



CARROLLTON-FARMERS BRANCH ISD

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This is a working document and is subject to change.

TEACHER INCENTIVE ALLOTMENT

Overview

The Texas Education Agency's Teacher Incentive Allotment (TIA) was established by House Bill 3 (HB 3), which was passed by the 86th Texas Legislature in 2019 and signed into law by Governor Abbott on June 11, 2019. The goal of the TIA is to provide a realistic pathway to a six-figure salary for teachers to help recruit, support, and retain highly effective teachers in all schools, particularly in high-needs and rural schools.

TIA elevates the education profession by recognizing and rewarding effective teaching and incentivizing outstanding teachers to remain in the classroom and improve student outcomes. Districts use TIA funds to retain their best teachers, recruit promising new teachers, and incentivize teachers to work in high-needs schools and difficult to staff positions.

HB 3 established the TIA to recognize effective teachers on three different levels: Recognized, Exemplary, and Master. A fourth level of TIA, Acknowledged, was created with the 2025-2026 data collection year. These teacher designations generate additional teacher-focused allotment funding for districts for them to reward their top performers (<http://tiatexas.org>).



Teachers earn designations through two different routes:

- National **Board Certification (automatic lowest level of TIA designation)**
- Local Teacher Designation System (TEC Sec. 21.3521)

Carrollton-Farmers Branch ISD's implementation began during the 2021-2022 school year. The TIA provides a pathway to financially recognize top teachers and serves as a terrific opportunity to honor the hard work of Carrollton-Farmers Branch ISD's teachers.

This **will not** replace the district's current pay structure. A stipend, paid with funds received from TEA, will be issued to those who are eligible for compensation under TIA. The TIA payment is credited in the Teacher Retirement System (TRS) and will be used in retirement benefit calculations.



What is a TIA Designation?

Designations are distinctions awarded to highly effective teachers. These teacher designations generate additional teacher-focused allotment funding for districts to reward and retain their most effective teachers. There are four TIA levels:

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 Teacher

The lowest level of TIA Designation award can be earned through National Board Certification.



Pathways to Designation

The lowest level of TIA designation award may be earned through National Board Certification. National Board Certification is available in 25 certificate areas across 16 disciplines with emphasis on grade levels from PK through 12th grade. Carrollton-Farmers Branch ISD staff who possess a National Board Certification should contact the Human Resources Department to provide the necessary documentation.

National Board Certification

National Board Certification automatically qualifies any teacher for the lowest level of TIA designation award regardless of teaching assignment, but the **teacher must be PEIMS-coded as 087**. Staff interested in pursuing National Board Certification are encouraged to consult the [National Board for Professional Teaching Standards](#) site for more information.

National Board Certified Teachers

(NBCTs) are eligible to earn a TIA payout if they meet the following criteria:

- Hold an active National Board certification.
- NBCT directory listing reflects Texas residency and/or employment.
- Reported by the Texas school system in a role ID coded as 087 during that year's Class Roster Winter Submission in February.
- Once earned, the designation will remain active until July following the expiration of the National Board certificate.
- NBCTs are eligible for higher designations through the Local Teacher Designation System.
- National Board teachers are eligible to generate an allotment for their district if they meet the following criteria:
- Employed and compensated by a Texas school system in a role ID

coded as 087 for at least 90 days at 100% of the day or 180 days at 50-99% of the day.

- Reported by the Texas school system in a role ID **coded as 087** during that year's Class Roster Winter Submission in February.

Local Teacher Designation System

Teachers are eligible to earn a designation through a local designation system if they meet the following criteria:

1. Employed by the recommending district in a role ID coded as 087.
Note: Contract teachers are not eligible to earn a TIA designation.
2. Employed and compensated by the recommending district in a role ID coded as 087 for at least 90 days at 100% of the day or 180 days at 50-99% of the day.
3. Not currently designated by a local designation system unless being recommended for a higher designation or in the last year of a teacher designation.

Note: Teachers with an existing designation will not be submitted to a lower TIA designation within their five-year valid TIA designation period.

All designated teachers are eligible to generate an allotment for their district if they meet the following criteria:

- Employed and compensated by a Texas school system in a role ID coded as 087 for at least 90 days at 100% of the day or 180 days at 50-99% of the day.
- Reported by the Texas school system in a role ID coded as 087 during that year's Class Roster Winter Submission in February.

TIA IN CARROLLTON-FARMERS BRANCH ISD

Local Designation System Requirements

House Bill 3 provides districts with local control and flexibility in choosing how to evaluate teachers and assign designations.

The designation system must include two (2) components: teacher observation and student performance:

- **Component 1: Teacher Observation based on [T-TESS rubric](#)** Domains 2 & 3 - Must include a complete observation cycle. If the observation is not completed for any reason, this negates eligibility. Teacher evaluation data is based on the Summative Document.
- **Component 2: Student Growth Measures**
Determined by the District. These are pre-and post-tests and value-added measures. District applications must show evidence of validity and reliability.
- **Component 3: Districts can choose to include optional components.** CFBISD has chosen to add T-T-TESS Domains 1 & 4, as the third component of our designation system.

- 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.



TEA Minimum Performance Standards

In order to be eligible for a Teacher Incentive Allotment (TIA) designation, TEA has established minimum performance standards for the required components of teacher evaluation and teacher-student growth.

Based on an analysis of statewide T-TESS observation data, TEA has identified score averages across Domains 2 and 3 of T-TESS and for Teacher Student Growth:

Designation Level	Average T-TESS Domain 2 & 3	Percent Met Student Growth	Average T-TESS Domain 1 & 4
Acknowledged	3.5	50%	Proficient
Recognized	3.7	55%	Proficient
Exemplary	3.9	60%	Proficient
Master	4.5	70%	Proficient

More information can be found in TEA's [Teacher Observation Performance Standards document](#).
More information can be found in TEA's [Student Growth Performance Standards](#).



DID YOU KNOW...

The TIA performance standards were established by looking at student growth performance data and teacher observation data on T-TESS. Acknowledged represents the top 50%, Recognized represents the top 33%, Exemplary represents the top 20% and Master represents the top 5% of teachers across the state.

Components of CFBISD's TIA System

Component 1: Teacher Evaluation

CFBISD uses T-TESS to evaluate teacher performance. Domain 2 (Instruction) and Domain 3 (Learning Environment) have been established as priority areas of emphasis by TIA. Based on statewide observations data, TEA has also identified minimum score averages as measured across both domains of T-TESS. CFBISD follows TEA's guidance on appraiser certification and calibration training on T-TESS.

Domain 2: Instruction	Domain 3: Learning Environment
2.1 Achieving Expectations	3.1 Classroom Environment, Routines, & Procedures
2.2 Content Knowledge & Expertise	3.2 Managing Student Behavior
2.3 Communication	3.3 Classroom Culture
2.4 Differentiation	
2.5 Monitor & Adjust	



T-TESS Domain/Dimension Scoring

Each dimension is scored on a 1- 5 point scale as displayed in the T-TESS Scoring chart. Domain 2 and 3 total score is determined by calculating the average of all dimensions across domains 2 and 3.

To be eligible for a designation, Carrollton-Farmers Branch requires teachers to meet the state minimum average for Domains 2 & 3. Starting in 26-27, teachers are not required to have at least a Proficient, 3, or higher in Domains 2 & 3 as long as they meet the state minimum average. Every indicator must be scored in T-TESS. Teacher evaluation data is based on the Summative Document.

T-TESS Scoring (1 - 5 point scale)

Distinguished	Accomplished	Proficient	Developing	Needs Improvement
5	4	3	2	1

TEA's Minimum Average Scores for Designation

Master	Exemplary	Recognized	Acknowledged
4.5	3.9	3.7	3.5

FINAL DISTRICT STANDARDS 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 determine 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 publicly available.

Components to CFBISD’s TIA System

Component 2: Student Growth Measure

Student growth is calculated for all students who have a TIA-designated fall and spring assessment. Student growth performance is associated with individual teachers based on the following enrollment criteria:

- Teacher of record at the beginning of the year (October snapshot date)
- Teacher of record at end-of-year assessment (April/May)
- Teachers at Salazar will have all students with BOY/EOY data and were enrolled at Salazar for 20 or more days. Student data will be included for both the home campus teacher and the Salazar teacher.

Student growth will be calculated at the teacher level, combined across all assessed content areas for which the teacher has assigned teaching responsibilities. If any of the assessment components are not completed for any reason, this can impact eligibility. Please check with your campus administrator for questions regarding the completion of the assessment process. For teachers to receive a student growth measure, there must be at least five (5) unique student growth records across assigned students and content areas.

Students who do not take a BOY or EOY assessment will have a blank or NA recorded for that assessment. A zero will only be included in the assessment data for a student who took the assessment, but did not answer any questions correctly.

Assessments used for TIA should be given in the language of instruction. Both the BOY and EOY assessments must be in the same language to count for TIA. (Note- LPAC determines whether the English or Spanish version will be used for STAAR assessments.)

Teacher Student Growth Minimums

To be eligible for a TIA designation, a teacher must earn a minimum student growth outcome based on statewide performance expectations. TEA established minimal expectations for teacher-student growth.

TEA's Minimum Student Growth Scores for Designation

Master	Exemplary	Recognized	Acknowledged
70%	60%	55%	50%

More information about the calculation of student growth measures is included [here](#). A listing of eligible service IDs is included [here](#).

