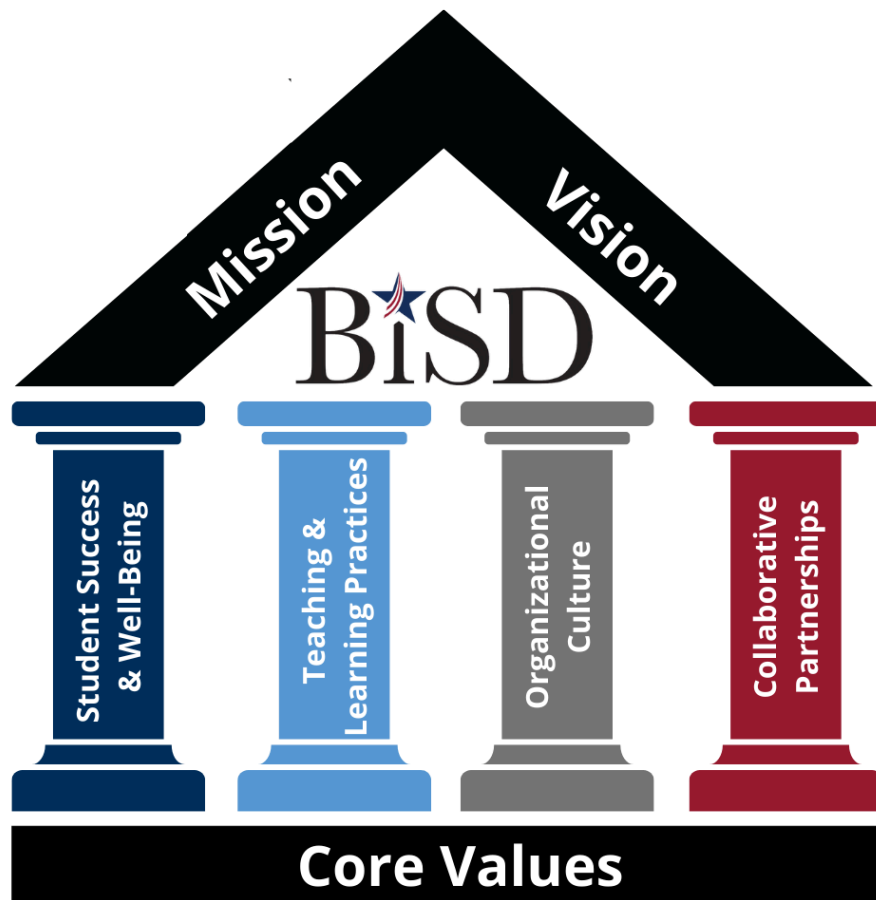


Bastrop ISD

Teacher Incentive Allotment Guide



Their Future is Our Focus.



Established by the 86th Texas Legislature through House Bill 3 in order to help districts recruit, retain, and support Texas teachers, the Teacher Incentive Allotment (TIA) provides additional funding to districts based on teacher identification, student need, and campus location (i.e., rural vs. non-rural). Based on a locally developed teacher designation system, teacher access to additional compensation is based on the local identification of teachers as master, exemplary, or recognized. The local system must consider teacher evaluation and student growth outcomes. Once earned, teacher identification is applied to an individual's teaching certificate and valid for a five-year period.

This guide is intended to provide an overview of the implementation of TIA in Bastrop ISD.

Disclaimer: The information, procedures, requirements, and provisions outlined in this TIA Handbook and the district's TIA Plan are subject to change. Revisions may be necessary based on updated guidance, rules, or requirements from the Texas Education Agency (TEA), changes in state legislation, and/or the availability or allocation of state funding. The district reserves the right to modify the TIA Handbook and Plan as necessary to remain in compliance with state requirements and available funding.

