TIA Guidebook

2025-26

2026-27

Data Capture Years

ELGIN ISD

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Message from the Superintendent



Dear Wildcat Teachers,

This is my first year serving as your superintendent, and I want to begin with something I believe without reservation: the single most powerful force in a child's education is a skilled teacher standing in front of them. Not a program. Not a platform. A teacher who knows the content, knows the child, and refuses to settle for less than that child is capable of. Everything else we do in this district exists to support that moment.

Our promise in Elgin ISD is choice and opportunity for all. That promise is kept or broken one classroom at a time, and it is kept by you. I am spending my first months in your buildings, and I am already seeing the work up close: the planning that happens after hours, the conversation that turns a student's week around, the willingness to look honestly at data and adjust. That is skilled labor. It deserves to be named, and it deserves to be paid.

The Teacher Incentive Allotment is how our state recognizes that. Through TIA, our most effective teachers can earn significantly more for staying in the classroom rather than leaving it, with the allotment funded by the state and weighted toward the campuses and students who need great teaching most. With the newest designation level of acknowledged, more Elgin ISD teachers are eligible than ever before. I want every one of you doing this work at a high level to be seen, and to be paid for it.

I also want to be clear about how I hope we will use this program. TIA is not a contest, and it is not a verdict on your worth. It is a tool for growth. The value of the process is in what it makes visible: where our students are gaining, where they are not, what practices are producing results, and what supports you need from us. A designation is the outcome of getting better at the work. Getting better at the work is the point. If we treat TIA as a scoreboard, we will have wasted it. If we treat it as a mirror and a road map, it will change this district.

And I will be honest with you, because you have earned honesty. The landscape we work in is demanding, and it is not getting easier. Our students arrive with real needs, our community is growing quickly, the state's expectations are rising, and our results are not yet where our students deserve them to be. I do not say that to point a finger at the people doing the work. I say it because standing still is not one of our options. Every teacher, every principal, every person in central office, and the superintendent included, has to be measurably better this year than we were last year. I am asking that of you, and you should expect it of me.

Here is my commitment in return. We will give you clear expectations, aligned curriculum, useful feedback, real coaching, and professional learning worth your time. We will tell you the truth about where we stand. And we will celebrate loudly when the work pays off, because you should never have to wonder whether it was noticed. Thank you for choosing this profession, and for choosing Elgin. Our students are fortunate to have you, and so am I. Let's go to work.

Sincerely,

Dr. Christopher Bailey
Superintendent of Schools

Teacher Incentive Allotment Overview

The Teacher Incentive Allotment (TIA) was established by the Texas Education Agency (TEA) to reward and incentivize high-performing teachers. The goal of the Elgin ISD TIA program is for highly effective teachers to potentially earn six figures with the allotment portion of the salary funded by TEA.

Implementation goals of the TIA program in Elgin ISD are meant to:

- Strengthen Student Outcomes
- Improve Teacher Retention
- Increase Recruitment Rates
- Reward Quality Instruction
- Incentivize Hard-to-Staff Positions
- Incentivize High-Needs Schools
- Support Educator Development
- Encourage Professional Collaboration
- Maintain a Competitive Market

Elgin ISD Strategic Plan Priorities in Alignment with TIA:

- Priority 1: Student Success
- Priority 2: Professional Learning and Highly Effective Staff

Once Elgin ISD identifies highly effective teachers using the components from the district's TEA-approved local system application and district data is validated, a designation is earned in one of four levels. If a teacher earns a National Board Certification, then a designation is awarded automatically at the *Acknowledged* level. *Starting with the 2026-27 Data Collection Year, TEA is adding a fourth designation level of "Acknowledged" that provides additional designation funding for TIA eligible teachers. More information about how HB2 impacts TIA can be found here.*



TEA provides an annual allotment to districts that employ a designated teacher. A designated teacher who remains in the classroom (PEIMS Coded 087) will receive 92% of the TEA allotment funds for the designation level for five consecutive years. If a previously designated teacher moves up a designation level during the five years, then the TEA allotment funds start over at the higher designation amount for five consecutive years as long as the teacher remains in the classroom (087).

The socioeconomic needs of the campus in which the teacher is assigned, combined with the TEA campus rural status, determine the annual allotment amount. The chart below provides an overview of how the allotments from TEA are calculated. More information about the updated changes and the new "Acknowledged" designation level can be found here.

