



TEACHER INCENTIVE ALLOTMENT GUIDEBOOK

**Rewarding
Teacher
Excellence**



This guide is intended as an overview of important Teacher Incentive Allotment (TIA) policies, procedures, guidelines, and other related items.

This guide does not create any legal obligation on the part of the district or legal rights on behalf of employees. Exceptions to these policies, procedures, and guidelines may be made by the Texas Education Agency (TEA) and/or the district, in its sole discretion, as circumstances may warrant.

The topics discussed in this guide are subject to change by the TEA and/or district at any time, without advance notice. If changes, improvements, or deletions occur, communication will be made as soon as possible.

Nothing in this guide should be read as a guarantee of employment or changing in any way the employment relationship between the district and its employees.

In the case of any conflict in meaning, the language in Federal, State, local laws, or Board policies shall be controlling. Clarification of items in this guide may be addressed by the district's Human Resources Department or referenced to other areas of the district for further guidance.

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District Information

Mission Statement

Fostering a culture of excellence and empowering Brewer Bears to be innovators and leaders of tomorrow by providing premier education.

Vision Statement

Developing passion to learn...discovering purpose for tomorrow.

Belief Statements

- All students are our top priority.
- Every student has value and purpose.
- Our students deserve a passionate teacher in every classroom every day.
- A safe, secure, and enriched environment enhances learning.
- Learning is a shared responsibility that requires active involvement by students, staff, families, and the community.
- Continuous professional growth is essential for student success.

Motto

Think Big ... Bears Do!

District Goals

The White Settlement ISD Board of Trustees adopted five district goals to achieve the mission and vision.

- Goal 1: Maximize student achievement through high standards across all disciplines, which incorporate critical thinking, creativity, collaboration, high-quality instructional strategies, and innovative teaching.
- Goal 2: Cultivate a safe, nurturing, and collaborative environment that promotes active involvement by parents, students, staff, and community members.
- Goal 3: Sustain an effective and efficient organization by utilizing a flexible, responsive, and consistent process for financial and operational management.
- Goal 4: Design professional learning opportunities that lead to effective teaching practices, instructional leadership, and improved student results.
- Goal 5: Recruit, develop, and retain qualified, certified, and effective personnel.

Equal Employment Opportunity: Policies DAA, DIA

In its efforts to promote nondiscrimination and as required by law, White Settlement ISD does not discriminate against any employee or applicant for employment because of race, color, religion, sex (including pregnancy, sexual orientation, or gender identity), national origin, age, disability, military status, genetic information, or on any other basis prohibited by law. Additionally, the district does not discriminate against an employee or applicant who acts to oppose such discrimination or participates in the investigation of a complaint related to a discriminatory employment practice. Employment decisions will be made on the basis of each applicant's job qualifications, experience and abilities. In accordance with Title IX, the district does not discriminate on the basis of sex and is prohibited from discriminating on the basis of sex in its educational programs or activities. The prohibition against discrimination extends to employment. Inquiries about the application of Title IX may be referred to the district's Title IX Coordinator, to the Assistant Secretary for Civil Rights of the Department of Education, or both.

Teacher Incentive Allotment Overview

The Teacher Incentive Allotment (TIA) was established by House Bill 3 (HB3) during the 86th Texas Legislature in 2019 and signed by Governor Greg Abbott to provide outstanding teachers an accessible pathway to a six-figure salary. Through state-approved local designation systems, districts can identify and designate outstanding teachers based on student growth and classroom observation. Employing designated teachers generates extra funding for districts to reward top performers.

Designations

There are two pathways to designation: National Board Certification or through the district's locally developed designation system.

Designations are *distinctions* awarded only to highly effective teachers as defined through a district's TEA-approved local teacher designation system. The four levels of designation, **Acknowledged**, **Recognized**, **Exemplary**, and **Master**, are awarded for five-year periods based on the results of a district's approved TIA system appraisal data. Teachers with an active National Board Certification (NBCTs) may also receive the Nationally Board Certified designation..

The state does not select which teachers qualify, nor reject individual teacher designations. Instead, the state approves the validity of a district's overall system. Each district determines their own unique designation criteria which allows the district to analyze performance data and determine teacher designations.

Districts receive an annual allotment for each designated teacher they employ and may use TIA funds to incentivize effective teachers to remain in the classroom through additional compensation.

- **Acknowledged** designations represent the **top 50%** of Texas teachers and generate **\$3K-\$9K** per designated teacher. Calculations differ by campus.
- **Recognized** designations represent the **top 33%** of Texas teachers and generate **\$5K-\$15K** per designated teacher. Calculations differ by campus.
- **Exemplary** designations represent the **top 20%** of Texas teachers and generate **\$9K-\$25K** per designated teacher. Calculations differ by campus.
- **Master** designations represent the **top 5%** of Texas teachers and generate **\$12K-\$36K** per designated teacher. Calculations differ by campus.

For certified teachers, TEA displays the designation in the top right-hand corner of the State Board for Educator Certification (SBEC) teaching certificate. Designated teachers are assigned a Designated Teacher ID and listed in the [Designated Teacher Public Search Directory](#).

Teachers may have only one active TIA designation at a time which is valid for five years. Within the five-year period, teachers may qualify for a higher designation upon growth validation. If a higher designation is earned, the five-year clock restarts and the lower designation becomes inactive. Once that designation expires, an approved district may submit the previously-designated teacher for a new or higher designation if he or she meets the local criteria.

Teachers who hold a National Board Certification may also be considered in a district's local designation system. In the case of a NBCT earning a designation through the local designation system, TEA defaults to the higher designation and the NBCT designation becomes inactive.

WSISD reserves the right to modify program details and structure as needed to maximize benefits for all teachers.

