TEACHER INCENTIVE ALLOTMENT

August 2026

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Waller Independent School District

Why was TIA created?



Understanding the Program

Designation Criteria

- Designations are attached to a teacher's **SBEC certificate** and remain valid for **five years**.
- Teachers may **earn a higher designation at any time**, which begins a new five-year designation period.
- During the **4th or 5th year** of an existing designation, teachers may **redesignate at any level** to begin a new five-year designation period.

To Earn a Designation, a Teacher must

- Be employed in an **eligible teaching assignment** during the **data capture year**.
- Remain in the same teaching assignment for the entire data capture year. *Teachers who change assignments during the school year are not eligible for designation during that data capture cycle.*
- Be employed and compensated by the recommending district in a **teacher role** for a **creditable year of service** during both the **data capture year**, and the **designation year** (*the school year immediately following the data capture year*).
- Meet the district's **local designation criteria**, which **must include: Student Growth Measures**, and **Teacher Observation Data**.

Reminder: All name changes must be made through SBEC and Waller ISD.

Understanding the Program

Retirement

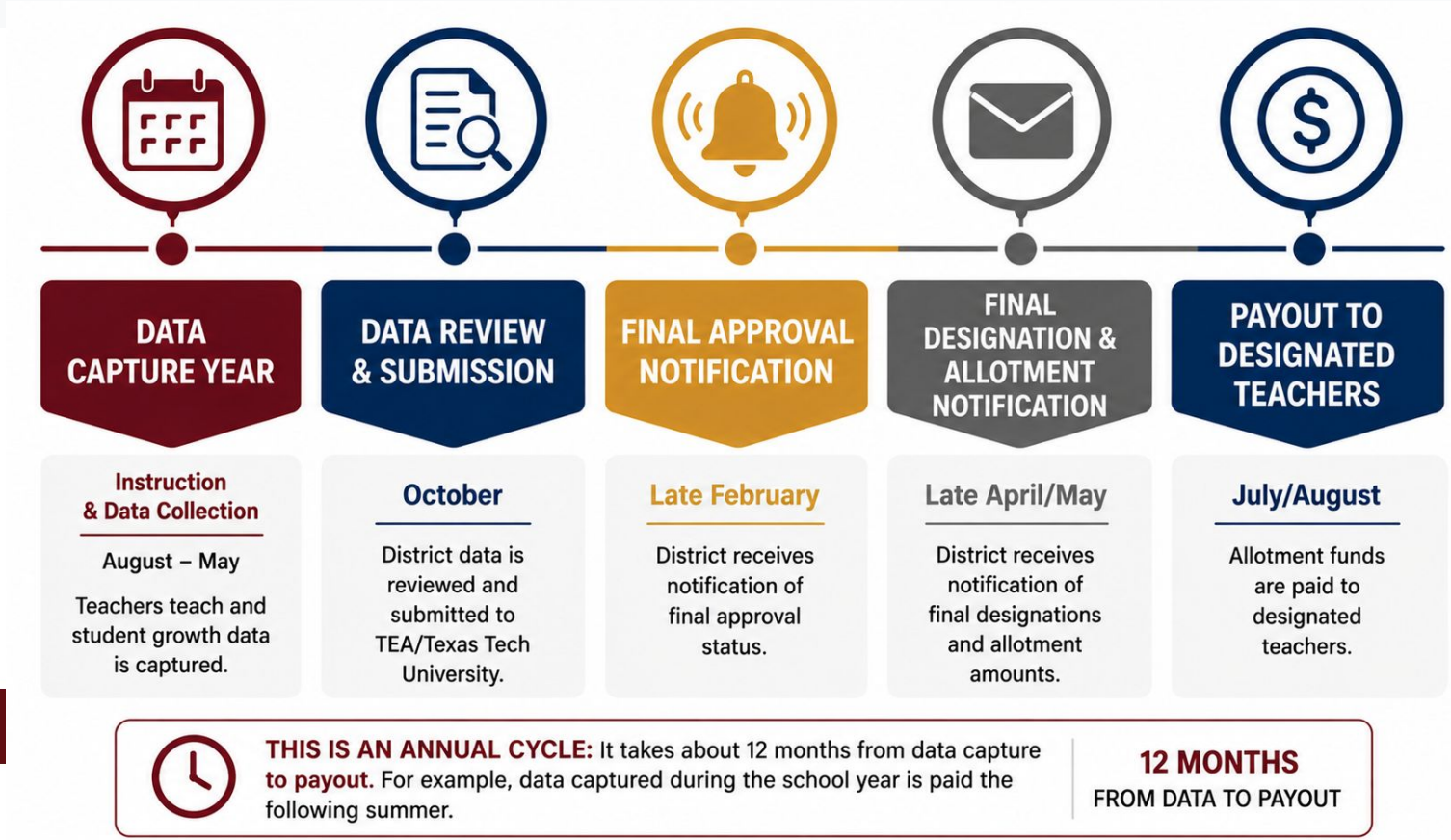
- Designated teachers who officially retire through the Teacher Retirement System of Texas (TRS) and complete their employment through the end of the school year are eligible to receive their full TIA allotment payment. The allotment will be paid in a lump sum on or before August 28.

