MEMORANDUM

To: Members of the Board of Trustees
From: Leticia de Santos, Administrator of Instructional Programs
Subject: Teacher Incentive Allotment (TIA) Updates
Date: April 9, 2025

HISTORY:

The Teacher Incentive Allotment was initially proposed as part of HB 3 in response to the growing need for reform in teacher compensation and retention. Before the passage of HB 3, teacher salaries in Texas had been relatively stagnant, leading to challenges in attracting and retaining highly qualified teachers, particularly in hard-to-staff areas such as math, science, bilingual education, and special education.

TIA was designed to address these concerns by offering a way to financially reward teachers based on their effectiveness, as determined through a variety of performance-based measures, including student outcomes. Implementing this initiative sought to improve educational equity by ensuring that the most effective educators were working where they were most needed.

RATIONALE:

San Elizario ISD implemented the Teacher Incentive Allotment (TIA) to support highly effective teachers' retention, recruitment, and recognition. Through this initiative, educators have the opportunity to earn a designation as a Recognized, Exemplary, or Master teacher, with the potential to receive additional compensation ranging from $3,000 to $32,000 based on their designation.

TIA has been instrumental in addressing hard-to-fill positions within the district, ensuring that top-tier educators are attracted and retained. Notably, 90% of the TIA funds are allocated directly to teacher salaries, and once a teacher earns a designation, they keep it for five years, regardless of their future placement. This initiative incentivizes teacher excellence and strengthens the district's ability to maintain a high-quality teacher.

The mission of the San Elizario Independent School District is to graduate students with innovative skills for 21st-century careers by focusing on academic and social skills, fostering transformative practices, and building community support through positive relationships between home and school.

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The implementation of HB 3's Teacher Incentive Allotment (TIA) in SEISD began with the pre-application process and system development, which incorporated feedback from various stakeholders before the TIA application was submitted.

Teacher Incentive Allotment (TIA) System and Approval Timeline

Year 1: 2021-2022 School Year
- Pre-application and system development
- TIA application submitted
- Application approved by the district

Year 2: 2022-2023 School Year
- Data capture year
- System expansions, modifications, and spending adjustments implemented

Year 3: 2023-2024 School Year

- Data submitted to Texas Tech University for validation
- Ongoing system expansions, modifications, and spending adjustments
- Teachers designated and compensated

Year 4: 2024-2025 School Year
- Data submitted to Texas Tech University for validation
- Further system expansions, modifications, and spending adjustments
- Teachers designated and compensation pending

San Elizario ISD is committed to expanding and enhancing the Teacher Incentive Allotment (TIA) each year through ongoing modifications, expansions, and improvements.

Teacher Incentive Allotment Growth in the Number of Teachers Designated:

The number of designated teachers has significantly grown, increasing from **6 to 14**, including 4 Master teachers, 5 Exemplary teachers, and five recognized teachers.

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Teacher Incentive Allotment Expansion:

Additionally, the district has expanded the scope of content areas eligible for designation, allowing more teachers to earn a TIA designation. Moving forward, San Elizario ISD will continue to offer regular training for both teachers and administrators, develop a comprehensive TIA guidebook, and explore the potential of expanding the TIA process to include all teachers in the district. This continued growth ensures that more educators have access to the benefits of the TIA and supports the district's long-term goals for teacher retention and effectiveness.

Below is a side-by-side of the TIA-Qualified Areas:

2024-2025

Area	2024-2025 - Instrument	Status
Pre-K4	CIRCLE	Carried over
Kinder - 2nd Reading	MAP	Carried over
3rd- 8th Reading	MAP	Carried over
3rd- 8th Math	MAP	Carried over
5th & 8th Science	MAP	Carried over
Algebra I	MAP	Carried over
English I	MAP	Carried over
Biology	MAP	Carried over
*Special Education - Serving in Math and Reading	MAP	Added in 2024-2025

Resource or Co-Teacher

2025-2026

Area	2025-2026 Instrument	Status
Prek-3	CIRCLE	New
Pre-K4	CIRCLE	Carried over
Kinder - 2nd Reading	MCLASS	Carried over
Kinder - 2nd Math	iReady	New
3rd- 8th Reading	STAAR	Carried over
3rd- 8th Math	STAAR	Carried over
5th & 8th Science	STAAR	Carried over
8th Grade Social Studies	STAAR	New
Algebra I	STAAR	Carried over
English I	STAAR	Carried over
US History	STAAR	New
English II	STAAR	New
Biology	STAAR	Carried over
*Special Education - Serving in Math and Reading	STAAR	Carried over
Cosmetology I	Pre/Post Test	New
Graphic Design, Illustration II	Pre/Post Test	New
Business Information Management II	Pre/Post Test	New

Resource or Co-Teacher

Specialized units - Pending pilot of Brigance Assessment

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BUDGET IMPACT: As San Elizario ISD prepares for the upcoming expansions to the Teacher Incentive Allotment (TIA) plan, the district will utilize assessments that are already in use by either the state or the district, ensuring that no additional costs will be incurred for materials. The only exception is the inclusion of K-2 math, which will require the district to purchase the iReady assessment program for $7,756.00. However, aside from this purchase, the planned expansions will not result in any significant additional expenses for materials, allowing the district to effectively grow the TIA program without incurring substantial financial burdens.

ADMINISTRATIVE RECOMMENDATION:
For Approval? ☐ Yes   ☒ No
If no, please check one: ☒ Presentation   ☐ Report   ☐ Information
Please check if applicable: ☐ Attachment Included

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