



Canutillo TIA: Local Designation System

2026-2027

Lesson Objective:

To understand and internalize the components of Canutillo 26-27 TIA local designation program.

Success Criteria:

- I can identify my eligibility category/ies.
- I can explain the assessments used for my data.
- I can explain what parts of my TTess are used for TIA.

Demonstration of Learning:

- I can specifically state my TIA eligibility access point and the responsibilities I have for the 26-27 school year to ensure I have a complete data profile for October 2027 submission.



Why TIA in Canutillo ISD?

- To attract and retain highly effective teachers
- To promote a culture of excellence in education, provide for educational innovation, and build teacher collaboration and professional development
- To improve student outcomes and promotes equity in education
- To develop and keep Canutillo talent here
- To provide our teachers an avenue to increase earnings



What is a Teacher Incentive Allotment (TIA)?

Teacher Incentive Allotment is built for Texas school districts to designate and reward top-performing teachers. Teachers can earn one of four levels of designation - Acknowledged, Recognized, Exemplary, or Master. Canutillo ISD was one of the first three school districts in El Paso to be accepted into TEA's TIA program, serving as a leader in teacher designation through the local data submission process. The approval of teacher designations is multi-step and includes the submission of a system application to TEA and then a data validation process through Texas Tech University each year.



Canutillo Designations So Far....

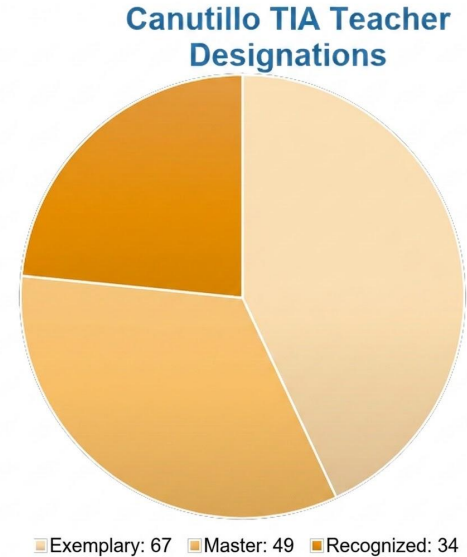
Master Teachers (Top 5% in the state): 49

Exemplary Teachers (Top 20% in the state): 67

Recognized Teachers (Top 33% in the state): 34

Acknowledged (Top 50% in the state): pending

National Board Certified = 10*



**National Board Teachers are automatically identified at the lowest designation level*



Canutillo TIA Categories 26-27: ES

	Category 1	Category 2	Category 3	Category 4	Category 5	Category 7	Category 8
Teaching Assignment	Pre-K Special Ed	Kindergarten Special Ed	1st - 3rd Grade RLA & Math Special Ed	All STAAR Tested Growth Subjects: 4 th – 5 th Special Ed At-Risk Reading Spec. GT	5 th Science (Departmentalized, without Math)	TEKS Ready: Grade 5 Music	Physical Education: 5 th Grade
Assessment	Circle: Literacy Focus	Circle KPM: Literacy Components & NWEA MAP: Math	NWEA: MAP	STAAR: RLA & Math	TEKS Ready vs. STAAR	<i>TEKS Ready:</i> Pre / Post Assessment in Eduphoria	Fitnessgram: PACER- BOY to EOY
Growth Measure	Individualized Growth Measure	Individualized Growth Measure & MAP Growth	MAP Growth	TEA Transition Tables	District Developed Transition	District Developed Transition Table Growth Measure	Quartile/Quintile Method