Resignation

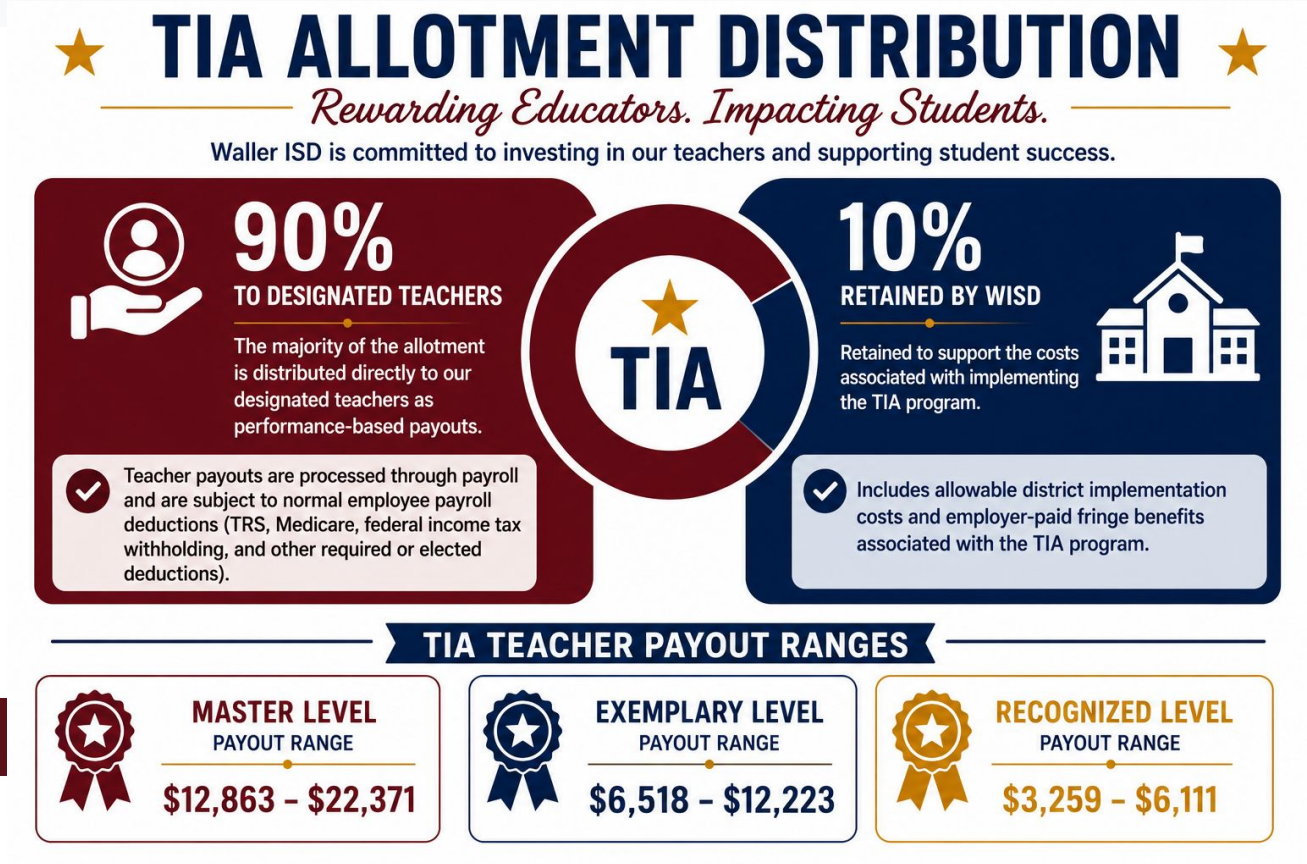
- Designated teachers who resign before the first day of the teacher contract for the following school year are not eligible to receive their TIA allotment payment. The allotment generated by the teacher will be redistributed to other eligible designated teachers serving in 087 roles at the same campus on or before August 28, in accordance with the Waller ISD TIA Spending Plan.
- Teachers with pending designations who do not return to Waller ISD for the following school year will not have their designation processed or placed on their SBEC certificate.

