



Kerrville ISD



Teacher Incentive Allotment Field Guide

HB 3, 86th Legislature, established the Teacher Incentive Allotment (TIA) to recognize effective teachers on different levels, *Acknowledged*, *Recognized*, *Exemplary*, and *Master*. The TIA allotment funds help Kerrville ISD (KISD) build and sustain a local system that rewards, retains, and recruits highly effective teachers. The TIA designation approval process is multi-step and includes the submission of a district designation system application to the Texas Education Agency (TEA) and then a data validation process through Texas Tech University.

The TIA teacher designations generate additional teacher-focused allotment funding to help reward top performers. Kerrville ISD has dedicated 92% of TIA funds to go directly to the designated teacher. KISD's teacher compensation plan creates a path for highly effective teachers to stay in the classroom and continue to impact student success, while being rewarded for high-quality classroom instruction.

Under the Kerrville ISD TIA plan, there are two paths to earning a designation. One is through obtaining the National Board Certification, producing high-level student outcomes through intentional planning and effective instructional practices. Per TEA, all National Board-Certified teachers are automatically eligible to earn a *National Board* designation regardless of their teaching assignment. The second path is through Kerrville's local designation system for *Acknowledged*, *Recognized*, *Exemplary* and *Master*. This includes teacher observations with the T-TESS Rubric and student growth outcomes. Designations are displayed on an individual's teaching certificate for five years.

Teachers who earn a TIA distinction based on National Board Certification, teacher observations (T-TESS), and high student outcomes will receive an additional state stipend separate from the current Kerrville ISD pay schedule. The additional money received by TIA-designated teachers is credited in the Teacher Retirement System and will be used in benefit calculations.

Eligibility for TIA Designation

To be eligible for a TIA designation as defined by TEA, a teacher must:

- Be coded as a teacher (code 087) within Skyward
- Receive district salary compensation that mirrors PEIMS teacher coding for a minimum of 90 days at 100% of the day or 180 days at 50-99% of the day

Local Eligibility Requirements:

- Hold a valid SBEC teaching certification
- At least 60% of students must demonstrate growth
- 90% of snapshot students must test, BOY and EOY
- Must be in good current campus standing (no current growth plan)
- Must meet teacher attendance requirement of 94% or no more than 10 days
- Reading Interventionists:
 - A minimum of 80% of the day must be spent directly working with students (schedules will be submitted to TIA Leads to determine eligibility)
- SPED Inclusion and Bilingual:
 - Must also be certified in the content area of eligibility
 - Provide at least 45-minutes of co-teaching instruction daily

Designations and Funding

Designations can generate annual allotment funding for the employing school district. The monetary ranges at the bottom of the designation figure below are specific to Kerrville ISD's allotment funding. The allotment funding increases depending on a campus' rural status and/or socio-economic need with higher allotment funding generated at rural or high-needs campuses. For more information about how the state calculates campus and district funding, see TEA's <https://tiatexas.org/about/funding/>. For more information about the specific amount of TIA funds generated by TIA designated teachers at every campus across the state, see TEA's <https://tiatexas.org/funding-map/>.

	ECC	NES	SES	TES	DES	HPMS	THS
<i>Recognized</i>	\$5,811	\$4,593	\$4,973	\$4,518	\$5,215	\$4,656	\$6,060
<i>Exemplary</i>	\$11,623	\$9,187	\$9,945	\$9,037	\$10,430	\$9,313	\$12,120
<i>Master</i>	\$21,372	\$17,311	\$18,575	\$17,061	\$19,383	\$17,521	\$22,201

**** updated April 2026** - The allotment funding is subject to change every April. Yearly payout will fluctuate.

Student Growth Measure – 50% of total TIA score

STAAR Growth (BOY prior year STAAR and EOY current year STAAR Growth measure)

- 4th RLA-English 2
- 4th Math-Algebra

Growth measures using Pre Test (BOY Released STAAR) and Post Test (Current Year STAAR)

- 3rd Math and Reading
- 5th and 8th Science, Biology
- 8th Social Studies and US History

- 3-12 Life Skills (STAAR-ALT 2)

Growth measures: mClass

- K-2 RLA: mClass

Growth measures: Circle

- Pre-K 4, inclusion and life skills

Growth measures: TEKSready

- K-2nd Math
- Secondary Non-Tested Core Contents (SS, Science, Math, English)
- Spanish 1 and 2

Growth measures: AAPPL

- Spanish 3-4 and German 1-4

Growth measures: AP Classroom

- AP Courses (AP Classroom)

Calculating Growth when teaching multiple courses

Teachers are responsible for BOY, MOY, and EOY growth data for all sections that are in a TIA eligible assignment. The district will make the determination on data collected and utilized in the validation process.