Table of Contents

Teacher Incentive Allotment Overview

- Master Teacher
- Exemplary Teacher
- Recognized Teacher
- National Board Certified Teacher

TIA Implementation in BISD 5

Eligibility for TIA Designation 5

TEA Performance Standards 6

- Teacher Performance..... 6
- Student Growth 7

Calculating the Final TIA Score 9

Timeline for Designations.....10

Distribution of Allotment of Funds..... 11

TIA Resources 12

Teacher Incentive Allotment Overview

The Teacher Incentive Allotment (TIA) was designed by the Texas Education Agency to recruit, support and retain highly effective teachers, particularly in high-needs and rural schools. It provides a pathway to recognize and compensate high-performing teachers and serves as a great opportunity to honor the hard work and proven success of our Bastrop ISD teaching staff. Teachers who earn a designation under the TIA will receive an additional stipend separate from the current Bastrop ISD pay structure. This stipend is credited in the Teacher Retirement System and will be used in retirement benefit calculations. The four designations a teacher can earn are:



Master Teacher

Master level teacher designation indicates that the identified teacher has achieved a level of teacher appraisal and student growth performance that places them in a level commensurate with the top 5% of teachers statewide.

Exemplary Teacher

Exemplary level teacher designation indicates that the identified teacher has achieved a level of teacher appraisal and student growth performance that places them in a level commensurate with the top 20% of teachers statewide.

Recognized Teacher

Recognized level teacher designation indicates that the identified teacher has achieved a level of teacher appraisal and student growth performance that places them in a level commensurate with the top 33% of teachers statewide.

Acknowledged Teacher

Acknowledged level teacher designation indicates that the identified teacher has achieved a level of teacher appraisal and student growth performance that places them in a level commensurate with the top 50% of teachers statewide.

National Board Certified

An alternate path to a TIA **Recognized** designation is through National Board Certification. A National Board Certification automatically qualifies any teacher for Recognized designation regardless of teaching assignment, but the teacher must be in a position that is PEIMS-coded as 087 eligible teaching position. Bastrop ISD staff who have earned a National Board Certification should contact Bastrop ISD's Human Resource Department to provide the necessary documentation. To learn more about becoming a National Board Certified Teacher, please visit the National Board for Professional Teaching Standards site at www.nbpts.org for more information.

Duration of TIA Designations

Teachers who qualify for a designation will maintain their designation for five years as long as they remain in a teaching role. The designated teacher has the opportunity to move to a higher designation level during the five year period. If this occurs, the five-year clock restarts for the teacher's designation.

Implementation in Bastrop ISD

Bastrop ISD will implement the TIA system in a multi-year phase, with the first phase in the 2025-2026 school year. BISD envisions every teacher to be eligible for this additional funding. The phased-in approach provides the district time to develop student growth measures in other subject areas and to pilot them to ensure validity and reliability. Once a teacher assignment is eligible for TIA, it is part of the designation system indefinitely.

During phase one, teacher eligibility for a TIA designation will be available to reading and math teachers in 4th-8th grade, Algebra 1, English 1 and 2 including inclusion and resource teachers in these subject areas. The TIA Planning Committee will continue to meet yearly to gather feedback to evaluate implementation and make recommendations on future expansions.

Phase	Data Collection Year for Designations	TIA Eligible Teachers	Payout Date
Phase 1	2025-2026	4th-8th RLA Teachers (including inclusion and resource) 4th-8th Math Teachers (including inclusion and resource) - Algebra 1, English 1 and 2 (including inclusion and resource)	August 2027
Phase 2	2026-2027	4th - 8th math and reading, English 1 and 2, Algebra 1 teachers (including inclusion teachers) - STAAR (4th - HS) intervention teachers 4th - 10th Dyslexia teachers - K - 3rd math and reading teachers (including inclusion and intervention) - K - 12th math and reading resource - K - 3, 11th & 12th Dyslexia teachers - Science - 5th, 8th, and Biology - Social Studies - 8th and US History - K-12 Life Skills (includes Bastrop Works), DHH, and VI teachers - Algebra 1, English 1, English 2, Biology, and US History Retesters (HS STAAR Intervention Teachers) - Secondary English Language Development Teachers (ELL, ELD)	August 2028