FINAL DISTRICT STANDARDS 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 determine 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 publicly available.

Components to CFBISD’s TIA System

Component 3: T-TESS Domains 1 & 4 Teacher Leadership & Collaboration

T-TESS Domains 1 & 4 to determine designation. There are eight dimensions on the T-TESS instrument utilized to calculate this component:

Domain 1: Instruction	Domain 4: Learning Environment
1.1 Standards & Alignment	4.1 Professional Demeanor & Ethics
1.2 Data & Assessment	4.2 Goal Setting
1.3 Knowledge of Students	4.3 Professional Development
1.4 Activities	4.4 School Community Involvement

Each dimension is scored on the following scale, *T-TESS Scoring 1-5 point scale*. Domain 1 & 4 total score is determined by calculating the average of all dimensions across Domains 1 & 4; every indicator must be scored.

It is CFBISD's expectation that a teacher must earn a 3 (Proficient) or above in Domains 1 & 4 and have no component with a score lower than a 3 (Proficient). Every indicator must be scored. Teacher evaluation data is based on the Summative Document.

T-TESS Scoring (1- 5 point scale)

Distinguished	Accomplished	Proficient	Developing	Needs Improvement
5	4	3	2	1

FINAL DISTRICT STANDARDS 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 determine 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 publicly available.



STUDENT GROWTH MEASURE

Requirements for Designations

Student Growth Instrument

The instrument used to measure student growth depends on the grade level and subject area. See complete list of courses Appendix A:

- NWEA MAP is used for Kindergarten – 3rd Reading & Math, Grade 6 ESL, Grade 7 & 8 ELLA, English I & II ESL, ELDA - 1st & 2nd time taken, Algebra II, Geometry, Math Models, English III, English IV, 4th & 5th STEM, 4TH – 8TH Science, Biology, & STAAR Science, SPED Fundamental, ABC and PAS
- District Created Pre-Test/Post-Test is used for IPC, Chemistry, Physics, Astronomy, Environmental Systems, Anatomy & Physiology, 6th grade World Cultures, 7th grade Texas History, World Geography, World History, Government, Economics, Sociology, Psychology, Personal Financial Literacy & Economics, STAAR Social Studies, Theatre - Grade 4, Art - Grade 4, Art - Middle School 1, Dance - Middle School 1, Theatre - Middle School 1, Art I, Technical Theatre I, Theatre Arts I, Dance - Grade 4 (Local Credit), Dance I - Principles of Dance I, Dance II - Principles of Dance II, Music -

Middle School 1,2, 3 Choir, Music - Middle School 1,2,3 Orchestra, Music - Middle School 1,2,3 Band, Music I, Band I, Music II, Band II, Music III, Band III, Music IV, Band IV, Music I, Choir I, Music II, Choir II, Music III, Choir III, Music IV, Choir IV, Music I, Orchestra I, Music II, Orchestra II, Music III, Orchestra III, Music IV, Orchestra IV

- District Created Pre-Test/STAAR test is used for 8th Social Studies, US History.
- Music First is used for Elementary Music grade 4.
- CIRCLE is used for prekindergarten
- Prior Year STAAR /END OF YEAR STAAR is used for 4th - 8th Math & ELAR, Grade 7 & 8 ESL, Algebra I, English I, English II, Intensive Reading & Literature - HS Support, Reading - Grades 6-8th, Reading 1, 2, 3, STAAR English - HS Support, Writing 6th, SPED Fundamental, ABC and PAS
- UNIQUE LEARNING SYSTEMS is used for Special Education Units without Academic Testing from TIA Eligible Courses, ELC3 & ELC4
- NOCTI is used for Auto Technology I, Collision Repair, Construction Technology I, Principles of Applied Engineering, Principles of Education & Training, Entrepreneurship, Principles of Business Marketing & Finance, Culinary Arts, Principles of Health Science, Practicum of Health Science, Cosmetology I.
- AP Pre test/AP Exam is used for AP English III, AP English IV, AP Calculus AB, AP Calculus BC, AP Precalculus, AP Statistics, AP Biology, AP Chemistry, AP Environmental, AP Physics 1, AP Physics C, AP Microeconomics, AP Psychology, AP Macroeconomics, AP Human Geography, AP Government and Politics, AP World History, AP US History, AP Comparative Government & Politics, AP Computer Science A, AP Computer Science Principles.
- FitnessGram is used for 3rd Physical Education, 7th Physical Education, and Lifetime Fitness & Wellness.

Calculating Student Growth

For MAP growth, student growth is calculated as the percentage of students who meet or exceed their MAP projected RITT growth from the fall (BOY) administration (October snapshot of students in a teacher's class) to the spring (EOY) administration.

For District Created Pre-Test and STAAR Post-Test, student growth is calculated as a quintile model, with the district establishing target growth for each quintile of students to determine the percentage of students who meet or exceed their projected growth from the fall (BOY) administration (October snapshot of students in a teacher's class) to the spring (EOY) administration.

For Music First exams, a quintile model, with the district establishing target growth for each quintile of students, to determine the percentage of students who meet or exceed their projected growth from the Fall (BOY) administration (October snapshot of students in a teacher's class) to the Spring (EOY) administration.

For CIRCLE growth, student growth is calculated as the percentage of students who meet or exceed their locally determined projected growth from the fall (BOY) administration (October snapshot of students in a teacher's class) to the spring (EOY) administration. The district will use local historical data, alongside feedback from stakeholders and district leaders, as well as the national data on this assessment, to set the growth target point increase from Wave 1 to Wave 3 for CIRCLE. The number of students meeting growth expectations and the number of assessed students, regardless of which assessment type and content area, are combined to determine the collective percentage of students meeting (or exceeding) growth.

For STAAR Academic Measure, student growth is calculated by the state as the percentage of students who meet or exceed their projected growth from

the prior year STAAR administration (October snapshot of students in a teacher's class) to the spring (EOY) administration.

For NOCTI, student growth is calculated with the district establishing target growth for each student to determine the percentage of students who meet or exceed their projected growth from the fall (BOY) administration to spring NOCTI (EOY).

For FITNESSGRAM, student growth is calculated with the district establishing target growth for each student to determine the percentage of students who meet or exceed their projected growth from the fall (BOY) administration to spring FitnessGram (EOY).

For AP, student growth is calculated with the district establishing target growth for each student to determine the percentage of students who meet or exceed their projected growth from the fall (BOY) administration to AP Exam (EOY).

FINAL DISTRICT STANDARDS 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 determine 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 publicly available.

Student Growth Measure Integrity:

It is important to the integrity of Carrollton-Farmers Branch ISD's TIA System that student growth measures are administered fairly and consistently throughout the organization. To ensure that all students can demonstrate their full potential on student growth measures, the following conditions must be met.

Student Growth Measure Security and Confidentiality:

Maintaining security and confidentiality of student growth measures helps to ensure that student performance is accurately measured as a part of Carrollton-Farmers Branch ISD's TIA system. To maintain student growth, measure security and confidentiality:

- All staff involved in or responsible for proctoring any TIA related Student Growth Measure must complete an oath of test security and return the oath to their MAP Testing Coordinator or Designated Campus Administrator; review the CFBISD Testing Security and Validity module in the Compliance Training and attend test security training at the campus level, prior to administering or proctoring the BOY growth measure.
- Student growth measure test content should not be shared/discussed.
- Student growth measure test administration procedures should be followed exactly as provided by the test provider.
- Student growth measure test administration procedures should remain consistent across all administrations of the growth measures.
- Student growth measure test materials or student products shall be maintained in a secure location before, during, and after test administration.
- Students must be actively monitored during student growth measure test administrations.

- Students may not receive assistance to complete student growth measures beyond what is allowable by the test provider or prescribed by a governing student committee as applicable to standardized assessment programs (e.g., STAAR, ARD, LPAC, 504, RTI).

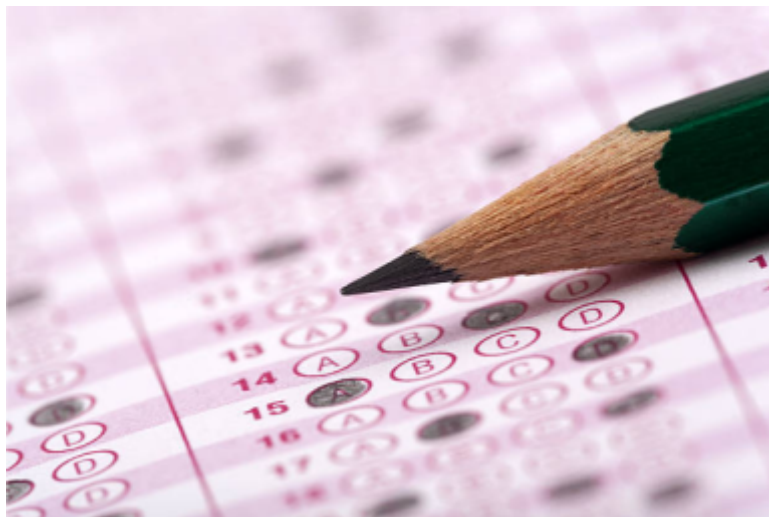
Serious Student Growth Measure Testing Violations:

- Suspected educator misconduct must be reported in a timely manner to the test administrator utilizing the district procedures for reporting testing irregularities.
- Serious student growth measure testing violations will be investigated fully and may result in scores being removed from that growth measure calculation subset resulting in invalidation of consideration for TIA designation.