Reminder: All name changes must be made through SBEC and Waller ISD.

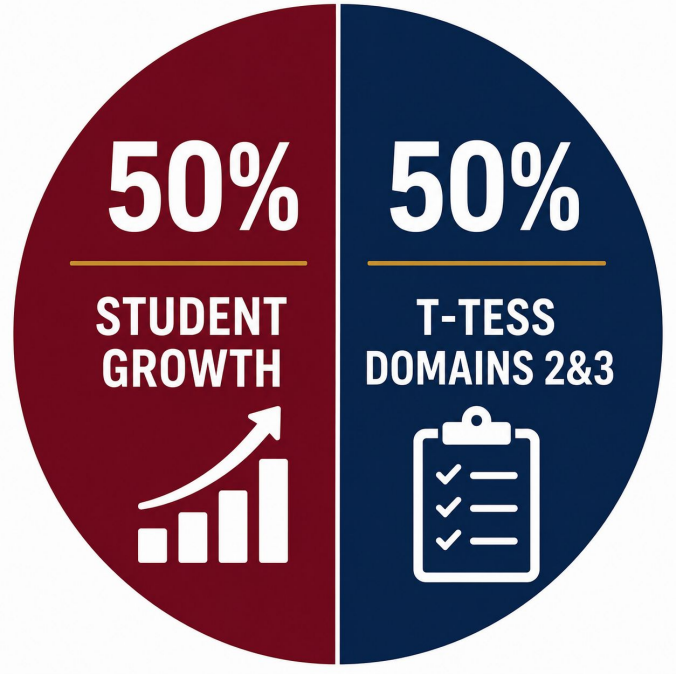
Timeline


DATA CAPTURE YEAR
Instruction & Data Collection
August – May
Teachers teach and student growth data is captured.
DATA REVIEW & SUBMISSION
October
District data is reviewed and submitted to TEA/Texas Tech University.
FINAL APPROVAL NOTIFICATION
Late February
District receives notification of final approval status.
FINAL DESIGNATION & ALLOTMENT NOTIFICATION
Late April/May
District receives notification of final designations and allotment amounts.
PAYOUT TO DESIGNATED TEACHERS
July/August
Allotment funds are paid to designated teachers.
THIS IS AN ANNUAL CYCLE: It takes about 12 months from data capture to payout. For example, data captured during the school year is paid the following summer.
12 MONTHS
FROM DATA TO PAYOUT