Current 2024-25 Data Collection Year

Base + (Multiplier × [Average student enrolled Eco-Dis Tier + 2 for rural schools Max 4])

Designation	Performance Standards	Base	Multiplier	Non Eco-Dis	Tier 1	Tier 2	Tier 3	Tier 4	Tier 5
				0	.5	1	2	3	4
Recognized	Top 33%	3,000	1,500	3,000	3,750	4,500	6,000	7,500	9,000
Exemplary	Top 20%	6,000	3,000	6,000	7,500	9,000	12,000	15,000	18,000
Master	Top 5%	12,000	5,000	12,000	14,500	17,000	22,000	27,000	32,000

Updated 2025-26 Data Collection Year

Designation	Performance Standards	Base	Multiplier	0	.5	1	2	3	4
Acknowledged	Top 50%	3,000	1,500	3,000	3,750	4,500	6,000	7,500	9,000
Recognized	Top 33%	5,000	2,500	5,000	6,250	7,000	10,000	12,500	15,000
Exemplary	Top 20%	9,000	4,000	9,000	11,000	13,000	17,000	21,000	25,000
Master	Top 5%	12,000	6,000	12,000	15,000	18,000	24,000	30,000	36,000

TIA Eligibility for Designation & Compensation

Following a data collection year, Elgin ISD submits both T-TESS and Student Growth data to TEA on each TIA eligible teacher in alignment with the district's TEA-approved local system application. If Elgin ISD passes validation, then "high performing" TIA eligible teachers will receive 92% of allotment funds, less the TRS deduction and any other applicable payroll taxes or deductions, by August 31st, based on their designated level and campus assignment from the previous February. *The remaining 8% will be used by the district to support the TIA program to support teachers in earning designations, such as assessment costs, training, and professional development.*

To be considered TIA Eligible, one must be:

1. be coded as a teacher (087) within Skyward, which is reported to TEA through the Public Education Information Management System (PEIMS); and
2. receive district salary compensation that mirrors PEIMS teacher coding for a minimum of 90 days at 100% of the day (if in a semester-long course) or 180 days at 50-99% of the day (if in a year-long course); and
3. for a semester-long course, you must have two data points for each student, and for year-long courses, you must have a beginning-of- year and an end-of-year data point.

Allotments are based on teacher designation level, campus socioeconomic level, and campus rural status. A TEA TIA campus funding map, which is updated each year, is linked here. *Amounts below are estimates based on the 2025-26 Elgin ISD student and school data*. Funding amounts for the new "Acknowledged" designation level will be updated by TEA in April 2026.



$4,032



$6,720



$11,752



$16,127

TIA Designated Teacher Payouts:
2025-26 Data Capture Year: by August 31, 2027
2026-27 Data Capture Year: by August 31, 2028
2027-28 Data Capture Year: by August 31, 2029

TIA Designated Teachers who Resign, are Terminated, or Retire:

- When Elgin ISD receives funding for a designated teacher who has retired and completed the school year, the district will forward payment to the teacher.
- If an Elgin ISD designated teacher retires before the end of the school year, the district will forward 75% of the allotment payout to the retired teacher.
- If an Elgin ISD designated teacher resigns or is terminated from the district, they will forfeit their allotment payout, and the district will redistribute the funds to other designated teachers on the campus.

TIA Performance Standards

TIA Teacher Evaluation
40%

The primary appraiser uses walkthrough data and the 45-minute formal observation to provide an End-of-Year (EOY) summative rating using the T-TESS rubric in Domains 2 and 3. *Elgin ISD will use the T-TESS summative score for each TIA eligible teacher, calculated as the average of the eight dimension scores in Domains 2 and 3.* A teacher must score proficient or higher on each of the eight dimensions within Domains 2 and 3 to be considered for TIA designation.

TIA Student Growth
60%

Student growth scores are calculated based on Beginning of Year (BOY) and End of Year (EOY) student performance scores using the Elgin ISD TIA local system application assessments approved by TEA. Growth is calculated based on the Elgin ISD TIA approved growth measure for each TIA assessment (Category). A teacher must have a minimum of six data points (denominator) to be considered for TIA designation, and Student Growth calculations are rounded to the nearest tenth. The % of students who met their growth target for each TIA eligible teacher will be calculated as follows:

2025-26 Data Collection Year:

- **Numerator** = # of students who met their TIA growth target in the T-TESS Content Observation Area
- **Denominator** = total # of TIA assessments in the T-TESS Content Observation Area

2026-27 Data Collection Year:

- **Numerator** = # of students who met their TIA growth target in all content areas
- **Denominator** = total # of TIA assessments in all content areas

2026-27 Data Collection Year Example: An elementary teacher who teaches both reading and math has 20 students. The teacher's TIA Student Growth Score numerator is the number of students in math + the number of students in reading who met their TIA growth target. The teacher's TIA Student Growth denominator is 40. Dual language teachers who teach reading must assess students in both English and Spanish and use the corresponding denominator.