The following educator conduct represents serious student growth measure testing violations to security and confidentiality and should be reported:

- Inconsistent administration practices intended to increase the percentage of students meeting growth on the EOY that are not consistent on the BOY or other MOY administrations of the same growth measure test. For example:
 - ✓ Students offered an incentive or reward for growth on a Spring administration of MAP but not offered the same incentive in the Fall or Winter.
 - ✓ Student provided an accommodation on the EOY assessment that was not provided on the BOY assessment and is not supported by a documented change in need by a governing student committee.

- Students are provided inconsistent directions and expectations. For example:
 - ✓ In the Fall the teacher tells the class “just do your best” but in the Spring tells the class “I really need you to give your best effort on this test because how you perform can affect my pay check.”
- Directly or indirectly assisting students with responses to test questions
- Tampering with or falsifying student responses
- Discussing or disclosing test content or student responses, except as needed for data analysis and/or instructional decision-making.
- Duplicating, recording, or electronically capturing test content or student responses unless authorized to do so by the test provider.
- Exempting or preventing a student from participating in student growth measures.
- Failing to implement sufficient procedures to prevent student cheating.
- Encouraging or assisting an individual to engage in any conduct described above.
- Failing to report an individual who has engaged in or is suspected of engaging in any conduct described above.



SCORING AND ELIGIBILITY

To determine annual teacher eligibility for a TIA designation, the following steps are completed at the district-level end-of-year analysis:

1	The Observation Component includes the T-TESS Domains 2 and 3 - minimum average required The Student Growth Component includes the percent of students who met or exceeded growth for students across all TIA eligible courses - minimum student growth required T-TESS Domains 1 and 4 - District expectation is "Proficient" or higher - may be considered
2	The Overall TIA Designation score chart used to identify four levels of designations of teachers. 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 determine the district's final TIA cut points. The district may use the performance minimums to determine overall TIA Designations to determine TIA Designation. Final TIA Criteria will be made publicly available once analysis is complete.
3	Individual teacher data is then verified to ensure that the component scores meet the District's performance criteria: • TEA requires the teacher to still be employed as a teacher at the time of TIA data submission. Data submission is typically in the October following the completion of the data collection year • The district can submit teachers demonstrating the same TIA designation level in year 4 or year 5 of the current TIA designation. • If performance criteria is met, TIA designation is submitted to the State for data review; pending TEA data validation, TIA designation is attached to teacher's teaching certificate for a period of 5 years. • If performance criteria is not met, no TIA designation is submitted to the State.

TIA Designation Score Chart

Determining final TIA Designation Level, for exemplar purposes only:

A minimum performance on individual components may be required to earn the designation. Final performance required for TIA designation may be reevaluated each year by the district to ensure the TIA system is valid and reliable and accurately reflects the year.

All of the minimum thresholds below must be met to earn the overall TIA designation level:

Designation Level	Average T-TESS Domain 2 & 3	% Student data points met or exceed growth	Average T-TESS Domain 1 & 4
Acknowledged	3.5	50%	Proficient
Recognized	3.7	55%	Proficient
Exemplary	3.9	60%	Proficient
Master	4.5	70%	Proficient



Version: 1

Teacher Name: School Year: 2024-2025

Employee ID: Campus:

Teacher Observation — T-TESS Domains 2 & 3							
Domain 2			Domain 3			Average Score	TIA Designation Level
2.1	Distinguished	5	3.1	Distinguished	5	5.000	MASTER
2.2	Distinguished	5	3.2	Distinguished	5		
2.3	Distinguished	5	3.3	Distinguished	5		
2.4	Distinguished	5					
2.5	Distinguished	5					
Criteria: All scores Proficient (3) or Above AND received an average score >= 3.7: YES							
Student Growth							
% of students who Met or Exceeded Student Growth						# of Eligible Student Scores	TIA Designation Level
67%						61	EXEMPLARY
Criteria: A minimum of 5 eligible student scores AND growth percentage is >= 55%: YES							
Teacher Leadership & Collaboration — T-TESS Domains 1 & 4							
Domain 1			Domain 4			Criteria: All scores Proficient (3) or Above	
1.1	Distinguished	5	4.1	Distinguished	5	YES	
1.2	Distinguished	5	4.2	Distinguished	5		
1.3	Distinguished	5	4.3	Distinguished	5		
1.4	Distinguished	5	4.4	Distinguished	5		
Pending Designation: Maintain Current Designation							
Current Designation: Exemplary (expires on: 07/31/2028)							

All of the minimum thresholds listed below must be met to earn the overall pending TIA designation level:

Designation Level	Average T-TESS Domain 2 & 3	% Met Student Growth	Average T-TESS Domain 1 & 4
Recognized	3.7	55%	Proficient
Exemplary	3.9	60%	Proficient
Master	4.5	70%	Proficient

Notes:

- All 2024-25 TIA designations are pending TEA approval.
- After the data is submitted to TEA, Texas Tech completes a data validation process.
- If the district passes data validation, then pending designations will become final and awarded to teachers in May 2026.
- If the district does not pass data validation, then none of the pending designations will be awarded.
- Teacher must remain employed as a 087 PEIMS coded teacher, at least 50% of the time through May 2026 for TIA Designation to be awarded by TEA.
- Teacher must be employed with CFB in August 2026 in order to receive the payment. Retirements at the end of the 2025-2026 school year will be eligible to receive the payout.
- Teachers with a current TIA designation will continue to maintain their current level until their designation expires.

For questions regarding data in this TIA Scorecard, please complete the [TIA Inquiry 2025](#) form by Wednesday, October 1st at 12pm.

EVALUATION FREQUENCY

Teachers in an eligible-TIA band will receive T-TESS evaluations and have student growth measures calculated annually.

- Teachers with an existing TIA designation will not be annually resubmitted for designation within their five-year valid TIA designation period if they continue to meet the *same* designation level unless they are in year 4 or 5 of their current TIA designation period.
- Teachers with an existing TIA designation will be resubmitted for a higher designation within their five-year valid TIA designation period if a subsequent year's performance earns a *higher* TIA designation.
- Teachers with an existing TIA designation will not be resubmitted to lower a TIA designation within their five-year valid TIA designation period. Evaluation of teachers eligible for a TIA designation is considered **annually**.