Compensation



Our 2025-2026 System

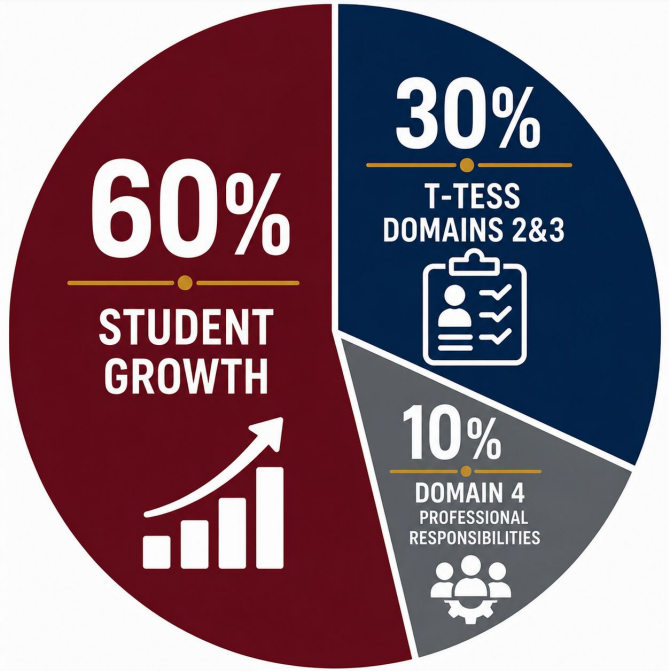


2025-2026 Eligible Teachers & Student Growth Measures

Grade	Subject	Student Growth Measure
PK-K	Math & Reading	CLI
1-2	Reading	AMIRA ISIP
1	Math	TEMI
2	Math	ESTAR
3	Math & Reading	Pre-Test/STAAR
4-8	Math & Reading	STAAR Growth
5	Science	Pre-Test/STAAR
6-7	Science & Social Studies	Pre-Test/Post-Test
8	Science & Social Studies	Pre-Test/STAAR

Grade	Subject	Student Growth Measure
9-10	Eng I, Eng II, Alg I	STAAR Growth
9-10	Bio, US History	Pre-Test/STAAR
11	Eng III	Eng II EOC/Post-Test
12	Eng IV	Eng III Post/Eng IV Post
9-12	All other Math, Sci, SS	Pre-Test/Post-Test
PK-12	SPED - In Class Support	Same as Gen Ed course
K-12	SPED - RESET/ISET	Same as Gen Ed course
K-12	SPED - Dyslexia	Same as RLA course

What's New in the Renewal for 2026-2031?



🆕 **Expanded Eligibility**
ECSE, CANS, and SAILS teachers are now eligible to participate.

⭐ **New Scoring Component**
T-TESS Domain 4 (Professional Responsibilities) has been added to the designation score.

📈 **Updated Growth Measure for ICS Teachers**
ICS teachers will now be evaluated based on the growth of the entire class they support, not only the special education students they serve.

2026-2027 Eligible Teachers & Student Growth Measures

Grade	Subject	Student Growth Measure
PK	Math & Reading	CLI Circle
K-2	Reading	**MAP**
K-2	Math	**MAP**
3	Math & Reading	Pre-Test/STAAR
4-8	Math & Reading	STAAR Growth
5	Science	Pre-Test/STAAR
6-7	Science & Social Studies	Pre-Test/Post-Test
8	Science & Social Studies	Pre-Test/STAAR

Grade	Subject	Student Growth Measure
9-10	Eng I, Eng II, Alg I	STAAR Growth
9-10	Bio, US History	Pre-Test/STAAR
9-12	All other **English**, Math, Sci, SS	**Pre-Test/Post-Test**
PK-12	SPED - In Class Support/ISET/RESET	Same as Gen Ed course
K-12	SPED - Dyslexia	Same as RLA course
ECSE-12	**CANS/SAILS**	**enCORE Benchmarks**

Bold items are new for the 26-27 school year.