Approval of individual teacher designations are voidable by TEA for one or more of the following reasons:

- A teacher has not fulfilled all designation requirements.
- The teacher is listed in the Texas Do Not Hire registry.
- The designated teacher's certificate issued by the SBEC is in a sanction status.
- The National Board for Professional Teaching Standards revokes a National Board Certification that provided the basis for a teacher's designation.
- The designating district's designation system is voided.
- At the discretion of the Commissioner of Education.

Allotments

TIA is a Tier 1 allotment through the Foundation School Program (FSP), the system through which the state provides funding to districts. This system, grounded in the Texas Education Code, creates a sustainable funding source for districts implementing a local designation system. The allotment formula is campus-based, with increased allotments for high-needs and rural campuses. Unlike previous state incentive programs, there is no cap on TIA allotment funds or the number of teachers who may earn a designation.

Once a designation is earned and awarded, TEA verifies allotment eligibility annually in April using data from the Class Roster Winter PEIMS (Public Education Information Management System) submission.

Districts are required to spend at least 90% of their allotment funds on teacher compensation at the campus where the designated teacher works at the time of Class Roster Winter submission. The remaining 10% may be used for costs associated with implementing/growing the local designation system or supporting teachers in earning a designation.

National Board Certification and TIA

National Board Certified Teachers (NBCTs) employed as Texas public school teachers may be designated notwithstanding statewide performance standards. All districts employing eligible, designated NBCTs may receive TIA allotment funds. A local designation system is not required.

National Board Certification is a voluntary, advanced professional certification for PreK-12 educators that identifies teaching expertise through a performance-based, peer-reviewed assessment.

Teachers are certified based on standards set by the National Board for Professional Teaching Standards (NBPTS). NBPTS requires teachers to have at least three years of experience as a teacher before registering for final National Board Certification. Some exceptions may apply.

Teachers may pursue National Board Certification independently or with the support of a district or regional cohort. On average, candidates who successfully certify take two or three school years to complete and pass all components. To find out more, visit <https://www.nbpts.org/>.

NBCT Recognized Designations

TEA oversees the TIA designation process for Texas NBCTs; no application is required from the NBCT or their employing district.

NBCTs must meet the following criteria to earn a **Nationally Board Certified** TIA designation in a given school year:

- Hold an active certificate issued by the NBPTS.

- Remain employed as a public school teacher reported with a 087 PEIMS Role ID in the Class Roster Winter Submission. Alignment with the National Board certificate area is not required.
- Remain listed as a Texas teacher in the NBCT Directory as of January 31.
 - NBCTs moving to Texas from out of state must update their information to reflect Texas employment.
- Does not have a Texas teaching certificate in revoked, suspended, or voluntary surrender status.
- Is not listed on the Texas Do Not Hire registry.

TIA designations for newly certified NBCTs who meet the eligibility criteria are awarded the same school year in which they certify. TIA designations are valid through July 31 following the expiry of the National Board certificate. TEA updates the designation expiry date for NBCTs who recertify. Nationally Board Certified teachers will receive the same allotment as TIA Acknowledged Teachers.

Allotments for Districts Employing NBCTs

Districts employing a designated NBCT may receive allotment funds if the NBCT works a creditable year of service in an 087 PEIMS teaching role. A local designation system is not required to receive funds for designated NBCTs. Districts receiving funds for designated NBCTs must comply with statutory spending requirements. If an NBCT works in a district with a local designation system, they must follow the spending plan for NBCTs outlined in their TEA-approved system application.

TEA may reimburse districts for fees paid to the National Board for Professional Teaching Standards. Districts may request fee reimbursement on behalf of Texas NBCTs who certified or recertified in 2019 or later.

National Board Certified Teachers are eligible to earn a higher designation if a district's local designation system criteria is met.

Local Teacher Designation System

White Settlement ISD's local designation system is not required by the state but is an *optional* program that allows the district to prioritize high-needs campuses, identify top-performing teachers, and identify areas of improvement for those who do not qualify for a designation.

The systems must be submitted to TEA for approval and undergo a data validation process, which will be conducted by Texas Tech University. As part of the validation process, Texas Tech will:

- Review alignment between teacher observation ratings and student performance ratings.
- Review alignment between student performance ratings and value-added ratings for applicable teachers.
- Review data validity by appraiser/rater, by campus, across campuses in a district, and by teaching assignment.
- Compare district to state data by comparing the percentage of teachers a district puts forth for designation to overall district performance.

Prior to issuing designations, districts are required to complete an initial three-year application and approval process. See detailed information about this process below.

System Application and Approval Process

Year 1: Submit a TIA system application

Once the local designation system is fully designed and prepared to implement the following school year, districts may submit a TIA system application to TEA. The system application allows TEA to assess the district's readiness for implementing a successful local designation system. TEA updates the system application annually and posts the application each November. Districts must submit the application by mid-April for the system to take effect the following school year. Districts must receive a score of "Full Readiness" in all statutory sections of the application to proceed with implementing their system and capturing data the following year.

- White Settlement ISD's system application was submitted in April 2025 and was approved in August 2025 for implementation during the 2025-2026 school year.

Year 2: Implement the System and Capture Teacher Performance Data

Once the TIA system application is accepted, the district prepares to implement the system. The first year of system implementation is called the Data Capture Year. In alignment with the accepted system application, the district conducts calibration exercises, analyzes data, administers student growth measures, and coordinates among departments to monitor data throughout the year. Districts must implement the system in accordance with their TEA-approved system application.

By the end of the Data Capture Year, the district has appraised and collected student growth data for all teachers on TIA-eligible campuses in TIA-eligible teaching assignments. This data is used to determine which teachers qualify for designation.

All teachers in eligible teaching assignments must be appraised. Districts must have complete observation and student growth data for all teachers in eligible teaching assignments.

- White Settlement ISD **Data Capture Year #1** will be the 2025-2026 School Year (August 2025 - May 2026)

Year 3 and Beyond: Determine Designations and Submit Data for Validation

Following the Data Capture Year, districts determine designations using the process outlined in their fully approved system, which is a reflection of their accepted system application.