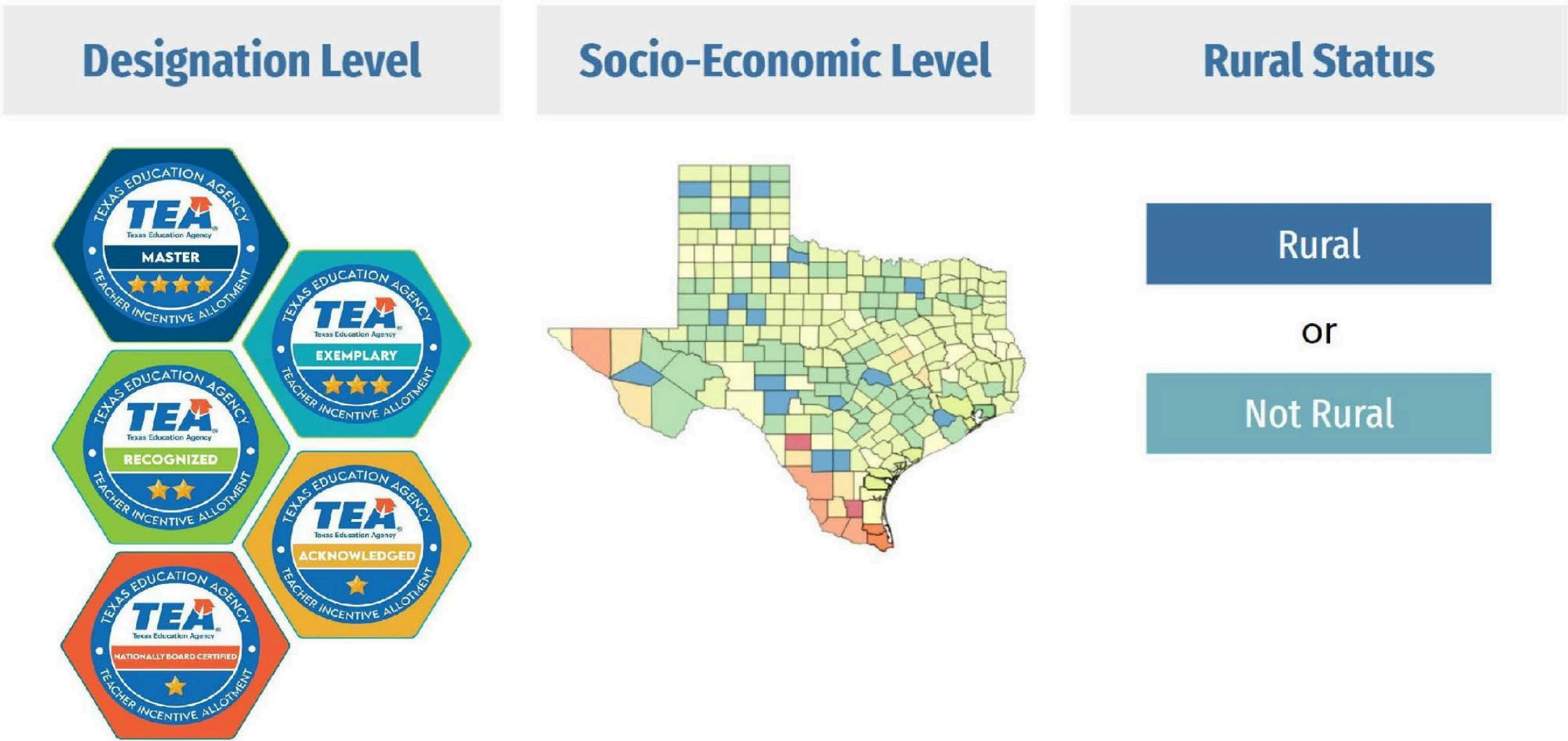


CAMPUS ALLOTMENT FACTORS & COMPENSATION

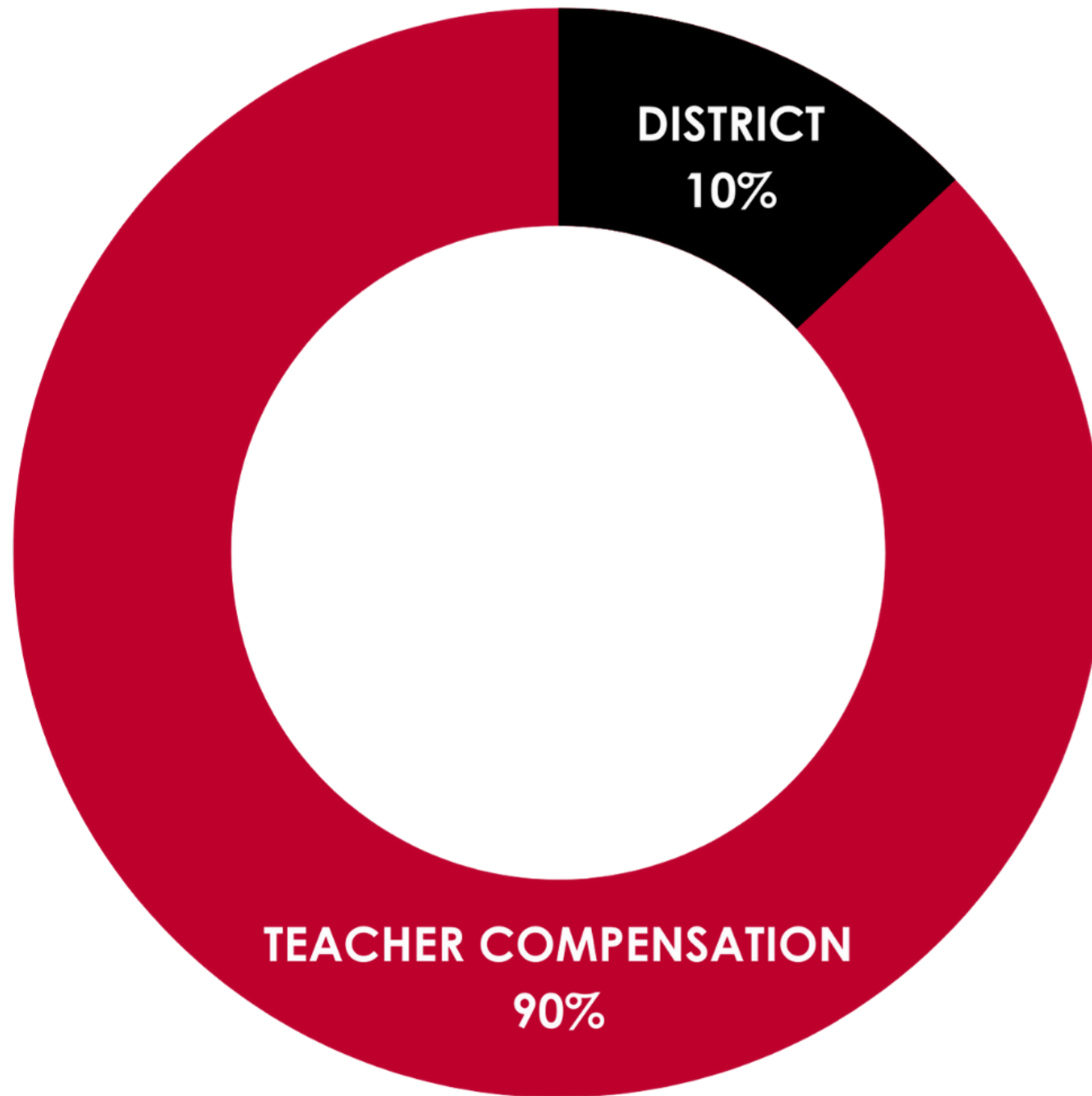
The TIA program is available to all Texas school districts and open-enrollment charter schools. The amount of TIA funds generated is determined by a formula that considers campus characteristics, including student socioeconomic status and campus location:

- Schools with greater student need based on socioeconomic factors generate more TIA funds per TIA designated teacher.
- Rural schools generate more TIA funds per TIA designated teacher based on a higher multiplier applied to students based on socioeconomic factors.

For more information about the TIA allotment calculations, see [TEA's Teacher Incentive Allotment page](#). For more information about the specific amount of TIA funds generated by TIA designated teachers at every campus across the state, see TEA's [Teacher Incentive Allotment Funding Map](#).



Distribution of Funds



The District has a clear, written plan to abide by the spending requirements in TEC 48.112, including spending at least **90%** of the TIA funds awarded to the district on **teacher compensation** on the campus where the designated teacher works, a maximum of **10%** of the district's allotment on implementing TIA and/or supporting teachers in earning designations.

TEA calculates campus allotment amounts annually. More information is available on the the [TEA Funding Map](#).

COMPENSATION: CFBISD Distribution Plan

- TIA-designated teachers in Carrollton-Farmers Branch 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.

Frequency of Compensation

TIA compensation is an annual allotment provided by the State and subject to the 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.

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.

TIA Payment Eligibility Upon Death

A TIA Designated teacher who earns a year of service credit but passes away before the scheduled payout date will remain eligible to receive the payment. The payment will be distributed to the teacher's designated beneficiary listed on their life insurance policy.

Movement of Teachers

What is the district's plan for adjusting/changing the distribution of TIA funds when an eligible teacher moves to/from a campus within the district or to/from the district prior to Class Roster Winter Submission?	If a teacher moves campuses within the district during the school year, the teacher will receive the allotment of funds generated by the state at the campus where the teacher is teaching during Winter Roster Verification. If a teacher leaves Carrollton-Farmers Branch ISD prior to Winter Roster Verification, they will not receive TIA funds.
What is the district's plan for adjusting/changing the distribution of funds if an eligible teacher leaves the district after Class Roster Winter Submission?	If a TIA-designated teacher retires from Carrollton-Farmers Branch ISD after the Class Roster Winter Submission, the teacher will receive the funding amount allocated to them based on the TIA approved by TEA. These funds will be paid prior to August 31st. If a TIA-designated teacher leaves Carrollton-Farmers Branch ISD for reasons other than retirement after the Class Roster Winter Submission, the TIA-designated teacher will not receive TIA funds allocated by TEA. The employee must be employed in CFB at the time of the payout in August to receive the funds. TIA generated funds for teachers who have left CFB will be re-distributed at the campus where the TIA-designated teacher was employed at the Class Roster Winter Submission. Staff receiving the redistributed funds must be employed in CFB as a teacher (087) at the time of the payout in August. A designated teacher leaving the district after Class Roster Winter Submission (last Friday in February) due to termination will not receive their stipend. If the designated teacher is terminated prior to May, their share of the allotment will be redistributed to the campus of the terminated teacher.

IMPORTANT: TEA- Approved Plan for TIA Designated Teachers Leaving the Campus, District, Profession, or Retiring (*TIA is designed to retain teachers*)

COMPENSATION: CFBISD Distribution Plan

Payroll Deductions

The following information will outline the four components of how the pay is determined.

There are two payroll burdens: an employer payroll burden and an employee payroll burden. **The employee and employer benefits and tax costs are deducted from the generated allotment, as allowed by TEA. See the protocol of deductions in the table below.** The TRS, Medicare, Taxes, NTRS are all part of the employee payroll burden, which differs for each employee. The allotment will show on the employee's pay stub as "TIA PAY."

- 1. 8.25% TRS State Minimum
- 2. 2% TRS Non-OASDI
- 3. 0.60% Worker's Comp
- 4. 1.45% Medicare
- 5. 0.75% TRS Care

Example for an Exemplary Designated Teacher

\$8,986.00	Total award amount from the state
- \$898.60	Minus 10% District retains
= \$8,087.40	90% of total amount awarded to the Designated Teacher
- \$1,055.41	Minus 13.05% employer fees
= \$7,031.99	Total gross awarded to the employee as "TIA PAY"

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).