TIA Test Security & Expectations

Waller Independent School District

- Teachers may not administer TIA assessments to their own students.
- Actively monitor students throughout the entire assessment to ensure a secure testing environment.
- Administer assessments only during the district-approved testing window and on the scheduled testing date.
- Do not provide any assistance, hints, prompts, or coaching that could influence a student's performance on the assessment.
- To maintain test security, assessments should only be started or made available to students who are physically present at school and are actively being monitored by the assigned test administrator.
- Maintain the security and confidentiality of all assessment materials before, during, and after testing.
- Immediately report any suspected testing irregularities or security concerns to the Campus Testing Coordinator.
- Follow all district and state test security procedures to ensure valid student growth data for TIA.

Test security is everyone's responsibility. Failure to comply with testing security procedures and expectations may result in exclusion from this year's Teacher Incentive Allotment (TIA) data collection and potential designation.

Minimum State Cut Points

Designation Level	Represents	Teacher Observation Performance Standards (Domains 2 & 3 of the T-TESS Summative Evaluation)	Student Growth Performance Standards
Acknowledged NEW THIS YEAR!	Top 50%	3.5	50%
Recognized	Top 33%	3.7	55%
Exemplary	Top 20%	3.9	60%
Master	Top 5%	4.5	70%

ALL ALLOTMENTS WILL BE ADJUSTED

The Acknowledged payout will align with the previous Recognized payout, and allotments for Recognized, Exemplary, and Master designations will increase accordingly.

Future of WISD TIA

🚀 Expanding Eligibility

CTE and LOTE will participate in a Data Practice Year during the 2026–2027 school year, preparing these teacher groups for 2027-2028 participation.

👥 Exploring Future Eligibility

As valid and reliable growth measures become available, Waller ISD will continue exploring expansion opportunities for:

- Physical Education (PE)
- Fine Arts
- Student Success Academy (SSA)
- SPED 18+

🔍 Continuous Improvement

Ongoing review and refinement of assessments, growth measures, and data validation practices to ensure a fair, reliable, and sustainable local designation system.

🎯 Our Commitment

Continue expanding teacher opportunities while maintaining a high-quality designation system that recognizes educator impact and supports student success.

GROWING TOGETHER. IMPACTING STUDENTS.

Celebrating the Growth of Our Teacher Incentive Allotment Program

MORE TEACHERS RECOGNIZED. MORE STUDENTS IMPACTED. ***A BRIGHTER FUTURE FOR WISD!***

2021-2022
Our **BEGINNING**

54
DESIGNATED TEACHERS

PK - 8th grade Reading and Math, Alg I, Eng I, Eng II

2022-2023
Building **MOMENTUM**

95
DESIGNATED TEACHERS

PK - 8th grade Reading and Math, Alg I, Eng I, Eng II

2023-2024
Expanding **OUR IMPACT**

158
DESIGNATED TEACHERS

PK - 8th grade Reading and Math, 5th & 8th grade Science and 8th grade SS, Alg I, Eng I, Eng II, BIO, USH, and all non-STAAR core content teachers

2024-2025
Stronger **THAN EVER**

224
DESIGNATED TEACHERS

PK - 8th grade Reading and Math, 5th & 8th grade Science and 8th SS, Alg I, Eng I, Eng II, BIO, USH, and all non-STAAR core content teachers as well as Core Content ICS Teachers and Core Content Resource Teachers

2025-2026
Continuing **OUR GROWTH**

?
DESIGNATED TEACHERS

PK - 8th grade Reading and Math, 5th & 8th grade Science and 8th SS, Alg I, Eng I, Eng II, BIO, USH, and all non-STAAR core content teachers as well as Core Content ICS Teachers and Core Content Resource Teachers including dyslexia, ISET/RESET

2026 ALLOCATION

Over

$2 MILLION

INVESTED IN OUR TEACHERS.
INVESTING IN OUR STUDENTS.

- ✓ MORE TEACHERS.
- ✓ MORE IMPACT.
- ✓ STRONGER FUTURE.

THANK YOU, WALLER ISD TEACHERS! | *Your dedication. Their future. Our mission.*



Questions?

tia@wallerisd.net

*All information will be posted on the WISD TIA Webpage under Human Resources.

Thank you!

Frequently Asked Questions