Districts submit teacher performance data for teachers in eligible assignments and propose new/higher teacher designations **annually**.

Using the submitted data, Texas Tech runs a data validation check, which is used by TEA to verify the district has maintained system validity and approve the district's new and/or higher proposed teacher designations.

- White Settlement ISD's initial year of data (SY 2025-2026) will be submitted in October 2026
- White Settlement ISD's TIA data validation system should receive **full system approval** in February 2027
 - Allotment funding is calculated annually in April and verified in early May
 - Designated teachers are contacted annually by the district and TEA in mid-late May
 - White Settlement ISD designated teacher payout occurs by August 31st annually after verification of the teacher's return to campus for the new school year, following annual allotment funding
- WSISD data capture year #2 = 2026-2027 School Year

WSISD reserves the right to modify program details and structure as needed to maximize benefits for all teachers.

- WSISD data capture year #3 = 2027-2028 School Year
- WSISD data capture year #4 = 2028-2029 School Year
- WSISD data capture year #5 = 2029-2030 School Year **Full System Renewal Data Capture**

Alongside statewide performance standards, the district can establish its own additional criteria for evaluating teachers and determining which teachers qualify for each level of designation.

Teachers must meet the following state criteria to earn a new or higher designation through a district's local designation system:

- Employed as a teacher (087 PEIMS Role ID)
 - With the passage of HB 1525 in 2021, *uncertified* teachers who meet the district's performance criteria may earn designations.
- Submitted for designation based on prior-year teaching performance data
- Met or will meet the creditable year of service requirement by the end of the school year.
- Employed and compensated (or will be by the end of the school year) in a teaching role for:
 - 50% or more of the day for a minimum of 180 days (part-time employees, full school year)
 - 100% of the day for a minimum of 90 days (full-time employee, one semester)
- Reported in the Class Roster Winter PEIMS submission as employed by the district in a 087 PEIMS Role ID
- Is in good standing with the district
- Does not have a Texas teaching certificate in revoked, suspended, voluntary surrender, or permanent surrender status
- Is not listed on the Texas Do Not Hire registry

Eligible Employees

Per TEA, eligible employees must be employed as a teacher (087 PEIMS Role ID) and have a valid and reliable teacher observation record and student growth measurement.

White Settlement ISD's local designation system also requires that teachers be recorded as the **Teacher of Record** for the initial data capture year as well as the designation year. Additionally, during the data capture year, a minimum of 5 students must be rostered to the eligible teacher at all three snapshots: **Fall**, **Winter**, and **End of Year**. Likewise, a minimum of 5 of the rostered students must have a student growth measurement from the state-approved assessment, which allows for a sufficient amount of data for calculation and validation.

For TIA data capture, all teachers being considered in White Settlement ISD must have:

- A full formal 45-minute T-TESS appraisal with complete observation data and two walk-through appraisals used as evidence for the teacher's end-of-year Summative
- A final student growth rating - districts are required to report the percentage of the teacher's students who met or exceeded their individual expected growth target (STAAR Transition Table or STAAR ALT 2)

Eligible Teaching Assignments

Districts confirm their eligible teaching assignments with Texas Student Data Systems (TSDS) Service IDs, which is an eight-digit number tied to each course. Teachers may have more than one Service ID if they teach more than one course. TEA tracks eligible teaching assignments using Service IDs linked to annual Fall PEIMS and TSDS Class Roster Winter submissions to ensure all data is captured for all eligible teachers.

White Settlement ISD's current approved system includes eligible teaching assignments that have established, valid, and reliable growth measures. See below for a list of White Settlement ISD's current TIA-eligible teaching assignments/Service IDs.