TIA TIMELINES



APPENDIX A: Eligible Service IDS, 2026-2027

Subject Area	Service ID	Description	Pre Assessment	Post Assessment
CTE	13022600	Culinary Arts	NOCTI	NOCTI
CTE	13005100	CTE - Construction Tech I	NOCTI	NOCTI
CTE	13011101	Entrepreneurship I	NOCTI	NOCTI
CTE	13011200	Principles of Business, Marketing, And Finance	NOCTI	NOCTI
CTE	13014200	Principles of Education And Training	NOCTI	NOCTI
CTE	13020200	Principles of Health Science	NOCTI	NOCTI
CTE	13020500	Practicum in Health Science (First Time Taken)	NOCTI	NOCTI
CTE	13025200	Cosmetology I	NOCTI	NOCTI
CTE	13036200	CTE - Principles of Applied Engineering	NOCTI	NOCTI
CTE	13039600	CTE - Automotive Technology 1: Maintenance & Light Repair	NOCTI	NOCTI
CTE	13039800	CTE - Auto Collision Repair I	NOCTI	NOCTI
CTE	A3580110	AP Computer Science A - Math	AP Classroom Exam	AP Exam
CTE	A3580300	AP Computer Science Principles	AP Classroom Exam	AP Exam
English Language Arts	02625001	English Language Arts and Reading, Kindergarten*	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
English Language Arts	02625010	English Language Arts and Reading - Grade 1*	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
English Language Arts	02625020	English Language Arts and Reading - Grade 2*	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
English Language Arts	02625030	English Language Arts and Reading - Grade 3*	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
English Language Arts	02625040	English Language Arts and Reading - Grade 4	STAAR	STAAR
English Language Arts	02625050	English Language Arts and Reading - Grade 5	STAAR	STAAR
English Language Arts	02940000	English As A Second Language - Grade 6	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
English Language Arts	03200400	English As A Second Language - Grade 7	STAAR	STAAR

English Language Arts	03200500	English As A Second Language - Grade 8	STAAR	STAAR
English Language Arts	03200510	English Language Arts And Reading - Grade 6	STAAR	STAAR
English Language Arts	03200520	English Language Arts And Reading, Grade 7	STAAR	STAAR
English Language Arts	03200530	English Language Arts And Reading, Grade 8	STAAR	STAAR
English Language Arts	03200531	English Learners Language Arts (ELLA), Grade 7	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
English Language Arts	03200532	English Learners Language Arts (ELLA), Grade 8	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
English Language Arts	03200600	English I For Speakers Of Other Languages	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
English Language Arts	03200700	English II For Speakers Of Other Languages	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
English Language Arts	03200800	English Language Development and Acquisition (ELDA First Time Taker)	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
English Language Arts	03200810	English Language Development and Acquisition (ELDA Second Time Taker)	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
English Language Arts	03220100	English 1	STAAR	STAAR
English Language Arts	03220200	English 2	STAAR	STAAR
English Language Arts	03220300	English 3	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
English Language Arts	03220400	English 4	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
English Language Arts	03270700	Intensive Reading & Literature, HS Support	STAAR	STAAR
English Language Arts	03270700	Reading 1	STAAR	STAAR
English Language Arts	03270800	Reading 2 - HS Support	STAAR	STAAR
English Language Arts	03270900	Reading 3 - HS Support	STAAR	STAAR
English Language Arts	03273410	Reading - Grade 6 Support	STAAR	STAAR
English Language Arts	03273420	Reading - Grade 7 Support	STAAR	STAAR
English Language Arts	03273430	Reading - Grade 8 Support	STAAR	STAAR
English Language Arts	82000605	Writing, Grade 6	STAAR	STAAR

English Language Arts	84000STR	STAAR English, HS Support	STAAR	STAAR
English Language Arts	A3220100	AP English Language And Composition	AP Classroom Exam	AP Exam
English Language Arts	A3220200	AP English Literature And Composition	AP Classroom Exam	AP Exam
English Language Arts (SPED)	02625001	English Language Arts and Reading - Grade K - ABC	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
English Language Arts (SPED)	02625001	English Language Arts and Reading - Grade K - PAS	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
English Language Arts (SPED)	02625001	English Language Arts and Reading - Grade K - ALC	ULS	ULS
English Language Arts (SPED)	02625001	English Language Arts and Reading - Grade K - FSLC	ULS	ULS
English Language Arts (SPED)	02625010	English Language Arts and Reading - Grade 1 - ABC	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
English Language Arts (SPED)	02625010	English Language Arts and Reading - Grade 1 - PAS	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
English Language Arts (SPED)	02625010	English Language Arts and Reading - Grade 1 - ALC	ULS	ULS
English Language Arts (SPED)	02625010	English Language Arts and Reading - Grade 1 - FSLC	ULS	ULS
English Language Arts (SPED)	02625020	English Language Arts and Reading - Grade 2 - PAS	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
English Language Arts (SPED)	02625020	English Language Arts and Reading - Grade 2 - ABC	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
English Language Arts (SPED)	02625020	English Language Arts and Reading - Grade 2 - ALC	ULS	ULS
English Language Arts (SPED)	02625020	English Language Arts and Reading - Grade 2 - FSLC	ULS	ULS
English Language Arts (SPED)	02625030	English Language Arts and Reading - Grade 3 - ABC	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
English Language Arts (SPED)	02625030	English Language Arts and Reading - Grade 3 - PAS	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
English Language Arts (SPED)	02625030	English Language Arts and Reading - Grade 3 - ALC	ULS	ULS
English Language Arts (SPED)	02625030	English Language Arts and Reading - Grade 3 - FSLC	ULS	ULS
English Language Arts (SPED)	02625040	English Language Arts and Reading - Grade 4 - FUND	STAAR	STAAR
English Language Arts (SPED)	02625040	English Language Arts and Reading - Grade 4 - ABC	STAAR	STAAR
English Language Arts (SPED)	02625040	English Language Arts and Reading - Grade 4 - PAS	STAAR	STAAR
English Language Arts (SPED)	02625040	English Language Arts and Reading - Grade 4 - ALC	ULS	ULS

English Language Arts (SPED)	02625040	English Language Arts and Reading - Grade 4 - FSLC	ULS	ULS
English Language Arts (SPED)	02625050	English Language Arts and Reading - Grade 5 - FUND	STAAR	STAAR
English Language Arts (SPED)	02625050	English Language Arts and Reading - Grade 5 - ABC	STAAR	STAAR
English Language Arts (SPED)	02625050	English Language Arts and Reading - Grade 5 - PAS	STAAR	STAAR
English Language Arts (SPED)	02625050	English Language Arts and Reading - Grade 5 - ALC	ULS	ULS
English Language Arts (SPED)	02625050	English Language Arts and Reading - Grade 5 - FSLC	ULS	ULS
English Language Arts (SPED)	03200510	English Language Arts and Reading - Grade 6 - FUND	STAAR	STAAR
English Language Arts (SPED)	03200510	English Language Arts and Reading - Grade 6 - PAS	STAAR	STAAR
English Language Arts (SPED)	03200510	English Language Arts and Reading - Grade 6 - ALC	ULS	ULS
English Language Arts (SPED)	03200510	English Language Arts and Reading - Grade 6 - FSLC	ULS	ULS
English Language Arts (SPED)	03200520	English Language Arts and Reading - Grade 7 - FUND	STAAR	STAAR
English Language Arts (SPED)	03200520	English Language Arts and Reading - Grade 7 - PAS	STAAR	STAAR
English Language Arts (SPED)	03200520	English Language Arts and Reading - Grade 7 - ALC	ULS	ULS
English Language Arts (SPED)	03200520	English Language Arts and Reading - Grade 7 - FSLC	ULS	ULS
English Language Arts (SPED)	03200530	English Language Arts and Reading - Grade 8 - FUND	STAAR	STAAR
English Language Arts (SPED)	03200530	English Language Arts and Reading - Grade 8 - PAS	STAAR	STAAR
English Language Arts (SPED)	03200530	English Language Arts and Reading - Grade 8 - ALC	ULS	ULS
English Language Arts (SPED)	03200530	English Language Arts and Reading - Grade 8 - FSLC	ULS	ULS
English Language Arts (SPED)	03220100	English 1 - FUND	STAAR	STAAR
English Language Arts (SPED)	03220100	English 1 - PAS	STAAR	STAAR
English Language Arts (SPED)	03220107	English 1 - ALC	ULS	ULS
English Language Arts (SPED)	03220107	English 1 - FSLC	ULS	ULS
English Language Arts (SPED)	03220200	English 2 - FUND	STAAR	STAAR

English Language Arts (SPED)	03220200	English 2 - PAS	STAAR	STAAR
English Language Arts (SPED)	03220207	English 2 - ALC	ULS	ULS
English Language Arts (SPED)	03220207	English 2 - FSLC	ULS	ULS
English Language Arts (SPED)	03220300	English 3 - FUND	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
English Language Arts (SPED)	03220300	English 3 - PAS	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
English Language Arts (SPED)	03220300	English 3 - ALC	ULS	ULS
English Language Arts (SPED)	03220300	English 3 - FSLC	ULS	ULS
English Language Arts (SPED)	03220400	English 4 - FUND	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
English Language Arts (SPED)	03220400	English 4 - PAS	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
English Language Arts (SPED)	03220400	English 4 - ALC	ULS	ULS
English Language Arts (SPED)	03220400	English 4 - FSLC	ULS	ULS
English Language Arts (SPED)	03270700	Reading 1 - FUND	STAAR	STAAR
English Language Arts (SPED)	03270700	Reading 1 - FSLC	ULS	ULS
English Language Arts (SPED)	03270800	Reading 2 - FUND	STAAR	STAAR
English Language Arts (SPED)	03270800	Reading 2 - FSLC	ULS	ULS
English Language Arts (SPED)	03270900	Reading 3 - FUND	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
English Language Arts (SPED)	03270900	Reading 3 - FSLC	ULS	ULS
English Language Arts (SPED)	03273410	Acc Lit - Grade 6 - FUND	STAAR	STAAR
English Language Arts (SPED)	03273410	Acc Lit - Grade 6 - PAS	STAAR	STAAR
English Language Arts (SPED)	03273410	Acc Lit - Grade 6 - FSLC	ULS	ULS
English Language Arts (SPED)	03273420	Acc Lit - Grade 7 - FUND	STAAR	STAAR
English Language Arts (SPED)	03273420	Acc Lit - Grade 7 - PAS	STAAR	STAAR
English Language Arts (SPED)	03273420	Acc Lit - Grade 7 - FSLC	ULS	ULS