Elgin ISD uses the TIA Statewide Performance Standards to determine designation levels.

TIA Statewide Performance Standards			
	T-TESS	**Student Growth**	**Designation Level**
Top 50% of Teachers in Texas*	3.5	50%	Acknowledged
Top 33% of Teachers in Texas	3.7	55%	Recognized
Top 20% of Teachers in Texas	3.9	60%	Exemplary
Top 5% of Teachers in Texas	4.5	70%	Master

TIA Student Growth and Categories

TIA Eligible Teachers	Assessment	How is Growth Measured?	TIA Teacher Category
Kinder*	mCLASS	Move up a level in PA, Letters, Decoding, & Word Reading	**1**
PreK*	CLI Circle	Move up a level in PA & Math	**2**
Grades 1-8 Math & Reading* Grades 3-8 Science** Algebra I & II* Geometry* English I - IV* Biology**	MAP	MAP Projected Growth Indicator	**3**
Grades 4-8 Math & Reading* Algebra I* English I & II*	STAAR-ALT 2	TEA Growth Model	**4**
PHS Only: Algebra I*** Biology*** US History*** English I & II***	STAAR	EOC Retesting Percentage Increase Model	
8th Social Studies*** US History***	STAAR	BOY STAAR Released Test	**5**
Grades 5, 6, 7, & 10 PE***	Fitnessgram Alternative	Fitnessgram Alternative	**6**
AP English Lang & Comp*** AP Human Geography*** AP World History*** AP Physics***†	AP Exam	Release AP Exam	**7**

* Data Collection begins 2024-2025
** Data Collection begins 2025-2026
*** Data Collection begins 2026-2027
† Not Currently Available

TIA Assessments and Growth Measures

Below are the seven eligible teacher categories. Student growth data is weighted at 60%.

CLI Circle: CLI uses early childhood assessment data to identify student skill levels. More information about the CLI Circle assessment can be found here. Growth is measured by moving up a level in Phonological Awareness and Math.

- In Dual Language classrooms, data from the Spanish assessment will be collected for each student.

mCLASS: mCLASS is an early literacy assessment to measure foundational skills. More information about the mCLASS assessment can be found here. Growth is measured by moving up a level in Phonemic Awareness, Letters, Decoding, and Word Reading.

- In Dual Language classrooms, data from English and Spanish will be collected for each student.

MAP: The MAP assessment assists educators in identifying growth areas for math, reading, and science. More information about the MAP assessment can be found here. Growth is measured using the MAP EOY Projected Growth indicator.

- In Dual Language classrooms, data from English and Spanish will be collected for each student.
- In elementary self-contained classrooms, all ELAR, SLAR, and math data will be collected for all students.
- In elementary departmentalized classrooms and in all secondary classrooms, data from all students will be collected.

STAAR-ALT 2: "The State of Texas Assessments of Academic Readiness (STAAR®) Alternate 2 is an alternate assessment based on alternate academic achievement standards. It is a standardized item-based assessment administered individually to eligible students with the most significant cognitive disabilities who are receiving special education services. STAAR Alternate 2 fulfills the requirements of the federal Elementary and Secondary Education Act, the Individuals with Disabilities Education Act, and the Every Student Succeeds Act." More information about the STAAR ALT 2 assessment can be found here. Growth is measured using the STAAR Growth model. **STAAR:** The State of Texas Assessments of Academic Readiness (STAAR is a mandatory standardized testing program for Texas public school students. It measures student mastery of the state-mandated curriculum, the Texas Essential Knowledge and Skills (TEKS), in core subjects. More information about the STAAR assessment can be found here. Growth is measured using the EOC Retesting Percentage Increase Model.