Eligibility for TIA Designation

In order to be eligible for a TIA designation a teacher must:

- be coded as a teacher (code 087) in the local student information system (Skyward), which is reported to the Texas Education Agency (TEA) through the Public Education Information Management System (PEIMS). In Bastrop ISD, an 087 status applies to a fully certified teacher or a District of Innovation (DOI) teacher who is in good standing with their DOI requirements.
 - Must be fully certified or obtain DOI status on or before October data submission to be included in the data collection year
 - Must maintain certified or DOI status in subsequent years to remain eligible to claim a designation.
 - Para+ employees are NOT eligible for TIA, per TEA guidelines. IF you are reported as a para+ on data submission in October, you are not eligible for TIA and you will have to reapply for a designation in the next data collection year. To discuss specific situations, please contact HR.
- must complete a year of service according to TEA guidelines;
- be hired by the Fall Snapshot date of that school year to be eligible and must complete the contract year in that same position.
- Employees out on approved FMLA or other approved leave must not be out for more than 12 weeks to be eligible.

TEA Performance Standards

In order to be eligible for TIA designation, TEA has established performance standards for T-TESS and student growth outcomes. Bastrop ISD will use the following measurements for the local designation system:

- Teacher Performance, T-TESS Domains 2 & 3
- Student Growth Measure

Teacher Performance

The TIA places an emphasis on two domains of the T-TESS appraisal system: Instruction (Domain 2) and Learning Environment (Domain 3). In order to be eligible for a TIA-designation, teachers must earn a rating of proficient or higher on each of the eight dimensions measured across Domains 2 and 3. In addition, based on an analysis of statewide T-TESS observation data, TEA has identified score averages across Domains 2 and 3 of T-TESS:

- Acknowledged designation ≥ 3.5
- Recognized designation ≥ 3.7
- Exemplary designation ≥ 3.9
- Master designation ≥ 4.5

T-TESS Eligible Domains and Dimensions

There are eight dimensions within Domain 2 & 3:

Instruction (Domain 2)

- Achieving Expectations (Dimension 2.1)
- Content Knowledge and Expertise (Dimension 2.2)
- Communication (Dimension 2.3)
- Differentiation (Dimension 2.4)
- Monitor and Adjust (Dimension 2.5)

Learning Environment (Domain 3)

- Classroom Environment, Routines and Procedures (Dimension 3.1)
- Managing Student Behavior (Dimension 3.2)
- Classroom Culture (Dimension 3.3)

T-TESS and Professional Learning Dashboard

Teachers will have access to the T-TESS and Professional Learning dashboard that will allow them to have real time data for T-TESS observation averages. [Click here to access a how-to guide for accessing the dashboard.](#)

Methodology for Calculation of T-TESS Performance

Each teacher will receive a T-TESS average score consisting of:

- 1 formal observation
- 3 formal walkthroughs

Formal observations and walkthroughs will follow the [BISD T-TESS manual](#) and be documented in KickUp Growth. Each dimension is scored on a scale of 1-5 as follows:

- 5 - Distinguished
- 4 - Accomplished
- 3 - Proficient
- 2 - Developing
- 1 - Needs Improvement

To calculate the overall T-TESS score for TIA eligibility, Bastrop ISD will use a numerical process based on a 5-point rating scale. Data from the formal observation and three walkthroughs will be used to determine the overall T-TESS score. To be eligible for a TIA designation, a teacher must have at least a 2.5 (round to the nearest tenth) average score in each dimension of Domains 2 and 3. Observations and walkthroughs will be equally weighted with an average being taken for each dimension. The 8 dimensions (rounded to the nearest hundredths) will then be averaged for the overall T-TESS score (rounded to the nearest tenths place). See sample below.