English Language Arts (SPED)	03273430	Acc Lit - Grade 8 - FUND	STAAR	STAAR
English Language Arts (SPED)	03273430	Acc Lit - Grade 8 - PAS	STAAR	STAAR
English Language Arts (SPED)	03273430	Acc Read - Grade 8 - FSLC	ULS	ULS
English Language Arts (SPED)	80900DYS	Reading Strategies	STAAR	STAAR
English Language Arts (SPED)	84000105	English Plus - ALC	ULS	ULS
English Language Arts (SPED)	84000205	English Plus - FSLC	ULS	ULS
Fine Arts	02510007	Art - Grade 4	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Fine Arts	02520008	Music - Grade 4	Music 1st	Music 1st
Fine Arts	02540009	Theatre - Grade 4	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Fine Arts	03150100	Music I - Band I	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Fine Arts	03150200	Music II - Band II	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Fine Arts	03150300	Music III - Band III	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Fine Arts	03150400	Music IV - Band IV	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Fine Arts	03150500	Music I - Orchestra I	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Fine Arts	03150600	Music II - Orchestra II	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Fine Arts	03150700	Music III - Orchestra III	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Fine Arts	03150800	Music IV - Orchestra IV	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Fine Arts	03150900	Music I - Choir I	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Fine Arts	03151000	Music II - Choir II	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Fine Arts	03151100	Music III - Choir III	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Fine Arts	03151200	Music IV - Choir IV	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Fine Arts	03154110	Art - Middle School 1	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Fine Arts	03154120	Dance - Middle School 1 (Local 02850000)	BOY & EOY Local Assessment	BOY & EOY Local Assessment

Fine Arts	03154130	Music - Middle School 1 - Band	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Fine Arts	03154131	Music - Middle School 1 - Choir	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Fine Arts	03154132	Music - Middle School 1 - Orchestra	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Fine Arts	03154140	Theatre - Middle School 1	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Fine Arts	03154230	Music - Middle School 2 - Band	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Fine Arts	03154231	Music - Middle School 2 - Choir	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Fine Arts	03154232	Music - Middle School 2 - Orchestra	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Fine Arts	03154330	Music - Middle School 3 - Band	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Fine Arts	03154331	Music - Middle School 3 - Choir	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Fine Arts	03154332	Music - Middle School 3 - Orchestra	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Fine Arts	03250100	Theatre I - Theatre Arts I	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Fine Arts	03250500	Technical Theatre I	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Fine Arts	03500100	Art I	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Fine Arts	03830100	Dance I - Principles of Dance I	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Fine Arts	03830200	Dance II - Principles of Dance II	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Fine Arts	80600DNC	Dance - Grade 4 (Local 02530007)	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Mathematics	02640005	Mathematics - Kindergarten	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
Mathematics	02640010	Mathematics - Grade 1	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
Mathematics	02640020	Mathematics - Grade 2	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
Mathematics	02640030	Mathematics - Grade 3	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
Mathematics	02640040	Mathematics - Grade 4	STAAR	STAAR
Mathematics	02640050	Mathematics - Grade 5	STAAR	STAAR
Mathematics	02820000	Mathematics - Grade 6	STAAR	STAAR

Mathematics	03100500	Algebra I	STAAR	STAAR
Mathematics	03100600	Algebra 2	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
Mathematics	03100700	Geometry	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
Mathematics	03102400	Math Models with Applications	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
Mathematics	03103000	Mathematics - Grade 7	STAAR	STAAR
Mathematics	03103100	Mathematics - Grade 8	STAAR	STAAR
Mathematics	03103230	Grade 8, Middle School Advanced Mathematics, Algebra I	STAAR	STAAR
Mathematics	82100632	Math Connections - Grade 6	STAAR	STAAR
Mathematics	82920732	Math Connections - Grade 7	STAAR	STAAR
Mathematics	83100832	Math Connection - Grade 8	STAAR	STAAR
Mathematics	84100STR	STAAR Math - HS Support	STAAR	STAAR
Mathematics	A3100100	AP PreCalculus	AP Classroom Exam	AP Exam
Mathematics	A3100101	AP Calculus AB	AP Classroom Exam	AP Exam
Mathematics	A3100102	AP Calculus BC	AP Classroom Exam	AP Exam
Mathematics	A3100200	AP Statistics	AP Classroom Exam	AP Exam
Mathematics (SPED)	02640005	Mathematics - Grade K - ABC	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
Mathematics (SPED)	02640005	Mathematics - Grade K - PAS	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
Mathematics (SPED)	02640005	Mathematics - Grade K - ALC	ULS	ULS
Mathematics (SPED)	02640005	Mathematics - Grade K - FSLC	ULS	ULS
Mathematics (SPED)	02640010	Mathematics - Grade 1 - ABC	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
Mathematics (SPED)	02640010	Mathematics - Grade 1 - PAS	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
Mathematics (SPED)	02640010	Mathematics - Grade 1 - ALC	ULS	ULS
Mathematics (SPED)	02640010	Mathematics - Grade 1 - FSLC	ULS	ULS

Mathematics (SPED)	02640020	Mathematics - Grade 2 - ABC	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
Mathematics (SPED)	02640020	Mathematics - Grade 2 - PAS	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
Mathematics (SPED)	02640020	Mathematics - Grade 2 - ALC	ULS	ULS
Mathematics (SPED)	02640020	Mathematics - Grade 2 - FSLC	ULS	ULS
Mathematics (SPED)	02640030	Mathematics - Grade 3 - ABC	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
Mathematics (SPED)	02640030	Mathematics - Grade 3 -- PAS	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
Mathematics (SPED)	02640030	Mathematics - Grade 3 -- ALC	ULS	ULS
Mathematics (SPED)	02640030	Mathematics - Grade 3 -- FSLC	ULS	ULS
Mathematics (SPED)	02640040	Mathematics - Grade 4 - ABC	STAAR	STAAR
Mathematics (SPED)	02640040	Mathematics - Grade 4 - PAS	STAAR	STAAR
Mathematics (SPED)	02640040	Mathematics - Grade 4 - ALC	ULS	ULS
Mathematics (SPED)	02640040	Mathematics - Grade 4 - FSLC	ULS	ULS
Mathematics (SPED)	02640050	Mathematics - Grade 5 - ABC	STAAR	STAAR
Mathematics (SPED)	02640050	Mathematics - Grade 5 - PAS	STAAR	STAAR
Mathematics (SPED)	02640050	Mathematics - Grade 5 - ALC	ULS	ULS
Mathematics (SPED)	02640050	Mathematics - Grade 5 - FSLC	ULS	ULS
Mathematics (SPED)	02820000	Math - Grade 6 - FUND	STAAR	STAAR
Mathematics (SPED)	02820000	Math - Grade 6 - PAS	STAAR	STAAR
Mathematics (SPED)	02820000	Math - Grade 6 - ALC	ULS	ULS
Mathematics (SPED)	02820000	Math - Grade 6 - FSLC	ULS	ULS
Mathematics (SPED)	03100500	Algebra 1 - FUND	STAAR	STAAR
Mathematics (SPED)	03100500	Algebra 1 - PAS	STAAR	STAAR
Mathematics (SPED)	03100507	Algebra 1 - ALC	ULS	ULS

Mathematics (SPED)	03100507	Algebra 1 - FSLC	ULS	ULS
Mathematics (SPED)	03100600	Algebra 2 - FUND	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
Mathematics (SPED)	03100600	Algebra 2 - PAS	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
Mathematics (SPED)	03100600	Algebra 2 - ALC	ULS	ULS
Mathematics (SPED)	03100600	Algebra 2 - FSLC	ULS	ULS
Mathematics (SPED)	03100700	Geometry - PAS	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
Mathematics (SPED)	03100700	Geometry - FUND	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
Mathematics (SPED)	03100700	Geometry - ALC	ULS	ULS
Mathematics (SPED)	03100700	Geometry - FSLC	ULS	ULS
Mathematics (SPED)	03102400	Math Models - FUND	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
Mathematics (SPED)	03102400	Math Models - PAS	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
Mathematics (SPED)	03102400	Math Models - ALC	ULS	ULS
Mathematics (SPED)	03102400	Math Models - FSLC	ULS	ULS
Mathematics (SPED)	03103000	Math - Grade 7 - FUND	STAAR	STAAR
Mathematics (SPED)	03103000	Math - Grade 7 - PAS	STAAR	STAAR
Mathematics (SPED)	03103000	Math - Grade 7 - ALC	ULS	ULS
Mathematics (SPED)	03103000	Math - Grade 7 - FSLC	ULS	ULS
Mathematics (SPED)	03103100	Math - Grade 8 - FUND	STAAR	STAAR
Mathematics (SPED)	03103100	Math - Grade 8 - PAS	STAAR	STAAR
Mathematics (SPED)	03103100	Math - Grade 8 - ALC	ULS	ULS
Mathematics (SPED)	03103100	Math - Grade 8 - FSLC	ULS	ULS
Physical Ed.	02530006	Physical Education, Grade 3	FitnessGram	FitnessGram
Physical Ed.	03823070	Physical Education, Grade 7	FitnessGram	FitnessGram

