

TEACHER INCENTIVE ALLOTMENT

HAMLIN COLLEGIATE ISD



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Purpose & Background

Purpose

“The Teacher Incentive Allotment (TIA) gives teachers an accessible pathway to earning a higher income while remaining in the classroom, allowing them to make a greater difference in the lives of Texas students. TIA elevates the teaching profession and allows districts to celebrate their top performing teachers with compensation and recognition through teacher designations.”

TIATexas.org

Reward

Retain

Recruit

The 86th Texas Legislature approved House Bill 3 (HB 3) in June 2019, introducing the optional Teacher Incentive Allotment. HCISD joined as a fully-approved Cohort D District and commenced data collection in the 2021-2022 academic year, marking the initial designation of HCISD teachers during that period. Each year, additional teaching categories have been added to the plan until all content areas become eligible.

Background

Designations & Allotments



\$3K-\$9K

Acknowledged designations represent the top 50% of Texas teachers



\$5K-\$15K

Recognized designations represent the top 33% of Texas teachers



\$9K-\$25K

Exemplary designations represent the top 20% of Texas teachers



\$12K-\$36K

Master designations represent the top 5% of Texas teachers

New for 2026

\$7,155

\$14,310

\$25,850

Hamlin 2025-2026

90%
to the
**DESIGNATED
TEACHER**

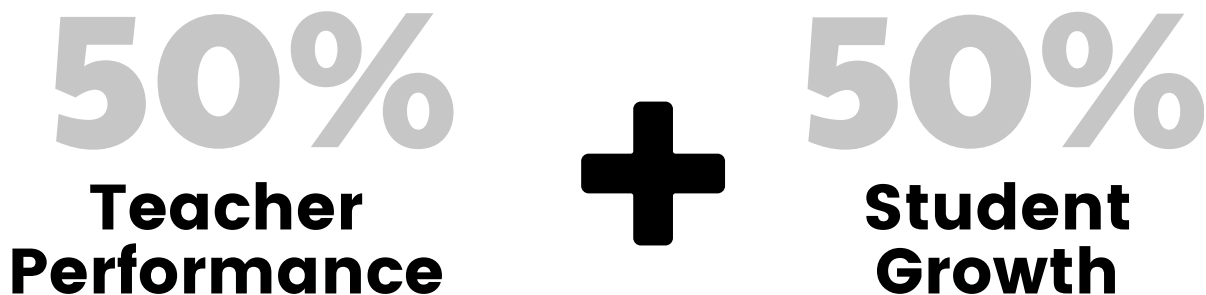
An effective designation system guarantees that only exceptionally proficient teachers meet the criteria for designation. Achieving this demands meticulous scrutiny of the accuracy and consistency of the gathered data for every eligible teaching assignment.

Both teacher performance and measures of student growth are evaluated to ascertain designation levels before submitting this information to Texas Tech University for validation.

Designation Pathways

▶ Local Designation

- Possess a valid SBEC certificate
- Coded as 087 Teacher per PEIMS
- At least 1 year in HCISD
- Meet criteria for both Teacher Performance & Student Growth



▶ National Board Certification

- Automatic designation of “Recognized”
- 3+ years teaching experience required
- Eligible for higher designation via local plan

Eligibility



Eligible Teaching Assignment	Student Growth Measure
K-2 math & RLA; 3-4 & 6-7 science; Special education teachers supporting math & RLA	NWEA MAP
STAAR-tested grades/subjects; Special education teachers supporting math & RLA	STAAR-Released & STAAR
Career & Technical Education (CTE) assignments with available IBCs in our Programs of Study	Precision Exams & IBC
Pre-kindergarten; Special education teachers supporting math & RLA	Circle
5-12 Band/Music	MakeMusic
PE	FitnessGram
English III & IV; Algebra II, Geometry, Algebraic Reasoning, & AQR; Chemistry, IPC, & Physics; 7 th Soc Studies, Govt/Econ, World History, & Personal Financial Literacy; Spanish I & II; others available	TEKSready

Teacher Performance

The T-TESS Rubric is comprised of sixteen dimensions across four domains, each with specific descriptors of practices. While all dimensions are essential components of teaching, the eight dimensions that comprise the Instruction Domain and Learning Environment Domain are the only dimensions used for the Teacher Performance Score for TIA. HCISD's TIA Plan requires

- A minimum of one observation of a complete lesson cycle
- A minimum of six brief, unannounced walkthroughs

A teacher may request an additional observation or walkthrough.

An average score will be calculated based on the data gathered from all observations and walkthroughs.

Teacher Observation Minimum Average Ratings		
Designation Level	Minimum Average Scores Across Domains 2 & 3	Minimum Rating for Each Dimension in Domains 2 & 3
Acknowledged	3.5 (70% of possible points)	At least 3 (proficient on all dimensions)
Recognized	3.7 (74% of possible points)	At least 3 (proficient on all dimensions)
Exemplary	3.9 (78% of possible points)	At least 3 (proficient on all dimensions)
Master	4.5 (90% of possible points)	At least 3 (proficient on all dimensions)

Student Growth

To fairly and accurately measure student growth, Hamlin Collegiate ISD uses different models depending on the grade level and course. Each method is aligned to student expectations and designed to reflect teacher impact.

