

Teacher Incentive Allotment (TIA) Updates

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HB3 Teacher Incentive Allotment

The Teacher Incentive Allotment (TIA) provides an accessible pathway for **effective teachers to earn a higher income while remaining in the classroom.**



Sustainable funding for teachers written into statute with no caps on teacher designations or allotment funds.



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HB3 Teacher Incentive Allotment



TEA in partnership with **Texas Tech University** will approve the local designation systems



1. System Review (TEA)

Districts submit application, which could include narrative components and artifacts, to TEA to demonstrate high-quality, valid, and reliable:

- ✓ Student growth measures
- ✓ Teacher observation systems



2. Data Review (TTU)

Districts submit evidence of teacher effectiveness to TTU to ensure the relative accuracy and reliability of:

- ✓ Student growth measures
- ✓ Teacher observations

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The Goals - Teacher Incentive Allotment (TIA)



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The Teacher Incentive Allotment (TIA) 2023-2024 Totals

14 TIA
teachers
currently in
San Elizario
ISD

481

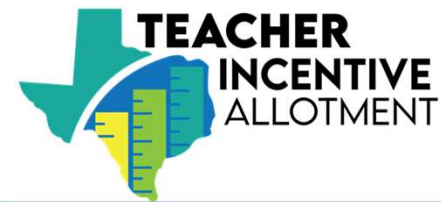
School Districts

25,000

Designated Teachers

\$290,000,000

2023-2024 TIA Allotment Funding



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TIA Designations by the numbers

Total Number of NEW TIA Designations submitted in 2024 - 2025:

4 Master
4 Exemplary
2 Recognized

Counts above include the following:

- 2 teachers advanced from EXEMPLARY to MASTER
- 1 teacher advanced from RECOGNIZED to EXEMPLARY
- 1 teacher advanced from RECOGNIZED to MASTER

2 teachers maintained their prior level and are not included in the counts above

2 teachers are new to the district and came in with a TIA designation from previous district

Total number of teachers who hold a designation-14

Total Number of TIA Designations submitted in 2023 - 2024:

- Master
2 Exemplary
4 Recognized

Total number of teachers who hold a designation-6

Total Number of TIA Designations in San Elizario NOW:

4 Master
5 Exemplary
5 Recognized

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Average Funding for San Elizario Teachers in 2023-2024

\$7,673
Recognized



\$15,346
Exemplary



\$27,577
Master



90% must be spent on teacher compensation at the campus where the designated teacher works

TEA will release
24-25 amounts
in late April

San Elizario ISD's TIA System for 2024-2025 **CURRENT SYSTEM**

Student Growth

NWEA MAP is used for student growth with the following:

- Kindergarten - 2nd Reading,
- 3rd - 8th Reading & Math
- Algebra I
- English I
- 5th & 8th Science
- Biology
- Special education teachers that service students in the area of math and reading

CIRCLE is used for student growth with the following:

- Pre-kindergarten

Teacher Observation Instruction (Domain 2)

- Dimension 2.1 Achieving Expectations
- Dimension 2.2 Content Knowledge and Expertise
- Dimension 2.3 Communication
- Dimension 2.4 Differentiation
- Dimension 2.5 Monitor and Adjust

Learning Environment (Domain 3)

- Dimension 3.1 Classroom Environment, Routines, and Procedures
- Dimension 3.2 Managing Student Behavior
- Dimension 3.3 Classroom Culture

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.

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San Elizario ISD's TIA System for 2025-2026

Student Growth

MCLASS will be used for student growth in the following:

- Kindergarten - 2nd Reading

iReady will be used for student growth in the following:

- Kindergarten - 2nd Math

District Created Pre-Test/EOY STAAR will be used for student growth in the following:

- 3rd Reading & Math
- 5th & 8th Science
- Biology
- 8th Social Studies
- US History

Prior year STAAR/EOY STAAR will be used for student growth in the following:

- 4th - 8th Reading & Math,
- Algebra I
- English I
- English II

CTE courses will use Pre/Post Tests created by various CTE vendors for the following:

- Cosmetology I,
- Graphic Design & Illustration II,
- Business Information Management II

CIRCLE will be used for the following:

- PreK3
- PreK4

Teacher Observation Instruction (Domain 2)

- Dimension 2.1 Achieving Expectations
- Dimension 2.2 Content Knowledge and Expertise
- Dimension 2.3 Communication
- Dimension 2.4 Differentiation
- Dimension 2.5 Monitor and Adjust

Learning Environment (Domain 3)

- Dimension 3.1 Classroom Environment, Routines, and Procedures
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What's Next

- TIA Application reviewed and approved by TEA in Spring 2025
- Create TIA Field Guide, published to district TIA webpage, include detailed information on our TIA system, including courses, student growth measures and information on earning and advancing a TIA designation level
- Create TIA materials & train Administrators and Teachers on our TIA system for the 25-26 school year, training delivered in July

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Pilot Phase for 2025-2026

NOTE: Courses in Pre-Implementation Review or Pilot are NOT eligible for TIA in 2025-2026

- Pilot the Brigance Inventory Assessment in our Special Education specialized units

GOAL: Data is reviewed and validated. Courses are added for TIA Eligibility in 2026-2027

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THANK
YOU

Any Questions?

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