Domain/ Dimension	Walkthrough #1	Walkthrough #2	Formal Observation	Walkthrough #3	Average
2.1	3	3	4	4	3.50
2.2	4	4	4	4	4.00
2.3	3	3	3	4	3.25
2.4	3	4	3	4	3.50
2.5	3	4	3	4	3.50
3.1	3	4	4	4	3.75
3.2	3	4	4	4	3.75
3.3	4	4	4	4	4.00

Total Average of 3.7

Validity and Reliability of Observations

To ensure consistency and accuracy in T-TESS ratings, Bastrop ISD will implement a calibration process. This process will include but not limited to:

- An annual training for appraisers on T-TESS with rubric reviews and data collection analysis.
- Conduct calibration walks, at the campus and district level, to establish reliability between appraisers.
- Data reviews of T-TESS and student growth measures.

All appraisers (including all campus administrators, as well as district-level administrators) must successfully complete initial T-TESS training and calibration to become certified. Certification must remain up-to-date.

Bastrop ISD will use KickUp to maintain all T-TESS documentation.

All BISD T-TESS procedures will be conducted in accordance with the [BISD T-TESS Handbook](#).

Additional T-TESS Resources

Additional information and resources for T-TESS can be at <https://teachfortexas.org/>.

Student Growth

Bastrop ISD will be using the STAAR transition table to calculate student growth during the school year. TEA established these expectations based on statewide performance expectations:

- Acknowledged designation $\geq 50\%$
- Recognized designation $\geq 55\%$
- Exemplary designation $\geq 60\%$
- Master designation $\geq 70\%$

In an effort to ensure fairness and consistency of the classroom student growth calculations, the district will utilize the following criteria and practices to calculate the Student Growth Measure of TIA.

Student Rosters - To be included in a teacher's classroom student growth calculation for a year-long course, the student must be assigned to the teacher of record during each of the fall and winter PEIMS snapshots. All eligible teachers will be asked to verify rosters of students who are to be included in TIA Growth Calculations at the end of the year (May-June).

Minimum Number of Scores - In order for the district to calculate a classroom student growth scores for a teacher, there must be student growth data on at least 10 scores. In most cases, there will be ample student growth scores to calculate a classroom student growth score. However, in some specialized settings there might be a small number of students.

Teachers with Multiple Subjects - Student growth will be calculated based on all tests taken for each eligible course. For example: If a teacher is self-contained in 4th grade, then the growth measure would consist of all student scores for both Math and ELAR.

Testing Security and Procedures

Bastrop ISD will follow all TEA guidelines on testing security and procedures. Yearly testing and security training will be conducted with all staff. Special care is taken to ensure that students with an IEP, 504 or LPAC plan are provided with the necessary accommodations as allowed by TEA and determined by the appropriate committee.

Methodology for calculating Student Growth Composite Score

Student growth composite scores will follow the transition table guidance from TEA. For each eligible teacher, Bastrop ISD will calculate the percent of students who met or exceeded their expected growth target. The district will utilize the growth targets established by TEA for the STAAR Transition Tables for Annual Growth, this will not include the Accelerated Learning Score.

		Performance on STAAR – Current Year					
		Did Not Meet Low	Did Not Meet High	Approaches Low	Approaches High	Meets	Masters
Performance on STAAR – Previous Year	Did Not Meet Low	0	1	1	1	1	1
	Did Not Meet High	0	½	1	1	1	1
	Approaches Low	0	0	½	1	1	1
	Approaches High	0	0	0	½	1	1
	Meets	0	0	0	0	1	1
	Masters	0	0	0	0	0	1

See [TEA's website](#) and [Academic Growth](#) for further information regarding the STAAR Transition Table calculations.

Calculating the Final TIA Score

TIA designations are determined based on the TIA score, a weighted combination of the T-TESS Domains 2 & 3 composite score (40%) and student growth composite score (60%).