Physical Ed.	PES00051	Lifetime Fitness And Wellness Pursuits - High School PE	FitnessGram	FitnessGram
Science	02650400	Science - Grade 4	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
Science	02650500	Science - Grade 5	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
Science	03010200	Biology	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
Science	03020000	Environmental Systems	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Science	03040000	Chemistry	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Science	03050000	Physics (excludes OnRamp course ID 6657)	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Science	03060100	Astronomy	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Science	03060201	Integrated Physics And Chemistry	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Science	03060600	Science - Grade 6	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
Science	03060700	Science - Grade 7	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
Science	03060800	Science - Grade 8	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
Science	13020600	Anatomy & Physiology	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Science	80600STM	STEM - Grade 4 (Local Credit)	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
Science	80700STM	STEM - Grade 5 (Local Credit)	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
Science	84800STR	STAAR Science - HS Support	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)
Science	A3010200	AP Biology	AP Classroom Exam	AP Exam
Science	A3020000	AP Environmental Science	AP Classroom Exam	AP Exam
Science	A3040000	AP Chemistry	AP Classroom Exam	AP Exam
Science	A3050003	AP Physics 1: Algebra Based	AP Classroom Exam	AP Exam
Science	A3050006	AP Physics C: Mechanics	AP Classroom Exam	AP Exam
Self-Contained	01010000	Pre-Kindergarten	Circle	Circle
Self-Contained	01020000	Kindergarten (Self-Contained)	BOY & EOY MAP Growth (Fall & Spring)	BOY & EOY MAP Growth (Fall & Spring)

Social Studies	02870000	Social Studies - Grade 6	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Social Studies	03310300	Economics Free Enterprise	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Social Studies	03320100	World Geography Studies	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Social Studies	03330100	Government	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Social Studies	03340100	United States History Studies Since 1877	BOY Local Assessment	STAAR
Social Studies	03340400	World History Studies	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Social Studies	03343000	Social Studies - Grade 7	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Social Studies	03343100	Social Studies - Grade 8	BOY Local Assessment	STAAR
Social Studies	03350100	Psychology	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Social Studies	03370100	Sociology	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Social Studies	03380083	Personal Financial Literacy and Economics	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Social Studies	84400STR	STAAR Social Studies, HS Support	BOY & EOY Local Assessment	BOY & EOY Local Assessment
Social Studies	A3310100	AP Microeconomics	AP Classroom Exam	AP Exam
Social Studies	A3310200	AP Macroeconomics	AP Classroom Exam	AP Exam
Social Studies	A3330100	AP U.S. Government and Politics	AP Classroom Exam	AP Exam
Social Studies	A3330200	AP Comparative Government And Politics	AP Classroom Exam	AP Exam
Social Studies	A3340100	AP United States History	AP Classroom Exam	AP Exam
Social Studies	A3350100	AP Psychology	AP Classroom Exam	AP Exam
Social Studies	A3360100	AP Human Geography (World Geography)	AP Classroom Exam	AP Exam
Social Studies	A3370100	AP World History	AP Classroom Exam	AP Exam
SPED (Early Education)	809000EE	Early Education	ULS	ULS
SPED (Early Education)	SE000007	ELC3	ULS	ULS
SPED (Early Education)	SE000007	ELC4	ULS	ULS

APPENDIX B: CFB TIA SCORE CARD

cfb

TIA

TEACHER INCENTIVE ALLOTMENT

CARROLLTON-FARMERS BRANCH ISD

Version: 1

Teacher Name:

School Year:

2024-2025

Employee ID:

Campus:

Teacher Observation — T-TESS Domains 2 & 3									
Domain 2			Domain 3			Average Score	TIA Designation Level		
2.1	Distinguished	5	3.1	Distinguished	5	5.000	MASTER		
2.2	Distinguished	5	3.2	Distinguished	5				
2.3	Distinguished	5	3.3	Distinguished	5				
2.4	Distinguished	5							
2.5	Distinguished	5							
Criteria: All scores Proficient (3) or Above AND received an average score >= 3.7:YES									
Student Growth									
% of students who Met or Exceeded Student Growth					# of Eligible Student Scores		TIA Designation Level		
67%					61		EXEMPLARY		
Criteria: A minimum of 5 eligible student scores AND growth percentage is >= 55%:YES									
Teacher Leadership & Collaboration — T-TESS Domains 1 & 4									
Domain 1			Domain 4			Criteria: All scores Proficient (3) or Above			
1.1	Distinguished	5	4.1	Distinguished	5	YES			
1.2	Distinguished	5	4.2	Distinguished	5				
1.3	Distinguished	5	4.3	Distinguished	5				
1.4	Distinguished	5	4.4	Distinguished	5				
Pending Designation: Maintain Current Designation									
Current Designation: Exemplary (expires on: 07/31/2028)									

All of the minimum thresholds listed below must be met to earn the overall pending TIA designation level:

Designation Level	Average T-TESS Domain 2 & 3	% Met Student Growth	Average T-TESS Domain 1 & 4
Recognized	3.7	55%	Proficient
Exemplary	3.9	60%	Proficient
Master	4.5	70%	Proficient

Notes:

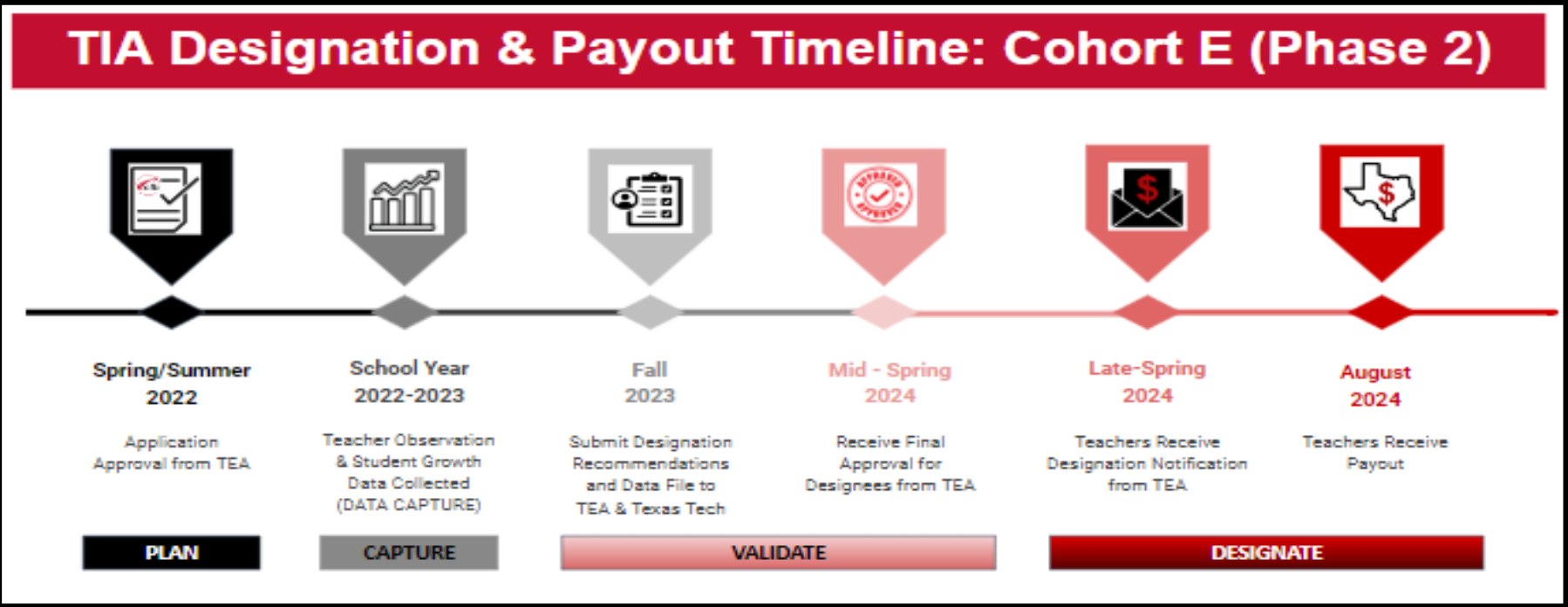
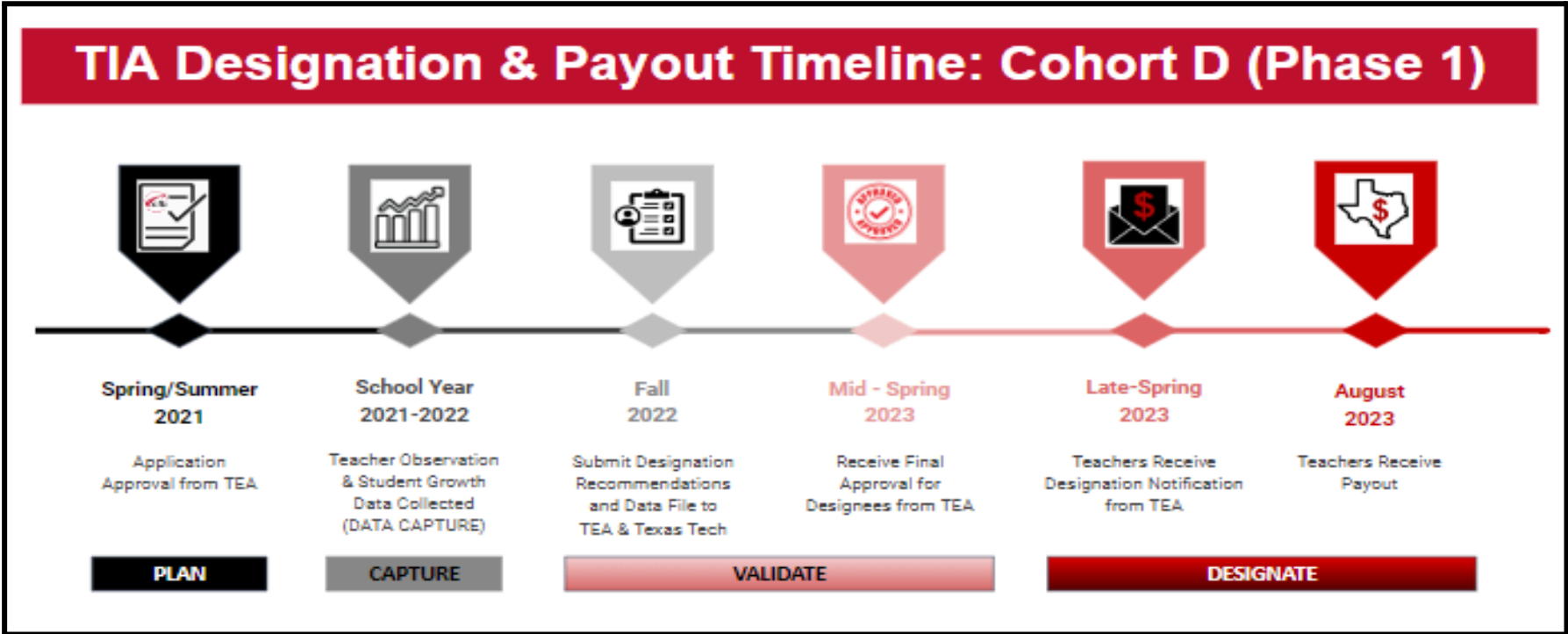
- All 2024-25 TIA designations are pending TEA approval.
- After the data is submitted to TEA, Texas Tech completes a data validation process.
- If the district passes data validation, then pending designations will become final and awarded to teachers in May 2026.
- If the district does not pass data validation, then none of the pending designations will be awarded.
- Teacher must remain employed as a 087 PEIMS coded teacher, at least 50% of the time through May 2026 for TIA Designation to be awarded by TEA.
- Teacher must be employed with CFB in August 2026 in order to receive the payment. Retirements at the end of the 2025-2026 school year will be eligible to receive the payout.
- Teachers with a current TIA designation will continue to maintain their current level until their designation expires.

