 40% but will review annually

Can be adjusted at any time due to changes at state level or district discretion.

State Minimum Performance Standards for Student Growth	
Designation	Minimum Score
No Designation	< 50% of students meet or exceed expected growth
Acknowledged	50% of students meet or exceed expected growth
Recognized	55% of students meet or exceed expected growth
Exemplary	60% of students meet or exceed expected growth
Master	70% of students meet or exceed expected growth

Can be adjusted at any time due to changes at state level or district discretion.

State Teacher Observation Performance Minimum Standards*	
Designation	Minimum Score
No Designation	3.4 or 69% of possible points
Acknowledged	3.5 or 70% of possible points
Recognized	3.7 or 74% of possible points
Exemplary	3.9 or 78% of possible points
Master	4.5 or 90% of possible points

Compliance Requirement: *To ensure data validity, all teacher observations (T-TESS) must be conducted in the same subject area as the corresponding student growth measure.*

Districts are encouraged to use the state's minimum performance standards as a guide when determining local designations. **Misalignment between district and statewide standards may result in skewed data and potential failure during the Data Validation process.** Silsbee ISD aligns with the state's minimum performance standards for both student growth and teacher observation.

Calculating Your TIA SCORE

Silsbee ISD will apply a weighted formula consisting of 60% Student Growth and 40% T-TESS. To earn a designation, eligible teachers must meet the established TIA Cut Score for their designation level. In some cases, a higher score in either student growth measures or the T-TESS evaluation may offset a lower score in the other area, potentially elevating a teacher to a higher designation level. Conversely, lower performance in one area may reduce the overall score and result in a lower designation level.

The TIA Score determines the designation level, as outlined in the table on page 8.

SILSBEE ISD			
	SGM Minimum Standards	Teacher Observation (T-TESS) Minimum Standards	TIA Cut Scores
No Designation	< 50%	< 3.5 or 70%	< 58
Acknowledged	50%	3.5 or 70% of possible points	58-62.5
Recognized	55%	3.7 or 74% of possible points	62.6-67.1
Exemplary	60%	3.9 or 78% of possible points	67.2-77.9
Master	70%	4.5 or 90% of possible points	≥ 78

TIA Score Calculation Examples						
	SGM Score is the percentage of students who met or exceeded the SGM out of 100 points (percentage)	SGM Scaled Score is the percentage of students who met or exceeded the SGM divided by 100 <u>percent</u> 100	T-TESS is the total number of points out of 40 Total points out of 40	T-TESS Scaled Score is the # points divided by 40 <u># points</u> 40	*TIA Score	Submitted Designation
Example 1	71.00	0.71	34.00	0.85	76.60	Exemplary
Example 2	50.00	0.50	26.00	0.65	56.00	No Designation
Example 3	58.00	0.58	28.00	0.70	62.80	Recognized
Example 4	94.00	0.94	34.00	0.85	90.40	Master

***TIA SCORE = [(SGM Scaled Score x 0.6) + (T-TESS Scaled Score x 0.4)] x 100**

Reminder: TIA submissions are reviewed and analyzed by TEA and Texas Tech University for validity and reliability of the district's teacher performance data and fairness and accuracy of the district's proposed designation decisions before designations are final.

All teachers that earn a National Board Certification automatically qualify for the Acknowledged designation.

For more information on earning a National Board Certification please visit <https://www.nbpts.org/certification/>

TIA Funding and District Spending Timeline

The TIA allotment values are updated annually in April based on the current school year student demographics and the campus' rural status.

CURRENT AVERAGE ALLOTMENTS	
DESIGNATION	AMOUNT
Acknowledged	New for 2026-2027 <i>Based on performance data from 2025-2026</i>
Recognized	\$6,919
Exemplary	\$13,838
Master	\$25,063

[TIA
Funding Map](#)

Teachers receiving a TIA designation based on the Data Capture Year, will receive a lump sum payment of 90% of the allotment, minus standard deductions, after the district receives funds from TEA in the spring of the Data Validation Year.

For more information please review the Silsbee ISD Spending Plan.

Renewal

To remain a participating TIA district, SISD must renew its local designation plan every five years and receive approval.

Additional Resources

A great resource from TEA on the Teacher Incentive Allotment can be found at <https://tiatexas.org>. If you have any additional questions regarding the Teacher Incentive Allotment, please speak with your campus administration or TIA campus representatives.