NWEA MAP Growth Assessment (Conditional Growth Model)

Student growth for Kindergarten through 2nd grade math and RLA and for 3rd, 4th, 6th, and 7th grade science is measured using the NWEA MAP Growth assessment, which provides individualized growth targets.

- Students take the MAP Growth test at the beginning (BOY) and end (EOY) of the year.
- NWEA provides an individual conditional growth target for each student based on their BOY score.
- A student is considered to have met growth if they meet or exceed their personalized growth target by the end of the year.

Circle, STAAR, MakeMusic, FitnessGram, & TEKSready (Gap Closure Model)

For students assessed with these tests, the district uses the Gap Closure model:

- Students take a pre-test early in the year to establish baseline performance.
- Each individual student score is compared to the “Meets Grade Level” standard for that particular assessment.
- Students take a post-test at the end of the year.
- How much of the gap the student closed between their pre-test score and the expected performance level is calculated.
- A student is considered to have met growth if they close at least 50% of their individual gap or, for STAAR, if they achieve “Masters Grade Level.”

Student Growth

Precision Exam & IBC (Percent Growth Model)

For CTE courses, Hamlin Collegiate ISD uses a percent growth model (also called a flat-rate growth model) to determine student growth based on pre- and post-test scores.

- At the beginning of the course, students take a Precision Exam (pre-test) to establish a baseline score.
- At the end of the course, students take a post-test (another Precision Exam or an approved Industry-Based Certification (IBC)).
- Percent Growth Calculation:

$$(\text{Post-Test Score} - \text{Pre-Test Score}) / \text{Pre-Test Score} * 100$$

Students who meet or exceed the growth target of 50% or pass an IBC are considered to have met growth.

Student Growth

Growth Calculation & Criteria

For teachers who teach multiple subjects with TIA-approved assessments, all eligible student assessment results will be combined to determine the teacher’s overall growth rating. For example, if a teacher has 31 students in Biology and 16 students in Health Science, and all students completed both the pre- and post-tests, the teacher would have a total of 47 student assessments included in the growth calculation.

Student Growth Calculation

Percentage of Students Meeting or Exceeding Growth

=

of Students Meeting or Exceeding Growth Expectation

Total # of Students with BOY & EOY Score

To qualify for a TIA designation, teachers must meet the following minimum growth thresholds.

Minimum Expected Growth Criteria

Acknowledged Teacher	Recognized Teacher	Exemplary Teacher	Master Teacher
50% of students meet or exceed growth	55% of students meet or exceed growth	60% of students meet or exceed growth	70% of students meet or exceed growth



Spending Plan

Distribution of Allotment Funds

TIA funds will be distributed in accordance with state law and TEA guidance. Ninety percent (90%) of the TIA allotment will be allocated to the campus where the designated teacher is employed, with the full 90% distributed to the teacher who earns the designation. The district will retain the allowable 10% to support the implementation and maintenance of the local TIA system, including costs associated with submitting teachers for designation, professional development, assessment, appraiser training and calibration, and other allowable district-level expenses.

HCISD values teachers as its most valuable resource and believes teacher compensation should reflect that commitment. Allocating the full 90% of the allotment to designated teachers supports the district's goal of recruiting, retaining, and rewarding highly effective educators in a competitive teacher recruitment environment.

The Texas Education Agency (TEA) annually recalculates the TIA funding amount received by HCISD. As a result, the amount of TIA compensation received by a designated teacher may vary from year to year based on the annual allotment.

Spending Plan

Distribution When a Designated Teacher Leaves the District

If a designated teacher retires or resigns after the Class Roster Winter Submission, the teacher will be eligible to receive the TIA allotment provided the teacher completes the full duty contract for the allotment calculation year. Eligible teachers will receive the TIA award as a one-time lump-sum payment during the first week of June.

If a designated teacher retires or resigns before completing the full duty contract, the teacher will not receive the TIA allotment. The funds generated by the designation will be redistributed to other designated teachers and high-performing teachers on the campus in accordance with the district's approved TIA plan.

If a designated teacher's employment is terminated for cause after the Class Roster Winter Submission, the teacher will not receive the TIA allotment. Funds generated by the designation will be retained and redistributed to other designated teachers and high-performing teachers on the campus, in accordance with the district's approved TIA plan.

TIA Supplemental Pay

The TIA supplemental payment will be disbursed as a one-time lump-sum payment during the first week of June, following the district's receipt and verification of the annual TIA allotment and in accordance with applicable state law, TEA guidance, and district procedures.