Service ID	Service Description (Content/Grade-Level)	Subject Description	Grade Level	Assessment/Growth Method
02640060	MATHEMATICS GRADE 6	MATHEMATICS	GRADE 6	STAAR Transition Table/STAAR ALT 2 Progress Measure
03103000	MATHEMATICS, GRADE 7	MATHEMATICS	GRADE 7	STAAR Transition Table/STAAR ALT 2 Progress Measure
03103100	MATHEMATICS, GRADE 8	MATHEMATICS	GRADE 8	STAAR Transition Table/STAAR ALT 2 Progress Measure
02820000	MATHEMATICS, DEPARTMENTALIZED GRADE 6	MATHEMATICS	GRADE 6	STAAR Transition Table/STAAR ALT 2 Progress Measure
82100XXX	LOCAL CREDIT COURSE - MATHEMATICS, GRADE 6	MATHEMATICS	GRADE 6	STAAR Transition Table/STAAR ALT 2 Progress Measure
82920XXX	LOCAL CREDIT COURSE - MATHEMATICS, GRADE 7	MATHEMATICS	GRADE 7	STAAR Transition Table/STAAR ALT 2 Progress Measure
83100XXX	LOCAL CREDIT COURSE - MATHEMATICS, GRADE 8	MATHEMATICS	GRADE 8	STAAR Transition Table/STAAR ALT 2 Progress Measure
03103210	GRADE 6, MIDDLE SCHOOL ADVANCED MATHEMATICS	MATHEMATICS	GRADE 6	STAAR Transition Table/STAAR ALT 2 Progress Measure
03103220	GRADE 7, MIDDLE SCHOOL ADVANCED MATHEMATICS	MATHEMATICS	GRADE 7	STAAR Transition Table/STAAR ALT 2 Progress Measure
03103230	GRADE 8, MIDDLE SCHOOL ADVANCED MATH, ALGEBRA 1	MATHEMATICS	GRADE 8	STAAR Transition Table/STAAR ALT 2 Progress Measure
02640030	MATHEMATICS GRADE 3	MATHEMATICS	GRADE 3	STAAR Released Pre-Test/STAAR - Quartile/Quintile Method
02625030	READING GRADE 3	READING	GRADE 3	STAAR Released Pre-Test/STAAR - Quartile/Quintile Method
02640040	MATHEMATICS GRADE 4	MATHEMATICS	GRADE 4	STAAR Transition Table/STAAR ALT 2 Progress Measure
02625040	READING GRADE 4	READING	GRADE 4	STAAR Transition Table/STAAR ALT 2 Progress Measure
02640050	MATHEMATICS GRADE 5	MATHEMATICS	GRADE 5	STAAR Transition Table/STAAR ALT 2 Progress Measure
02625050	READING GRADE 5	READING	GRADE 5	STAAR Transition Table/STAAR ALT 2 Progress Measure
02650500	SCIENCE GRADE 5	SCIENCE	GRADE 5	STAAR Released Pre-Test/STAAR - Quartile/Quintile Method
03200510	READING GRADE 6	READING	GRADE 6	STAAR Transition Table/STAAR ALT 2 Progress Measure
03200520	READING GRADE 7	READING	GRADE 7	STAAR Transition Table/STAAR ALT 2 Progress Measure
03200530	READING GRADE 8	READING	GRADE 8	STAAR Transition Table/STAAR ALT 2 Progress Measure
03343100	SOCIAL STUDIES GRADE 8	SOCIAL STUDIES	GRADE 8	STAAR Released Pre-Test/STAAR - Quartile/Quintile Method
03060800	SCIENCE GRADE 8	SCIENCE	GRADE 8	STAAR Released Pre-Test/STAAR - Quartile/Quintile Method
03103230	ALGEBRA 1	MATHEMATICS	GRADE 8	STAAR Transition Table/STAAR ALT 2 Progress Measure
03100500	ALGEBRA 1	MATHEMATICS	GRADE 9	STAAR Transition Table/STAAR ALT 2 Progress Measure
03100507	ALGEBRA 1	MATHEMATICS	GRADE 9	STAAR Transition Table/STAAR ALT 2 Progress Measure
03220107	ENGLISH 1	ENGLISH	GRADE 9	STAAR Transition Table/STAAR ALT 2 Progress Measure
03220100	ENGLISH 1	ENGLISH	GRADE 9	STAAR Transition Table/STAAR ALT 2 Progress Measure
03200600	ENGLISH 1	ENGLISH	GRADE 9	STAAR Transition Table/STAAR ALT 2 Progress Measure
03010200	BIOLOGY	SCIENCE	GRADE 9	STAAR Released Pre-Test/STAAR - Quartile/Quintile Method
03220207	ENGLISH 2	ENGLISH	GRADE 10	STAAR Transition Table/STAAR ALT 2 Progress Measure
03220200	ENGLISH 2	ENGLISH	GRADE 10	STAAR Transition Table/STAAR ALT 2 Progress Measure
03200700	ENGLISH 2	ENGLISH	GRADE 10	STAAR Transition Table/STAAR ALT 2 Progress Measure
03340100	US HISTORY	SOCIAL STUDIES	GRADE 11	STAAR Released Pre-Test/STAAR - Quartile/Quintile Method
A3340100	AP US HISTORY	SOCIAL STUDIES	GRADE 11	STAAR Released Pre-Test/STAAR - Quartile/Quintile Method

WSISD reserves the right to modify program details and structure as needed to maximize benefits for all teachers.

WSISD plans to expand the TIA local designation program to include other eligible teaching assignments in subsequent years. The WSISD TIA Committee will continue to research viable student growth measures for future TIA course consideration.

REMINDER: Eligible teaching assignments are tied to a course and not individual teachers. If a teacher moves out of an eligible assignment before data capture, the district must collect observation and student growth data for the teacher who fills the eligible position. If a teacher moves from an eligible assignment to a non-eligible assignment before or during data capture, they are no longer eligible for data capture or designation.

Failure to capture a teacher's performance data for any reason may impact the district's data validation results. In rare cases, circumstances outside of the district's control may prevent a district from capturing data for one or more teachers. Allowable data collection *exceptions* include:

- The teacher moved out of the eligible teaching assignment before the administration of EOY growth data
- The teacher was hired or moved to an eligible assignment after the BOY growth data was collected
- The teacher was on FMLA or had special circumstances that resulted in significant absences

White Settlement ISD uses multiple data management systems for tracking each teacher's identifying information, appraisal data, student linkages, and student growth data. Multiple common identifiers ensure that data is accurately tied to the correct teacher. Teacher identifiers used by WSISD include: Staff ID, TSDS ID, and TEA ID. Fall PEIMS, Winter Roster, and End of Year Snapshots are used to correctly identify teachers and their rostered students.

Component Weighting

Using the statewide performance standards and historical performance data as a guide, districts assign a "weight" or percentage to each of their system components. Component weights are outlined in the district's initial TIA-approved system application; however, districts may adjust the weighting before annual data submission if it will support the data validation process according to the state performance standards. WSISD component weighting is as follows:

- Component 1- Teacher Observation (TTESS) = **50%**
- Component 2- Student Growth (STAAR/STAAR ALT 2 = **50%**

Teacher Observation Component 1

As one component of measuring teacher performance, appraisers collect data through an approved teacher observation system. WSISD's approved system is T-TESS. TIA-eligible teachers receive two walkthroughs and one formal 45-minute full evaluation that is scored and utilized for the teacher's end-of-year Summative record.

T-TESS incorporates all the requirements needed for appraiser certification, recertification, and calibration, providing fair and consistent evaluations. An eligible teacher's complete, signed, and dated summative evaluation includes scored feedback on dimension-level scores and appraiser evidence.

The average of the scores across the eight dimensions in Domains 2 (Instruction) & 3 (Learning Environment) is weighted at 50% of the eligible teacher's overall TIA rating as outlined above in the Component Weighting section. Per statute, teachers must have a minimum score of Proficient in all observable dimensions. Per the state standards guidance, which was adopted by WSISD, teachers must

earn a minimum summative average of 3.5 on Domains 2 and 3 to be considered for a new or higher designation.