Canutillo TIA Categories 26-27: MS

	Category 4	Category 5	Category 7	Category 8	Category 9
Teaching Assignment	All STAAR Tested Growth Subjects: 6 th – 8 th Algebra I Special Education At-Risk, GT	Grade 8: Science Social Studies Special Ed	TEKS Ready: Science 6 th & 7 th Social Studies 6 th & 7 th Spanish I, II Career Exploration Principles of Law 6th Tech Apps Special Ed	Physical Education: 6 th , 7 th , 8 th	Fine Arts: MS Adv. Band - 8th MS Adv. Choir - 8th MS - Art 7 MS Adv. Theatre
Assessment	STAAR: RLA & Math	TEKS Ready vs. STAAR	<i>TEKS Ready:</i> Pre / Post Assessment in Eduphoria	Fitnessgram: PACER- BOY to EOY	Music First: ONE Class Period Only
Growth Measure	TEA Transition Tables	District Developed Transition	District Developed Transition Table Growth Measure	Quartile/Quintile Method	District Developed



Canutillo TIA Categories 26-27: HS

	Category 4	Category 5	Category 6	Category 7	Category 8	Category 9
Teaching Assignment	All STAAR Tested Growth Subjects: Algebra I English I & II Special Ed At-Risk	Biology US History Special Ed	Advanced Placement (AP): Human Geography Statistics Calculus AB Computer Sci Prin	TEKS Ready: Algebra II, Geometry Physics, Chemistry Economics, World His Medical Terminology Principles of Ag Sci Pre-Cal Band/Choir I, Art I Spanish I, II French I English III, IV Fund. of Comp Sci Principles of Law Proff. Comm Ag Mech/Metal Tech BIM I, Health	Physical Education: 9 th	Fine Arts: Theatre I Dance I
Assessment	STAAR: RLA & Math	TEKS Ready to STAAR	BOY District to AP Exam Spring	TEKS Ready: Pre / Post Assessment in Eduphoria	Fitnessgram: PACER- BOY to EOY	Music First: ONE Class Period Only
Growth Measure	TEA Transition Tables	District Developed Transition	District Developed Growth	District Developed Transition Table Growth Measure	Quartile / Quintile Method	District Developed



TIA Score Calculation in Canutillo

Canutillo teachers in an eligible teaching assignment receive a summative score comprised of the following components and **must meet the minimum threshold in both measures** to be recommended for a designation.

TEA Minimums

- **T-Tess Domains II & III**

- Acknowledged Minimum Avg: 3.5*
- Recognized Minimum Avg: 3.7*
- Exemplary Minimum Avg: 3.9*
- Master Minimum Avg: 4.5*

- **Student Growth:**

- Acknowledged Minimum: 50%*
- Recognized Minimum: 55%*
- Exemplary Minimum: 60%*
- Master Minimum: 70%*

*Final District Standards *ARE* subject to Change:

The District's teacher appraisal and student growth outcomes are reviewed alongside the State's performance standards as well as available state and national data to determining the district's final TIA decisions for Observation and Growth, as well as the inclusion of minimum performance requirements. Once analysis is complete, information is made available when score cards are released.



Let's Talk TTess

Teacher Name	2.1 - Achieving Expectations	2.2 - Content Knowledge & Expertise	2.3 - Communication	2.4 - Differentiation	2.5 - Monitor & Adjust	3.1 - Classroom Environment	3.2 - Managing Student Behavior	3.3 - Classroom Culture	3.6
Ludlow, Tristan	3	4	4	3	3	4	4	4	

- TTess Data Comes from:

-  • Summative Documents
-  • Domain II & III component scores are averaged together
-  • Once you sign your summative, the scores are final and cannot be changed.

* Final District Standards are Subject to Change to meet validation requirements.



Let's Talk Growth

Annual Growth - STAAR Subjects (Category 4)						
Prior Year	Current Year					
	Low DNM	High DNM	Low App	High App	Meets	Masters
Low DNM	0	1	1	1	1	1
High DNM	0	1/2	1	1	1	1
Low App	0	0	1/2	1	1	1
High App	0	0	0	1/2	1	1
Meets	0	0	0	0	1	1
Masters	0	0	0	0	0	1

* Students count once, no multiplier is applied. No ½ points awarded for growth.