Student Growth Cut Points (State-wide)

<i>Designation</i>	<i>Student Growth Cut Point</i>
<i>Acknowledged</i>	50%* must have at least 50% to be eligible for a designation
<i>Recognized</i>	55%
<i>Exemplary</i>	60%
<i>Master</i>	70%

KISD cut points may vary from statewide cut points based on district level data.

Teacher Observations: T-TESS Teaching Standards Rubric- 50% of TIA Score

Teacher effectiveness and impact on students is measured using the T-TESS Instructional Rubric, which is based on a set of standards that promote best teaching practices across all content areas. For teacher observation scoring purposes, TIA establishes a priority emphasis on

the Instruction (Domain 2) and Learning Environment (Domain 3) domains of the T-TESS evaluation. These domains contain indicators used to identify the levels of teacher effectiveness during classroom observations and evaluations.

The requirements for teacher observations include:

- Two scored walkthroughs (1- Domain 2 and 1 Domain 3)
- One scored full (45-minute) observation (TTESS)

T-TESS Rubric by Domain

The table reflects the average score of the teachers in the **statewide analysis** that qualified for each designation.

For more information on the T-TESS rubric, please visit www.teachfortexas.org.

Teacher Observation Cut Points (State-wide)

<i>Designation</i>	<i>T-TESS Domain 2 & 3 Cut Point</i>
<i>Acknowledged</i>	3.5
<i>Recognized</i>	3.7
<i>Exemplary</i>	3.9
<i>Master</i>	4.5

KISD cut points may vary from statewide cut points based on district level data.

TIA Scoring and Eligibility

TIA teacher score is calculated based on the weighted combination of teacher observation score and student growth score. Following data capture year, TIA teacher designations are submitted to TTU/TEA for data review; pending TEA data validation, the TIA designation is attached to a teacher's teaching certificate for 5 years.

Weighting of Designation System Requirements

- T-TESS Domain 2&3 weighted composite score is weighted at 50% of TIA score
- Student growth weighted composite score is weighted at 50% of TIA score

The following steps are completed by the TTESS Appraiser:

1. The **T-TESS teacher observation score** is calculated for all teachers eligible for a designation. The composite score is derived from the Summative Evaluation.
2. The **student growth score** is calculated for all teachers with student growth results for students meeting enrollment criteria (PEIMS Snapshot).

Designation Communication

Kerrville ISD will notify teachers receiving designations Spring of each year following successful data validation. **Designations are official after TEA validates the district's TIA data.**

TIA Evaluation Frequency

Teacher designations are valid for 5 years. Beginning with Fall 2026 data submission, districts may choose to submit **qualifying** teachers entering their final year of designation for a **same-level designation**, allowing the new designation to begin immediately after the original expires without a gap period during data validation.

Distribution of Compensation

- If a teacher with a designation moves from an eligible teaching category to a non-eligible teaching category, the teacher will receive their allotment for the remainder of their 5-year designation. If the teacher is interested in pursuing another designation, they must move to an eligible teaching category.
- Designated teachers will receive 92% of teacher allotment through KISD's local plan, minus taxes.
 - Teachers will receive a one-time payment of their allotment funds in the summer after allotments are finalized the year following data capture.
 - Any designated teacher who leaves the district or retires at the end of the year will still generate and receive their allotment for that school year.

- If a designated teacher leaves after winter submission without fulfilling their teaching contract, they will NOT receive their allotment.
 - The allotment generated will be distributed across the campus to non-eligible and non-designated teachers equally.
- Kerrville ISD will collect the remaining 8% of the amount generated at each campus to help support the TIA program.
 - Contribution to TRS benefits
 - Support National Board Certification

KISD TIA Assessment Protocols

In order to provide clarity and consistency in this process, the protocols below are provided for all teachers. 90% of snapshot students must take BOY and EOY to be eligible.