STAAR: The State of Texas Assessments of Academic Readiness (STAAR) is the mandatory standardized testing program for Texas public school students. It measures student mastery of the state-mandated curriculum, the Texas Essential Knowledge and Skills (TEKS), in core subjects. More information about the STAAR assessment can be found here. Growth is

measured using the Elgin ISD Percent Increase Model.

Phoenix High School EOC Retesting Percentage Increase Model
Pre-test: Previous EOC Assessment
Post-test: EOC Current Retest

Percent Increase Model for EOC-Prep Classes*		
	Previous EOC %	Min % Increase
Alg 1 32%	Level 1: 0-11% Level 2: 12-21% Level 3: 22-32%	Move up one level or pass
Bio 25%	Level 1: 0-8% Level 2: 9-16% Level 3: 17-25%	
US Hist 29%	Level 1: 0-10% Level 2: 11-20% Level 3: 21-29%	
ELA I 42%	Level 1: 0-14% Level 2: 15-28% Level 3: 29-42%	
ELA II 44%	Level 1: 0-15% Level 2: 16-32% Level 3: 33-44%	

**EOC growth, based on an equal distribution of scale score % increase from Spring 2025 STAAR Raw Score Conversion Tables.*

Fitnessgram Alternative: The Fitnessgram alternative is a district- created, evidence-based physical fitness assessment designed for students in grades K-12. Results are reported to TEA.

- **The Fitnessgram Alternative PACER Test** (Progressive Aerobic Cardiovascular Endurance Run) is a multi-stage, shuttle-run test used to measure a person's aerobic capacity and cardiovascular endurance.
- **The Fitnessgram Alternative Curl-Up Test** is a physical fitness assessment designed to measure abdominal muscular strength and endurance. It evaluates how many controlled, rhythmic curl-ups a person can perform up to a maximum of 75.

AP Exams: Advanced Placement provides a college-level curriculum to high school students. Advanced Placement (AP) tests measure your mastery of specific, college-level academic subjects. Administered by the College Board, these standardized exams assess how well you understand both the core content and the analytical skills taught in a corresponding AP course. Growth is measured by the AP TIA Growth Model.

BOY AP Practice Exam	EOY AP Exam
If the student earned a …	then they must earn …
1	2+
2	3+
3	3+
4	4+
5	5

TIA Annual Data Review Process

TIA eligible teachers will review BOY, MOY, and EOY student growth measures during the data capture year.

1. Teachers are encouraged to differentiate instruction based on the individual needs of students' content knowledge using the BOY student data available in the 3rd-party platforms.
2. TIA-eligible teachers, with their primary appraiser, are encouraged to review previous T-TESS and Student Growth scores and set goals aligned with Domains 2 and 3 at the beginning-of-year (BOY) T-TESS conference.
3. Walkthrough data aligned with T-TESS Domains 2 and 3 is reviewed in Eduphoria Strive.
4. Teachers continue to differentiate instruction and provide interventions based on the individual needs of students' content knowledge using MOY student data available in the 3rd-party platforms.
5. During the end-of-year (EOY) T-TESS conference, the summative T-TESS scores are reviewed, which are calculated using student growth data, walk-through data, and the 45-minute formal observation.

TIA Student Verification Reports:

Before the last contract day of the data capture year, teachers will verify and sign student rosters after crossing out any student(s) not enrolled or adding students enrolled from the first Monday in October to the last Friday in April.

TIA Teacher Scorecards:

Elgin ISD will send each TIA eligible teacher a TIA Scorecard by mid-September, indicating if a teacher is recommended for a designation level. The TIA Scorecard will include scores from T-TESS Domains 2 and 3 dimensions (40%) and TIA Student Growth (60%) from the previous data capture year. Teachers are required to review their scorecard component scores with their primary appraiser during the BOY T-TESS conference. *If a teacher feels the data reported on the scorecard is inaccurate, a teacher may request a scorecard review by completing this form on or before the last Monday in September.*

TIA Stakeholder Committee

Purpose:

The Elgin ISD TIA Stakeholder Committee will ensure the TIA approved local system application is implemented with fidelity. Through ongoing collaboration during monthly meetings, the committee will review TIA updates from district leaders, provide feedback, review TIA survey data, and prepare for the expansion and/or modification of the Elgin ISD TEA-approved TIA system application with the goal of adding teachers to eligible TIA categories over time.