For questions regarding data in this TIA Scorecard, please complete the [TIA Inquiry 2025](#) form by Wednesday, October 1st at 12pm.

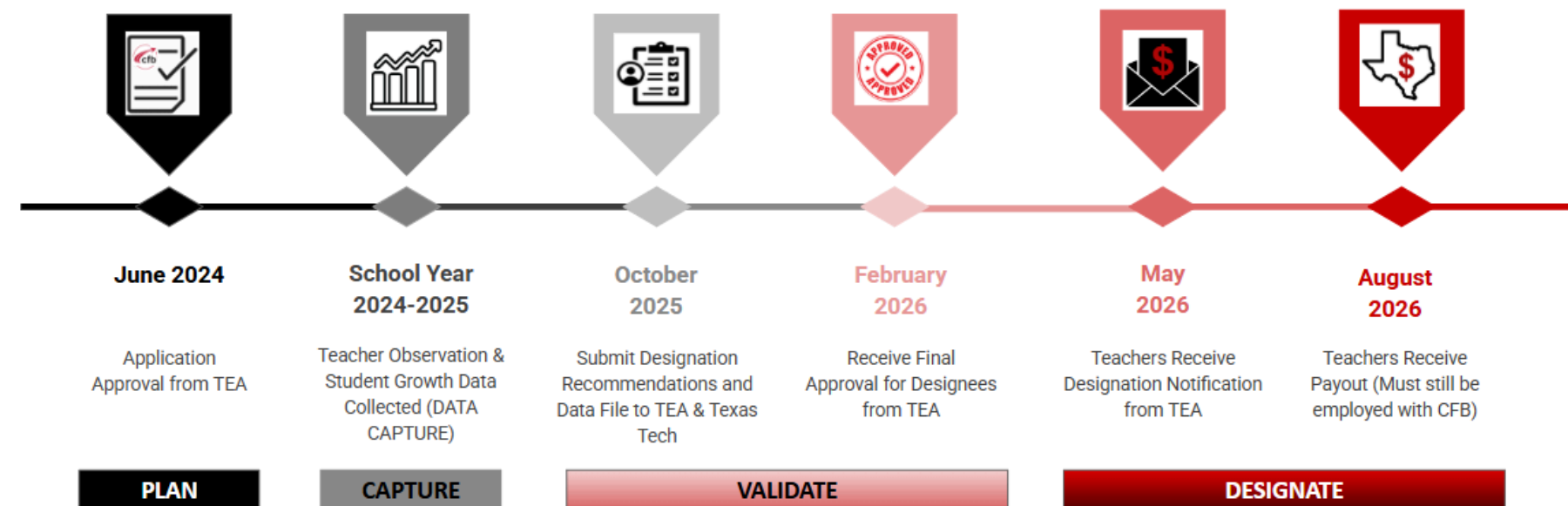
ELIGIBILITY

Phased-in Approach

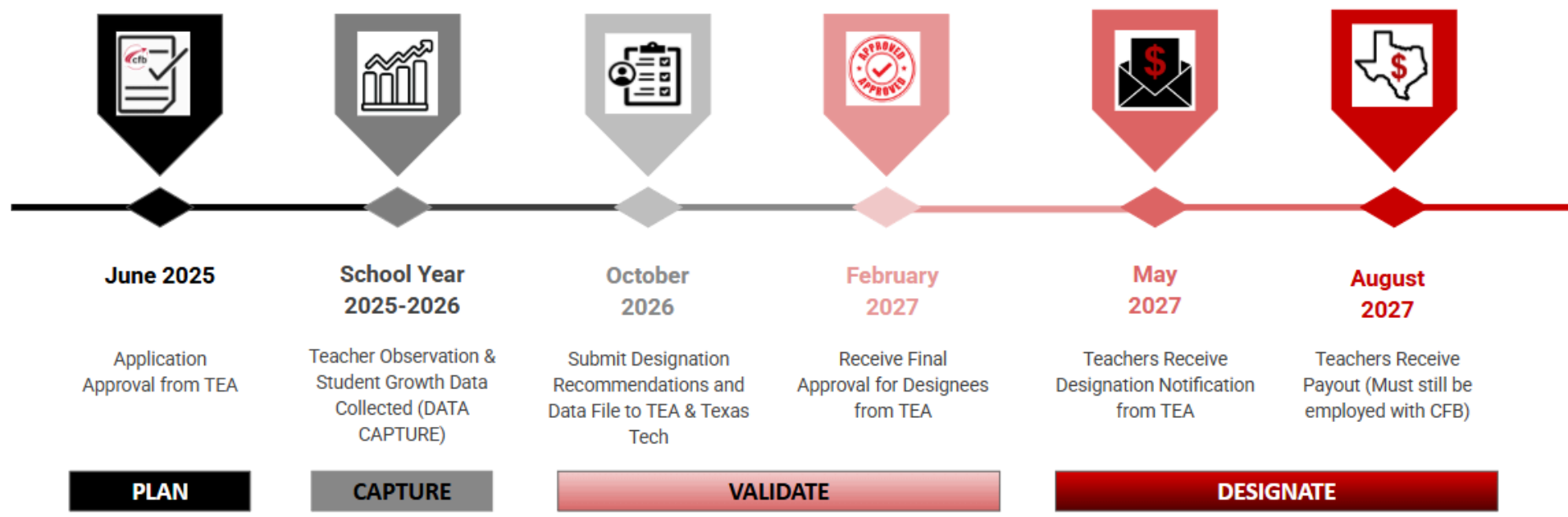
Carrollton-Farmers Branch ISD envisions every teacher to be eligible for this additional funding. However, Carrollton-Farmers Branch ISD does not currently have growth measures in all grades and subjects. The phased-in approach allows the District time to develop growth measures in other subject areas and pilot them to ensure validity and reliability. Once a teacher’s eligibility band is added, it is part of the designation system indefinitely.



TIA Designation & Payout Timeline: Cohort G (Phase 4)



TIA Designation & Payout Timeline: Cohort H (Phase 5)



TIA Designation & Payout Timeline: Cohort I (Phase 6)