Final TIA Score Calculation Methodology

Final Teacher Incentive Allotment (TIA) designations are determined by a composite score that weights student growth at 60% and T-TESS Domains 2 & 3 performance at 40%.

Eligibility Requirements

To qualify for a designation, candidates must meet all state and district eligibility criteria. State regulations mandate an overall T-TESS average score of at least 3.5 across Domains 2 & 3 and a minimum Student Growth Score of 50. District guidelines also require meeting baseline standards in both categories.

Calculation Process

Once initial eligibility criteria are met, the final TIA score is calculated as follows:

- **T-TESS Score Adjustment:** The T-TESS domain average is rounded to the nearest tenth (e.g., 3.84 rounds to 3.8) and converted to a whole-number percentage.
- **Student Growth Score Adjustment:** The student growth outcome is rounded to the nearest whole number (e.g., 55.8 rounds to 56) and converted to a whole-number percentage.

Weighting and Final Score: The adjusted percentages are weighted (60% Student Growth, 40% T-TESS), combined, and rounded to the nearest tenth to establish the final TIA score, which dictates the designation level.

District Standards and Criteria Subject to Revision

To determine final Teacher Incentive Allotment (TIA) decisions regarding student growth and observations, the district reviews student growth outcomes and teacher appraisals in alignment with state performance standards and relevant national and state data. This review process also defines the foundational benchmarks for performance. To ensure the district's TIA system remains valid and reliable, Bastrop ISD reserves the right to adjust locally developed rules and indicators or elevate these baseline requirements at any time.

Designation Submission Parameter

- A teacher whose total points equate to a designation can only be submitted for the lowest designation rating listed in either T-TESS or Student Growth according to TEA state minimums.
- A teacher who does not meet all the eligibility requirements will not be submitted for a designation.
- Submission of data and/or a designation does not guarantee a teacher will receive the designation or allotment.

DATA VALIDATION by Texas Tech and Full Approval by TEA

Texas Tech University and the Texas Education Agency (TEA) conduct a comprehensive data validation process to assess the accuracy and fairness of local Teacher Incentive Allotment (TIA) designation systems. This validation evaluates key indicators of validity and reliability across teacher observations and student growth measures.

The checks are grouped into three main categories:

1. Teacher Observation Validity:

- Inter-rater reliability (consistency across appraisers)
- Rater accuracy (alignment of ratings with student performance)
- Teacher observation distribution (appropriate spread of scores)

2. Student Growth Validity:

- Correlation between growth and observation scores
- Consistency across grades and subjects
- Comparability to state averages or models

3. Designation System Equity:

- Designation distribution by campus and subgroup
- Comparison of designated teachers to non-designated peers
- Growth data exclusion analysis (e.g., student absences or demographic impacts)

To ensure the local designation system continues to meet all validation standards and accurately reflects teacher performance, Bastrop ISD proactively analyzes system data and reserves the authority to modify data analysis procedures, local indicators, and baseline requirements as necessary to maintain system integrity, validity, and alignment with state standards.

Annual data reviews are conducted prior to submission to support system reliability. Consequently, student growth performance targets and local evaluation criteria may be refined periodically by the district to ensure ongoing compliance, technical quality, and full approval through the TIA validation process.

Timeline for TIA Designations

Bastrop ISD's TIA application has been approved by TEA. The district collects data to determine teacher designations for the locally designed TIA system during the data collection year. TIA designations are calculated based on the data collected in the summer/early fall following that year.

By November of the year following data collection, teachers are notified of their recommended designation under the TIA locally developed system. Bastrop ISD then submits all data and recommended designations to Texas Tech University for processing and validation.

In February of the following calendar year, Bastrop ISD is notified of final approval of our locally developed system based on the submitted data. Final TEA-approved designations and allotment notifications are announced in April/May.