Let's Talk Growth

Annual Growth - TEKS Ready, TEKS Ready/STAAR (Category 5 & 7)						
B.O.Y.	E.O.Y. or Current Year STAAR					
	Low DNM	High DNM	Low App	High App	Meets	Masters
Low DNM	0	0	1	1	1	1
High DNM	0	0	0	1	1	1
Low App	0	0	0	1	1	1
High App	0	0	0	0	1	1
Meets	0	0	0	0	0	1
Masters	0	0	0	0	0	1

* Students count once, no multiplier is applied. For Example purposes only, subject to change.



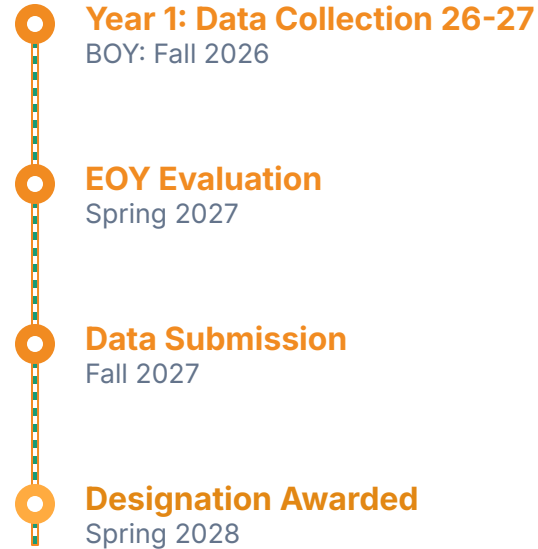
The TIA Cycle...

Designation Eligibility

Full-Time 087 Role: Must be employed full-time in an 087 role for BOY, Fall Snapshot & EOY during Data Collection.

Continuous Service: Must remain in 087 role during the year of data submission through Winter Roster verification and the end of the school year.

Null & Void: If a teacher resigns or leaves during data collection, submission, or verification, the designation is voided.



↻ Cycle Repeats Annually



Canutillo Good to Know Facts...

WE don't want you to leave!
Canutillo has TIA to *keep* teachers!

Consider this:

- Every district has their own system, with distinct requirements
- Canutillo provides support to ***help*** teachers earn designations
- Ability to renew designation after the 5-year designation ends
- Canutillo provides the ability to level up to a higher designation each year with data submission



What else can affect a designation?

- **Observation Waivers:** Please note that evaluation of teacher eligibility for a TIA designation is considered annually. This means that every year a teacher in an eligible teaching position who completed a full T-TESS evaluation and has available student growth measure data; a TIA score will be calculated. *For this reason, teachers who agree to a waiver will not generate such data and cannot be considered for TIA designation nor be resubmitted for a higher designation (if already designated) during the year that they are on a waiver.*
- **Position Changes:** To be considered for TIA and/or to continue receiving incentives; teachers must remain in Canutillo in a 087-teaching position for at least 90 days 100% of the day or 180 days at 50-99% of the day.



Canutillo TIA Good to Know Facts...

- **Students Measured for Growth:** Students must be enrolled in your TEAMS class roster by fall break (must complete BOY) and continue with you through Spring EOY testing.
- You must remain as their teacher of record for the duration of the school year in the TIA eligible course.
- At the secondary level, if a student moves from one period to another but stays with you; he/she will remain in your data set.
- Students who meet the following criteria **are removed** from the data set to the best of our ability:
 - Students who enroll late; after fall break
 - Students who withdraw prior to spring testing
 - Students who switch teachers
 - In Category 4: Students who come from another state with no previous STAAR scores
 - Students who receive homebound instruction.



Canutillo TIA Good to Know Facts...