A teacher who disagrees with the ratings or comments included on the written observation summary or the written annual summative report may submit a response or rebuttal. Any written response or rebuttal must be submitted within 10 working days of receiving a written observation summary, a written summative annual appraisal report, or any other written documentation associated with the teacher's appraisal. A teacher may not submit a written response or rebuttal to a written summative annual appraisal report for the ratings in Domains II and III if those ratings are based entirely on observation summaries or written documentation already received by the teacher earlier in the appraisal year for which the teacher has had the opportunity to submit a written response or rebuttal.

Student Growth Component 2

For eligible teaching assignments, statewide performance standards for each designation level align with teacher effectiveness based on the teacher's percentage of students who meet or exceed an expected growth target for a single year.

To calculate the percentage of a teacher's students who met or exceeded expected growth, districts divide the number of students who met or exceeded their expected growth target by the total number of students with an expected growth score who completed the final assessment.

To be included in the teacher's total number of students, the student must be rostered to the teacher all year, have an expected growth target at the beginning of the year, and have completed the assessment at the end of the year.

In WSISD's TIA system, students will count toward a teacher's total number of students if the student was enrolled in the course and rostered to the teacher on all three snapshot dates of **Fall, Winter, and End of Year**.

WSISD currently utilizes the pre-test and post-test student growth measures for its eligible teaching assignments.

Statewide Performance Standards

During the annual data validation process, Texas Tech (contracted by TEA) reviews how closely a district's system aligns their designations to the statewide performance standards for both teacher observations and student growth measures.

Designation criteria for each level of designation are determined by the district. Some districts establish minimum requirements for earning a designation for each teacher performance component used.

In WSISD, TEA's established statewide performance standards were adopted as minimum requirements for earning a designation in the district.

Designation Level	Teacher Observation Performance Standards*	Student Growth Performance Standards
Acknowledged	3.5 average	50% met or exceeded
Recognized	3.7 average	55% met or exceeded

WSISD reserves the right to modify program details and structure as needed to maximize benefits for all teachers.

Exemplary	3.9 average	60% met or exceeded
Master	4.5 average	70% met or exceeded

**Represents average of all dimensions in T-TESS Domains 2 and 3. Per TEA, teachers must have a minimum score of Proficient in all observable dimensions to be eligible for a new or higher designation.*

Eligible Teacher Categories

An effective designation system requires careful consideration of the validity and reliability of the collected data points for each eligible teaching assignment. Once the district has determined eligible assignments and designation criteria for each assignment, the district is required to group teaching assignments into categories.

A category is the combination of eligible teaching assignments that share the same teacher observation rubric at the same weight and the same student growth assessment measurement at the same weight. Eligible teaching assignments that use different assessments or the same assessment with a different growth calculation method cannot be grouped in the same category.

White Settlement ISD currently has 2 eligible teacher categories:

- 6-8th Grade Math: T-TESS and STAAR with STAAR Transition Table Calculated Growth
- 6th-8th Grade Math: T-TESS and STAAR ALT 2 with Progress Measure Calculated Growth

Data Submission and Validation

Following the initial Data Capture Year, districts with a TEA-approved system application may submit data for new and/or higher designations upon approval of continued system validity. To validate district data, Texas Tech and TEA complete two different reviews: a technical review and a system alignment review. These reviews are designed to ensure the submitted data is aligned with the district's approved system application and the Texas Administrative Code.

Texas Tech provides TEA with data validation results based on the scoring of nine different checks across five domains. TEA then studies the data validation results and conducts a holistic review before issuing full/continued system approval. Once approved, TEA processes the district's designations and formally verifies them in April/May of the year following the data capture year, which is known as the designation year.

- WSISD will communicate teacher designations annually in mid-May after designations/allotments are formally approved through TEA.

Per TEA, districts may not designate teachers who have resigned, retired, or permanently moved to a non-teaching role before data submission. Additionally, teachers may not earn a designation if they leave after a district submits them for designation but before TEA's final verification/approval. If a teacher leaves the designating district before the last Friday in February (Winter Roster PEIMS submission), they forfeit designation eligibility.

Teachers who meet the eligibility requirements are awarded the designation retroactively to the beginning of the school year. These designations are valid for five school years.

Districts with a fully approved system may submit new or higher designations annually for the next four years following system approval. However, districts must continue to provide evidence that the

WSISD reserves the right to modify program details and structure as needed to maximize benefits for all teachers.

designation system remains valid and reliable. TEA reviews data validation results and approves the district to issue new or higher designations annually. If annual data validation indicates the system is no longer valid and reliable, new/higher designations are not processed.

False/Incorrect Data

WSISD shall review any reports and/or findings of false/incorrect data. This includes teachers who the district put forth for a local designation, disqualified and/or ineligible teachers, teachers who earned a designation through National Board Certification, and any teacher WSISD hired to the district who earned a designation from their former district. False/incorrect data could include, but is not limited to: employment status, campus and/or course discrepancies, teacher performance scores, and student growth scores.

WSISD reserves the right to withhold a teacher's TIA designation award should it find that data used to designate or validate a teacher's designation was falsified or invalid in any way. Disciplinary action, including immediate termination proceedings, may also be enforced should the district find that an employee purposefully falsified data used to designate and/or award an employee for TIA.

Appeals Process

Formal complaints/grievances regarding the interpretation, application, implementation, or compensation schedule of WSISD's Teacher Incentive Allotment system must be filed in accordance with local Board Policy [DGBA](#). Any data from the state that TEA releases with regard to the local designation system cannot be appealed.

Staff members are encouraged to discuss their concerns first with their supervisor, principal, or other appropriate administrator. Concerns should be expressed as soon as possible to allow early resolution at the lowest possible administrative level. Informal resolution is encouraged, but it will not extend any deadlines in the DGBA policy, except by written consent.