Testing Window (Includes scoring of SCR's)

Assessments will be given on the following dates for all campuses and in accordance with the time guidelines provided below:

Information below from KISD Assessment Calendar

Teaching Assignment	Assessment	Time Guidance (B,M,E)	BOY Testing Window	MOY Testing Window	EOY Testing Window
Pre K 4	Circle		9/1-9/18	1/11-1/29	4/26-5/14
K-2 RLA	mClass	Varies by student	9/1-9/18	1/11-1/29	4/26-5/14
K-2 Math	TEKSready	90 minutes	9/1-9/18		4/26-5/14
3 rd Math and Reading	STAAR	90-120 minutes	9/1-9/18		4/13
4 th -5 th RLA	STAAR	90-120 minutes	9/1-9/18		4/13
4 th -5 th Math	STAAR	90-120 minutes	9/1-9/18		4/21
5 th Science	STAAR	90-120 minutes	9/1-9/18		4/22
6 th -8 th RLA	STAAR	90-120 minutes	9/1-9/18		4/13
6 th -8 th Math	STAAR	90-120 minutes	9/1-9/18		4/27
6 th -7 th Science & SS	TEKSready	90 minutes	9/1-9/18		4/26-5/14
8 th Science and SS	STAAR	90-120 minutes	9/1-9/18		4/21 & 4/22
English 1 & 2	STAAR	90-120 minutes	9/1-9/18		4/13 & 4/14
English 3 & 4	TEKSready	90 Minutes	9/1-9/18		4/26-5/14
Algebra	STAAR	90-120 minutes	9/1-9/18		4/27
Biology	STAAR	90-120 minutes	9/1-9/18		4/21
US History	STAAR	90-120 minutes	9/1-9/18		4/22
Non-Tested Math, Science, and SS	TEKSready	90 minutes	9/1-9/18		4/26-5/14
Spanish 1& 2	TEKSready	90 minutes	9/1-9/18		4/26-5/14
Spanish 3 & 4; German 1-4	AAPPL	120-150 minutes	9/1-9/18		4/26-5/14
Core AP Courses	AP Exams	60-90 minutes	S1/Yr-9/1-9/18 S2- 1/11-1/29		S1-12/14-12/18 S2/Yr- 3/22-4/9
3-12 Life Skills	STAAR Alt 2-Math and Reading	Varies by student	9/1-9/18		3/15-4/16

Serious Testing Violations

Conduct that violates the security and confidentiality of a test and is considered a serious testing violation includes:

- directly or indirectly assisting students with responses to test questions
- previewing test questions/answers with students during instruction, assessments, homework, study guides, or other classroom materials
- tampering with student responses
- falsifying student responses
- responding to test questions
- encouraging or assisting an individual to engage in the conduct described in the items listed above or in any other serious violation of security and confidentiality

Any incidents involving alleged or suspected testing irregularities falling under the category of a serious violation must be reported to campus administration. Failure to adhere to the requirements may result in removal from the consideration for the KISD teacher incentive allotment.

Teachers are required to following all district and state testing protocols, including the use of scripts when administering.

Cohort Timeline

The first school year a district collects teacher data in accordance with their local designation plan is called the data capture year. The teacher data collected during the data capture year will be reviewed as part of the district approval process. Teachers will not be compensated for the data capture year, as teachers will generate allotment the following school year pending an approved system. The table below displays comparative timelines for potential Teacher Incentive Allotment participants based on the data capture year.

Cohort H&I Timeline

Data Capture Year	
System Application due to TEA (Cohort I)	April 15 th , 2026
System Application Result Final Notification (Cohort I)	August 1st, 2026
Data Review due to Texas Tech University • Data submission from prior year's cohort (H)	October 2026
Data Collection (Cohort I)	September 2026- May 2027

Final Approval Notification (Cohort H)	February 2027
Final Designation and Allotment Notification (Cohort H)	April/May 2027
Initial Payout with Reimbursements for Approved Systems (Cohort H)	Summer 2027
Data Review due to Texas Tech University (Cohort I)	October 2027
Final Approval Notification (Cohort I)	February 2028
Final Designation and Allotment Notification (Cohort I)	April 2028
Initial Payout with Reimbursements for Approved Systems (Cohort I)	Summer 2028

Annual TIA Evaluation Cycle

Step	Timeframe	Description
TIA Informational Meetings and Updates	August-September	Information provided to all KISD teachers prior to September 8th at each campus
TIA T-TESS Domain 2 and 3 Walkthrough	September–April	- Scored walkthrough by Campus Administrator - Scored walkthrough by District Administrator
TIA T-TESS Formal Observations	September-April	- One 45-minute observation (per the TTESS process) - TIA Observation scores focus on T-TESS Domains 2 & 3 - Post Conference required - Summative Score derived from Scored WT's and Observation in Domains 2 and 3
Scorecards & Data Verification Audit	February/March	Teachers receiving designations are notified of TIA score following successful Data Validation

Resources

[T-TESS Rubric](#)

[TIA- TEA Homepage](#)

[National Board Certification Teacher Site](#)

[TEA TIA Handbook](#)