Committee Members:

Emily White, Communications Coordinator
Linda Tamez, Booker T. Washington Elementary, Admin
Kalandra Williams, Elgin Elementary Admin
Megan Wehrle, Harvest Ridge Elementary Admin
Sara Aleman, Neidig Elementary Admin
Idalia Banda, Trinity Ranch Elementary Admin
Randy Mathisen, Elgin Intermediate
Bobby Joe Truhill, Elgin Middle School Campus Admin
Armetrius Staples, Elgin High School
Jason Rodman, Phoenix High School Campus Admin
Olivia Garcia, Teacher, Booker T. Washington Elementary
Jazmina Sandoval, Teacher, Booker T. Washington Elementary
Dee Hanson, Teacher, Elgin Elementary
Yaqueline Lagunas, Teacher, Harvest Ridge Elementary
Jennifer Anders, Teacher, Neidig Elementary
Christian Nuncio, Teacher, Trinity Ranch Elementary
Amanda Casarez, Teacher, Elgin Middle School
Nicholas Miget, Teacher, Elgin High School
Rachael Gravelin, Teacher, Elgin High School
TBD, Teacher, Phoenix High School

Meeting Dates:

September 21, 2026	January 11, 2027
November 16, 2026	March 8, 2027

Elgin ISD Teacher Incentive Allotment (TIA) Spending Plan

The Teacher Incentive Allotment was established under Texas House Bill 3 to provide a pathway to increased compensation for high-performing educators while prioritizing high-needs campuses. Elgin ISD allocates 100% of the state TIA funds received for each designated teacher across two primary buckets: Direct Teacher Compensation (92%) and District TIA Support Services (8%).

Allocation Catagory	Percentage	Description & Deductions
Designated Teacher Payout	92%	Direct payout to the designated teacher whose performance generated the allotment for their campus. Subject to standard statutory payroll deductions (TRS, Medicare, Federal Income Tax, etc.)
District Support Services	8%	Retained by Elgin ISD to cover administrative and operational TIA expenses. Used to fund TIA program oversight, data validation, appraiser training, and system support services

Assessment Calendar Link

Appraisal Calendar

T-TESS	Window/Due Date
New Teacher T-TESS Orientation	8/12/26
Returning Teacher T-TESS Refresher	8/12/26
First Day for Walkthroughs (first instructional day)	8/12/26
T-TESS ***Returning*** Teacher Goals Complete and entered into Eduphoria	9/18/26
T-TESS ***New*** Teacher Goals Complete and entered into Eduphoria	10/9/26
T-TESS Observations Complete for all teachers in TIA eligible assignments	12/12/26
T-TESS Observations Complete	3/26/27
T-TESS Summative Conferences	3/29/27 - 5/6/27
Last Day for T-TESS Walk-throughs (Last instructional day)	5/20/27
All T-TESS Evaluations submitted to ***Eduphoria***	5/27/27

Elgin ISD Teacher Incentive Allotment (TIA) Multi-Year Timeline (So Far)

Year 1: Initial Data Capture

2024–2025 School Year

- Data Collection: Collected teacher performance data (teacher observations and student growth measures) across initial eligible teaching positions.
- Data Submission (October 2025): Submitted the 2024–2025 data file to Texas Tech University for validation analysis.
- Validation & Approval (Spring 2026): Received data validation notification and designation approvals from TEA.
- Teacher Payout (July 2026): Disbursed the first payout cycle to approved designated teachers following state validation.

Year 2: Data Capture & Payout Transition

2025–2026 School Year

- Data Collection: Captured performance data across current eligible positions throughout the 2025–2026 school year.
- Data Submission (October 2026): Upload final 2025–2026 performance data and attestations to the TIA Portal by mid-October.
- Validation Results (Spring 2027): TEA and Texas Tech publish data validation determinations and confirmed teacher designations.
- Transitioned Payout (Mid-August 2027): Execute the 2025–2026 allotment payout in August 2027 coinciding with the mid-August paycheck under the updated policy schedule.

Year 3: Expanded System Implementation

2026–2027 School Year

- Expanded Data Capture: Collect data for previously eligible positions plus newly added eligible teaching positions.
- Data Submission (October 2027): Submit the 2026–2027 data capture file (including new eligible roles) to Texas Tech University.
- Validation Results (Spring 2028): Receive official notification from TEA regarding validated data and updated teacher designations.
- Annual Payout (Mid-August 2028): Issue the TIA payout for the expanded cohort during the mid-August 2028 payroll cycle.