DGBA policy requires that complaint forms be filed:

1. Within 15 days of the date the employee first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance; and
2. With the Superintendent's designee.

See WSISD's Local Board Policy [DGBA](#) - Personnel-Management Relations: Employee Complaints/Grievances for more details and access to the appropriate form(s).

TIA Spending Plan Requirements

There are a variety of options for using TIA funds to support district goals for teacher retention, teacher recruitment, and prioritization of high-needs campuses.

TEA requires the district to outline how and when it will spend the allotment, plan for contingencies when designated teachers move, and set a timeline for school board approval. Because spending plans can be directly tied to district priorities, TEA allows spending plan adjustments to be submitted for approval as needed.

Allotment values are determined by each designated teacher's campus as of the Class Roster Winter Submission, the last Friday in February. For example, a Recognized teacher on one campus in the district could generate higher/lower allotment funding than a neighboring campus due to the socioeconomic status differences between the two campuses' student enrollment populations.

WSISD reserves the right to modify program details and structure as needed to maximize benefits for all teachers.

Once awarded, designations remain active until the expiry date regardless of the teacher's district, role, or employment status. TEA checks designated teacher placement and allotment eligibility annually using data from the Class Roster Winter Submission.

Districts are notified of their annual allotment in late April and must spend all funds by August 31 of the same calendar year. If a district chooses to adopt a stipend plan as the method of compensation, it must decide if the stipend is paid in a single lump-sum payment or multiple payments.

Districts must plan for teachers who resign or retire before the scheduled payout date. If the district chooses not to forward allotment funds, the district must still spend at least 90% on teacher compensation on the campus where the designated teacher worked at the time of Class Roster Winter submission by August 31 of the same calendar year. Districts' spending plans must take into account National Board Certified Teachers (NBCTs) and designated teachers who move into a district.

TIA Funding- Spending Plan

The Teacher Incentive Allotment (TIA) was built into Texas state law in 2019 as part of House Bill 3 during the 86th Legislature. It is a Tier 1 allotment through the Foundation School Program (FSP), the system through which the state provides funding to districts. This system, grounded in the Texas Education Code, creates a sustainable funding source for districts implementing TIA. Unlike previous state incentive programs, there is no cap on TIA allotment funds or the number of teachers who may earn a designation.

- TAC §150.1012(g)(2) *"A school district that receives teacher incentive allotment funding must comply with the requirements of TEC, §48.112, including the requirement that at least 90% of each allotment must be used for compensation of teachers employed at the campus at which the teacher for whom the district received the allotment is employed."*
- Tex. Educ. Code § 21.3521(f) *"A teacher has no vested property right in a teacher designation assigned to the teacher under this section."*

The designations and funding are contingent upon approval through the Texas Education Agency (TEA), TIA validation, and allotment process. White Settlement ISD will not be responsible for funding TIA initiatives if state funds become unavailable. White Settlement ISD will provide notice to teachers upon learning of any change or discontinuation of state funding for the Teacher Incentive Allotment program.

State Requirements for TIA Funding

Funding for teachers designated under TIA is distributed from the state to Texas school districts. The statute requires that at least 90% of the funds earned through a district's local designation system be spent on teacher compensation on the campus where the designated teacher worked at Class Roster Winter submission in an 087 role, meets guidelines for creditable year of service, and meets the guidelines for the WSISD TIA Local Designation System, as well as all TEA TIA guidelines. For compensation purposes, a teacher is defined as student-facing instructional staff. Likewise, per TEA, a district should spend no more than 10% of TIA funds to support the local designation system.

The state calculates rural and socioeconomic tier funding status annually based on student enrollment. Allotment funds are based on the socioeconomic status of the campus. If a designated teacher moves campuses within the school district from one school year to another, the allotment that the designated teacher generates will be recalculated based on the new campus tier funding status.

The same compensation plan will be used for designated teachers entering White Settlement ISD with a designation from another district, as well as National Board Certification Teachers (NBCTs), and distributed as described according to their campus assignment.

Performance Components of the WSISD Teacher Incentive Allotment Program

***For Designation:** weighted equally at 50/50 per the below State standards minimums. Standards must be met in each component of the designation level to be considered for that designation level. They are not averaged together.*

- **Teacher Growth:** T-TESS Domain 2 & 3 average minimums (with no score below a 3 in any dimension)
 - Acknowledged = 3.5 Recognized = 3.7, Exemplary = 3.9, Master = 4.5
- **Student Growth:** STAAR and STAAR ALT 2
 - Minimum of 5 rostered students at all 3 snapshots-Oct., Feb., & EOY STAAR/STAAR ALT2 w/assessment growth measurement
 - Acknowledged = 50% Recognized = 55%, Exemplary = 60%, Master = 70%

To ensure data validity and system reliability, districts may establish minimum thresholds and requirements when calculating performance data and determining designation cut points.

WSISD conducts an annual review to evaluate how statewide recommended minimum performance standards are integrated into its designation criteria. Before finalizing cut points or performance minimums, WSISD analyzes teacher performance data in comparison to statewide trends.

Both TEA and WSISD retain the right to modify the recommended minimum performance thresholds and adjust performance requirements for student growth and observation data necessary to earn a TIA designation.

The methodology for determining TIA designations may require annual adjustments to account for data variability from the previous school year, ensuring continued validity and reliability in the local designation system.

Teacher Designation Award Amount Determinations

The funding available from the Teacher Incentive Allotment also varies by designation and campus. Funding amounts change each year. Funding for a Master designation ranges from \$12,000-\$36,000, Exemplary designation ranges from \$9,000- \$25,000, Recognized designation ranges from \$5,000-\$15,000, and an Acknowledged designation ranges from \$3,000-\$9,000. The exact amount of funding per teacher is determined by a formula that takes into account the teacher designation level, campus socioeconomic level, and campus rural status.