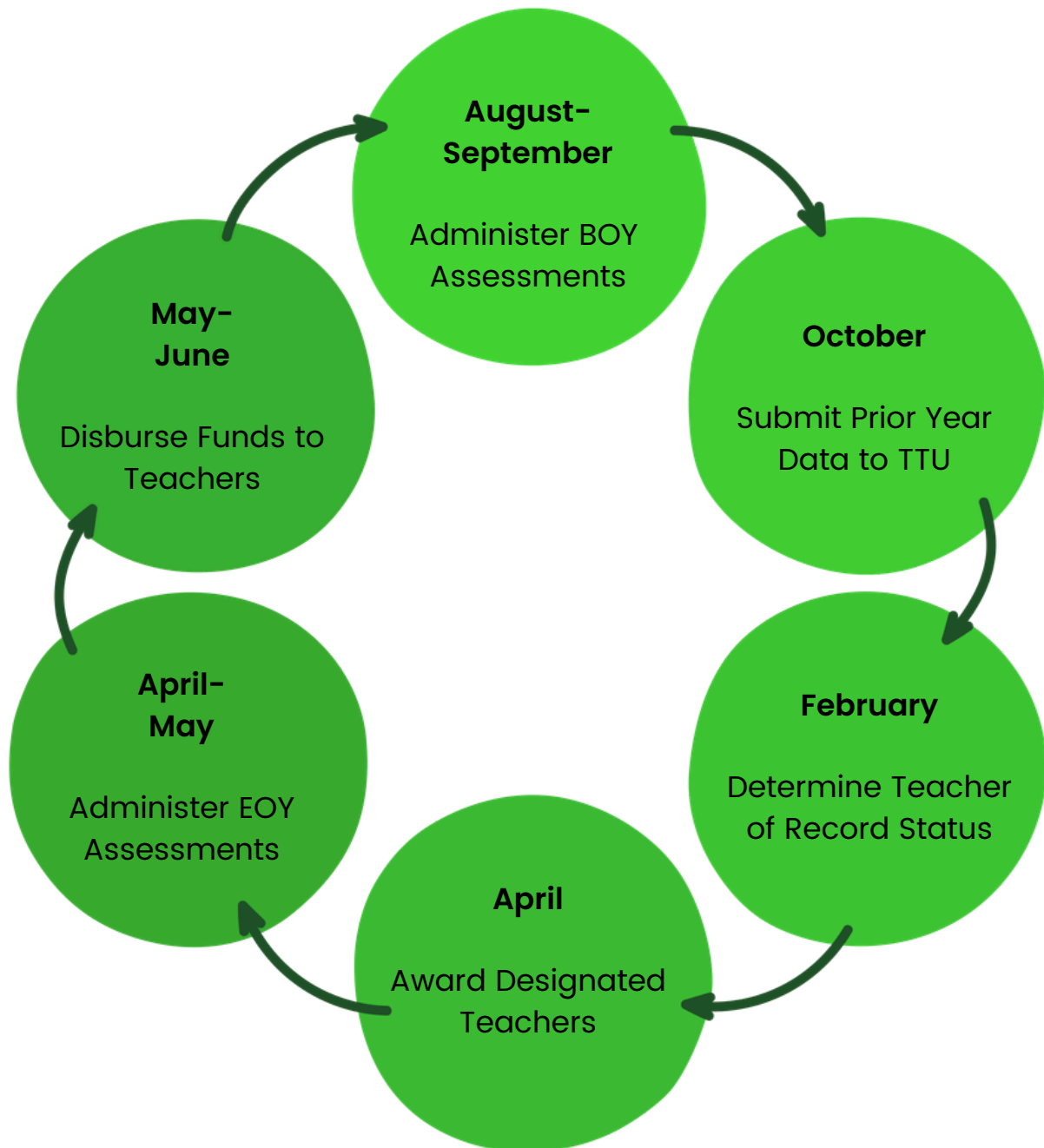
Timeline

TIA Plan Development & Revisions

Cohort D	School Year	Teaching Assignments	Student Growth Measures
Initial Approval	22– 23	K–8 Math, Algebra I K–8 ELAR, English I, English II 8 Social Studies & US History	MAP MAP STAAR
First Expansion	23– 24	K–8 Math, Algebra I K–8 ELAR, English I, English II 8 Social Studies & US History Business Management	MAP MAP STAAR CertPREP/MS Word
Second Expansion	24– 25	K–8 Math, Algebra I K–8 ELAR, English I, English II 8 Social Studies & US History All CTE	MAP MAP STAAR Precision Exam IBC
Third Expansion	25– 26	K–2 RLA Math; 3–4 & 6–7 Science STAAR/EOC Subjects CTE Band	MAP STAAR Precision IBC MakeMusic
Renewal	26– 27	Almost every grade, class, & subject added	TEKSready

Timeline

TIA Annual Implementation Cycle





For More Information

TIA Website

www.tiatexas.org

National Board Certification

www.nbpts.org/certification

HCISD Local Designation Plan

www.gohamlin.com

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