- TIA designations are in place for 5-years once awarded
- Your TIA designation is added to your Texas Educator Certificate
- If you leave a 087-teaching position, you will no longer receive the incentive allotment payout.
- If a teacher who is designated leaves the district during the Spring designation window (either as a new designee or already designated teacher); the district will retain the TIA funds and the teacher will not receive a payout

**SBEC
Certificate:**



Designated
RECOGNIZED
TEACHER
Through 07/31/2028

Canutillo TIA Good to Know Facts...

Canutillo allocates 90% of TIA funds to teacher payments and 10% goes towards district TIA operating costs.

- Allotments vary each year by campus based on funding; TEA calculates based on district type and Economically Disadvantaged percentages. Funding map and averages are posted on the [TIA Texas website](#)
- Allotments are recalculated annually; your designation can increase – but the funding amount can change based on the funding map.
- The 10% goes to: purchasing assessments, subs, staffing for TIA, paying TIA fees

Fringe Benefits paid on teacher behalf :

- TRS (Texas Retirement System) Care
- OASDI (Old-Age, Survivors & Disability Insurance)
- Medicare
- WC (Workers Compensation)
- Unemployment



Canutillo TIA Good to Know Facts...

National Board Certification

- Teachers who hold NBC are automatically awarded a TIA designation of National Board Certified, paid out at the base level allotment.
- NBC teachers are eligible for data submission to achieve a higher designation level if in an eligible teaching category
- To level up to a higher designation through data submission– an NBC teacher must meet the existing cut points in EACH category to earn a higher designation
- Canutillo offers mentoring and support to help teachers works towards National Board Certification.



Canutillo TIA Data Collection 26-27...

- Assessment security procedures apply to all TIA test administrations- same as those for STAAR.
- Testing windows are posted in the district assessment YAG calendar, all dates and deadlines must be followed.
- One semester courses will take BOY at the beginning of the semester and EOY at the end of the semester. Only one semester of data will be collected.
- Teachers cannot test their own students- BOY or EOY
- ALL students/teachers in a designated TIA course must take all applicable tests as identified by the assessment department.
- Absent students must be given an opportunity to make up the test within a reasonable time frame.



What is Data Validation and Why Does it Matter...

- Upon annual data submission, all data must pass data validation for the new and level up designation to be awarded.
- It is an all or nothing system - either the entire data set passes validation or none of it does.
- Data Validation is described by TEA as: *"The analyses intended to validate the district designation system by comparing designations with external data and performing internal consistency checks. The purpose is to confirm that the district system functions in a manner that meets certain reliability (consistency) and validity (accuracy) standards, not to confirm or reject the designation of individual teachers. Meeting these standards allows stakeholders to have confidence that the designation system is fair and accurate."*



What is Data Validation and Why Does it Matter...

Texas Tech Data Validation Checkpoints

- Correlation between observation ratings and student performance ratings.
- Confirm relation between district designations and student growth calculations.
- Degree of reliability for observation and growth judgements- across campuses, assignments, and across categories for observation and growth scores.
- Comparison of district designation percentage to statewide performance.
 - The percentage of students who meet or exceed growth,
 - Observation ratings in the district are approximately equal to the statewide performance standards in each designation level.
 - The proportion of teachers on district campuses who are designated is roughly equivalent to other campuses with the same academic growth rating (Domain 2A in A-F system)



More Information...

[TIA Texas](#)

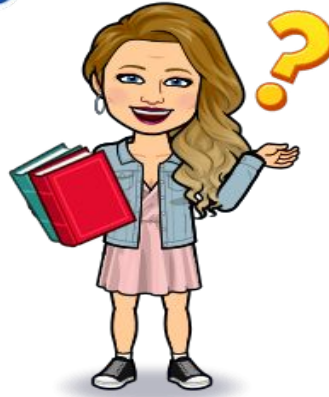
[Explore 2026-2027 Campus Allotments](#)

[Canutillo Teacher Incentive Allotment](#)

[TEKS Ready Blueprints](#)



Any Questions?



Contact information:

Dr. Jessica Harrison

Director of Assessment & Accountability/TIA

jharrison@canutillo-isd.org