Average White Settlement ISD campus allotments for school year 2024-2025, as published by TEA, are: Recognized = \$4,542, Exemplary = \$9,083, and Master = \$17,139 (Acknowledged Designation level will be awarded for the first time in 2027. To research individual campus allotment values in White Settlement ISD, visit the [TEA interactive funding map](#).

Frequency & Impact of Compensation

TIA compensation is conditional upon the annual allotment provided by the state and is subject to the availability of state funding. Designated teachers receive TIA compensation based on their TIA designation and campus at the time of the Class Winter Roster PEIMS (Public Education Information Management System) submission each February.

- White Settlement ISD TIA compensation will be paid as a lump sum annual stipend, by August 31st, **upon the designated teacher's return to work in White Settlement ISD**. One exception is for a TRS retiring designated teacher who chooses the early payoff option of June.
- TIA stipends are awarded with the intent for designated teachers to stay with the district, in the classroom. In exchange for the receipt of the TIA stipend payment at the end of August, an employee, in good faith, is expected to remain employed through the end of their employment contract, absent extenuating circumstances approved by HR.

TIA stipends are subject to TRS, Medicare, Federal Income Tax, and Workers' Compensation. TIA compensation stipends will be included in the annual wages reported to the Teacher Retirement System (TRS) and will be used when calculating retirement benefits. TRS benefits are subject to TRS rules and regulations. TRS has limits (10% or 10,000 increase per year) on eligible salary increases in the last 3 or 5 years before retirement, which could limit the extent to which the TIA compensation paid in those years is TRS eligible. A member can "work out of the limit". The member will need to contact a TRS Benefit Counselor when they are ready to retire to determine if this limit will impact their retirement annuity calculation.

Distribution of Allotment: Teacher 90%

Statute requires that at least 90% of TIA funds be distributed directly to 087 PEIMS-coded teachers at the campus where the designated teacher was employed at the time of Class Winter Roster PEIMS submission. White Settlement ISD will distribute the required 90%, minus the payroll burdens of TRS, Medicare, Federal Income Tax, and Workers' Compensation, to TIA designated teachers in compensation per the following.

*The Employer Payroll Burden percentage can change from year-to-year. All monetary amounts are hypothetical and do not reflect any individual's specific pay. The components listed are consistently applied to the TIA designated teacher's payroll.

**The Employee Payroll Burden percentage varies from teacher-to-teacher based on the deductions set up by the employee.

EXAMPLE of a TIA Allotment for a Designated Teacher

+ \$8,986.00	Total award amount from the state
- \$898.60	Minus 10% retained by the district for TIA assessments and employer fees
= \$8,087.40	Subtotal Amount
- \$1,047.31	Minus federal and state taxes and fees = 12.95% (8.25% TRS, 1.9% TRS Non-OASDI, 0.60 Worker's Comp, 1.45% Medicare, 0.75% TRS-Care)
= \$7,040.09	Total gross awarded to the employee as "TIA PAY"

On the pay stub, the employee will see:

+ \$7,040.09	TIA PAY
- \$580.80	TRS (8.25%)

WSISD reserves the right to modify program details and structure as needed to maximize benefits for all teachers.

= \$6,459.29	Taxable Wages
- \$93.65	Medicare (1.45%)
- \$41.98	TRS Insurance (0.65%)
- \$879.87	Federal Tax (% – amount varies based on employee's W-4 and taxable wage amount- Example based on Single & 0)
= \$5,443.79	Total after deduction of employee taxes and fees

RETAINED FUNDS refer to the 90% of the funds that are retained and reallocated by the district when a designated teacher does not meet the requirements for receiving the allotment. These requirements are listed below by category. Retained funds will be redistributed by August 31st as compensation in the form of a retention bonus to specified eligible teachers on the campus where the designated teacher worked. The district may consider additional district criteria for the disbursement of the retained funds if there is no other designated teacher on campus.

Movement of Designated Teachers

While designations are tied to the teacher and not their employing district or campus, allotment funds are awarded to the district where the teacher was employed as of the Class Winter Roster PEIMS submission in February. For teachers who meet eligibility criteria, **the district employing the teacher at Winter Roster submission will receive funds for that school year** and must spend the allotment funds by August 31. Per TEA, districts are not required to forward funds if the teacher resigns, retires (outside of district guidelines), or is terminated before August 31st of the school year following allotment verification. The designated teacher will NOT receive their stipend in these situations, per WSISD guidelines.

If a designated teacher moves to a new district or campus between school years, the allotment for the next school year will be recalculated in April based on the new campus' rural status and level of socioeconomic need.

Internal Transfers:

**Designated teachers must have central office administrative approval for reassignments to other positions within the campus and district.* If a designated teacher moves between campuses within White Settlement ISD and remains in an 087 PEIMS-coded role, White Settlement ISD may provide TIA compensation to the designated teacher based on the campus where the designated teacher was assigned during Winter Roster PEIMS submission (February).

Designated teachers who move to a PEIMS Role ID other than 087 (such as Instructional Coach, Assistant Principal, Librarian, Diagnostician, Counselor, etc.) will maintain their designation. **However, they will not generate annual allotment funding if they are not in a 087 PEIMS role and therefore, will not earn TIA compensation.** Teachers who move to a non-teaching position before formally earning a designation relinquish eligibility due to no longer being in an 087 role.

Retirement:

Designated teachers who complete the school year and retire will receive the payout once the completed retirement documentation has been received from TRS. This payout would be no earlier than June.

Designated teachers who break their contract and retire before the end of the school year (but after Winter Roster) will not receive their allotment payout. Their share of the allotment will be equally disseminated in August to the qualifying designated teachers in the same content area and grade level who remain at the campus of the resigning/retiring teacher. In the event there is not a designated teacher in the content area and grade level on the campus where the departing designated teacher worked, the district will distribute the funds evenly to the other designated teacher/s on the campus. The district may consider additional district criteria for the disbursement of the retained funds if there is no other designated teacher on campus. Teachers who were in the eligible teacher category to earn the TIA designation, but did not earn it, will not be included in this group. Designated teachers with retained awards are not eligible to receive retained awards from other designated teachers.