Distribution of Allotment Funds

Funding for teachers designated as Acknowledged, Recognized, Exemplary, or Master under the Teacher Incentive Allotment will flow from the state of Texas to school districts. The statute requires that 90% of the funds earned through the district's locally designated system be spent on teacher compensation on the campus where the designated teacher works. The district should spend no more than 10% of TIA funds at the district level to support the rollout and implementation of TIA and recruitment and retention of teaching staff.

The state of Texas will calculate rural and socio-economic tier funding status annually based on student enrollment. Allotment funds will be based on the campus information and not the individual students assigned to the designated teacher.

The school board will approve the expenditure of TIA funds as part of the annual budgeting process. TRS contributions and fringe benefits will be deducted from the 90% in part to ensure the TIA compensation is considered creditable compensation under TRS.

Note: The allotment is TRS eligible and subject to Federal, State and Local fees and taxes.

Compensation Guidelines

Allotment funds will be paid as an annual lump sum by August 1st of each year. The designated teacher will receive 90% of the allotment minus deductions for TRS and fringe benefits.

- If a designated teacher leaves the district before winter roster verification (generally in February of each year), the designated teacher will not receive any TIA funds because no TIA funds will be generated to the district from the state.
- If a designated teacher moves campuses within Bastrop ISD during the school year, Bastrop ISD will provide funding to the designated teacher based on the campus where the designated teacher worked during the winter roster verification per Texas Tech University and TIA.
- If a designated teacher moves to the district before winter roster verification, the designated teacher will receive the allotment funds generated by the state at the campus where the teacher is teaching during winter roster verification. The spending plan will be the same for newly hired designated teachers.
- There will not be any adjustments to the distribution of funds for designated teachers who leave the district after winter roster submissions. If the teacher leaves the district before the end of May, then the district will provide the payout to the teacher with their lay paycheck.

- If a teacher retires after winter roster submission, then the TIA funds will be provided to the designated teacher before his/her last date of service. If the designated teacher retires before the winter roster verification, then no TIA funds will be provided to the teacher.
- Bastrop ISD cannot recommend a teacher to the state for a TIA designation if they do not remain in an eligible teaching position the year following the data capture year. For example, if a teacher is designated because of data collected in the data collection school year, but the teacher moves into an Assistant Principal role in the next school year, the state will not approve the TIA designation.

Distribution Plan

TIA-designated teachers in Bastrop ISD receive 90% of TIA funds. The District shall retain 10% of the TIA dollars to use as follows:

- To support district oversight of the implementation of TIA and ongoing development of resources for TIA.
- To provide professional development to support teachers in obtaining TIA Designations.
- To recruit and retain high quality teachers in Bastrop ISD.

Frequency of Compensation

TIA compensation is an annual allotment provided by the State and subject to availability of state funding allocations. TIA compensation must be distributed toward teacher compensation on the campus where a teacher is designated.

TIA-designated teachers will receive TIA compensation annually based on their TIA designation and TIA state funding for their campus of assignment at the Winter snapshot date.

Compensation will be distributed prior to August 31st.

TIA funds are considered creditable compensation for the Teacher Retirement System (TRS), the payment is subject to standard payroll deductions, including:

- TRS contributions
- Federal income tax withholding
- Medicare taxes (if applicable)

TRS Retirement Impact of Compensation

TIA compensation amounts will be included in the annual wages reported to the Teacher Retirement System (TRS) and will be used when calculating retirement benefits. Deduction Information TIA compensation stipends are eligible for use when calculating retirement benefits for TRS-eligible staff. Employees are responsible to pay both the employee and employer benefits and tax costs. Actual TIA compensation amounts distributed 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, as well as the Teacher Retirement System (TRS).

Additional TIA Resources

To support teachers in understanding and navigating the Teacher Incentive Allotment, additional resources are available.

- [TIA Frequently Asked Questions](#)
- [Teacher Incentive Allotment Funding map](#)

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