Resignation:

Designated teachers who break their contract before the end of the school year (but after Winter Roster) or resign with a documented *last day of work* before August 25th will not receive their allotment payout. Their share of the allotment will be equally disseminated in August to the qualifying designated teachers in the same content area and grade level who remain at the campus of the resigning teacher. In the event there is not a designated teacher in the content area and grade level on the campus where the departing designated teacher worked, the district will distribute the funds evenly to the other designated teacher/s on the campus. The district may consider additional district criteria for disbursement of the retained funds if there is no other designated teacher on campus. Teachers who were in the eligible teacher category to earn the TIA designation, but did not earn it, will not be included in this group. Designated teachers with retained awards are not eligible to receive retained awards from other designated teachers.

Termination:

Designated teachers who are terminated before the end of the school year (but after Winter Roster) will not receive their allotment payout. Their share of the allotment will be equally disseminated in August to the qualifying designated teachers in the same content area and grade level who remain at the campus of the terminated teacher. In the event there is not a designated teacher in the content area and grade level on the campus where the departing designated teacher worked, the district will distribute the funds evenly to the other designated teacher/s on the campus. The district may consider additional district criteria for the disbursement of the retained funds if there is no other designated teacher on campus. Teachers who were in the eligible teacher category to earn the TIA designation, but did not earn it, will not be included in this group. Designated teachers with retained awards are not eligible to receive retained awards from other designated teachers.

Designated Teacher Not Meeting Performance Standards After Initial Designation:

In order for a teacher to continue to receive their full allotment payout for designation over the five-year period, they are required to maintain certain educator minimum performance and student growth levels. Locally-designated teachers, new hires with an active TIA designation, and National Board Certified Teachers (NBCTs) must maintain local minimum performance requirements to remain eligible to receive their annual TIA award from White Settlement ISD. Data will be reviewed by the district each year as long as the teacher's designation remains active. This includes teachers in the district no longer at a TIA-eligible campus and/or no longer in a TIA-eligible teaching assignment.

- 087 Teacher, verified by TEA through Class Winter Roster PEIMS submission.
- Teacher Growth: T-TESS EOY Summative Average for Domains II and III
 - Minimum 3.375 average for T-TESS Domains 2 & 3 reported on the EOY Summative. No score below Proficient in the eight dimensions will be allowed.
- Student Growth: 50% on STAAR Transition Table or STAAR ALT 2 Progress Measure, if applicable.
 - If the designated teacher is not in an LDS-eligible TIA grade level or content area, the decision will be based upon the 087 position and T-TESS EOY Summative Average.

TTESS waivers will not be available during the designation period. This includes the data capture year through the active designation period.

If minimum standards are not maintained during the five years of the designation period, the district reserves the right to retain the payout.

The retained allotment funds will be equally disseminated in August to the qualifying designated teachers in the same content area and grade level who remain at the campus of the resigning, terminated, non-allowed transferring teacher, or teacher not meeting minimum performance standards. In the event there is not a designated teacher in the content area and grade level on the campus where the teacher with retained funds works(ed), the district will distribute the funds evenly to the other designated teacher/s on the campus. The district may consider additional district criteria for disbursement of the retained funds if there is no other designated teacher on campus. Teachers who were in the eligible teacher category to earn the TIA designation, but did not earn it, will not be included in this group. Designated teachers with retained awards are not eligible to receive retained awards from other designated teachers.

Any TIA compensation retained will be redistributed as a retention bonus to instructional-facing staff who meet White Settlement ISD's above-specified requirements at the campus where the teacher was recorded for Winter Roster PEIMS submission.

Distribution of Allotment: District 10%

The district may use up to 10% of TIA allotment funds to support initiatives that strengthen the local designation system, including professional development for T-TESS calibration, training for teachers in TIA-eligible categories, partial funding of the TIA Lead position, assessment tools to measure and track student growth, and platforms for managing T-TESS evaluations and data analysis.

Board Support

The White Settlement ISD Board of Trustees has acknowledged its support of the district taking the actions necessary to participate in the Teacher Incentive Allotment Program. The Board of Trustees approves the expenditure of TIA funds as part of the annual budgeting process. The district may also propose a budget amendment to the Board of Trustees throughout the year as it relates to the district's TIA Spending Plan.

Additional TIA Information

<https://tiatexas.org/>

White Settlement ISD District TIA Support

The WSISD TIA Advisory Team was created to lead decisions regarding TIA participation and growth. The team consists of educators, including teachers, principals, and district administrators. The team

WSISD reserves the right to modify program details and structure as needed to maximize benefits for all teachers.

meets regularly to review/reflect upon TIA participation, monitor implementation, and ensure there is a system of ongoing support and growth. Any updates to WSISD's TIA plan are approved first by the TIA Advisory Team before communication to campus-level stakeholders.

WSISD TIA Advisory Team

District Administration

Frank Molinar - Superintendent

David Bitters - Assistant Superintendent of Finance and Operations

Heather Crow - Assistant Superintendent of Instruction, Curriculum, and Admin Services

Brandilyn DePalma - Chief Financial Officer

Academics

Crystal Intfen - Director, Secondary Curriculum & Design

Kerry Cooper - Director, Elementary Curriculum & Design

Assessment

Christie Beaty - Director of Assessment

Federal Programs

Karen Gonzales - Director, Federal Programs

Human Resources

Sherry Taylor - Director of Human Resources

Randy Summerhill - Assistant Director, Human Resources

Technology

Roger Bowen - Director of Technology

Communications

Desiree Coyle- Director of Communications

TIA Lead

Emily Estes