



MIDWAY

TEACHER INCENTIVE ALLOTMENT

May 2026 Update



The Teacher Incentive Allotment is an optional part of the 2019 **House Bill 3** designed to provide a pathway for effective educators to:

- earn **higher salaries**,
- **attract** and **keep** effective educators,
- and provide **incentives to teach** on campuses with the highest needs.



Two Pathways of Eligibility

**Local
Designation
System**

**National
Board
Certification**

National Board Certification

National Board Certification

- Established in 1987, NBPTS is an independent, nonprofit organization working to **advance accomplished teaching** for all students.
- NBPTS has been established as the profession's vehicle for **defining** and **recognizing accomplished teaching**.
- Through the process of NB certification, teachers submit **3 portfolio components** and take **1 certification test**.

National Board Certification

NBCT Midway Cohort

Coached by
Midway NB
Certified
Teachers.

Collaborative Meetings

Collaborate with National Board
Expert advice for your work and
submissions
Online & Face to Face

Small Group
Discussions

Reimbursed
Fees

Contact - Kathleen Minshew



MIDWAY COHORT for

NATIONAL BOARD CERTIFICATION



MIDWAY COHORT for

NATIONAL BOARD CERTIFICATION

Location Designation System

Districts who choose to participate in the Teacher Incentive Allotment **must create a local designation system** to identify high-performing educators based on standards released by the Texas Education Agency (TEA).





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Midway's TIA Process

- By committee we built our Local Designation System in 2021
- The system was approved in the 2021-2022 school year
- We collected data from the first phase of teachers 2022-2023
- The first year we designated teachers was the Fall of 2023
- This year marks our third submission of Teacher Designations



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The local designation system utilizes two qualifying components:

- Teacher Performance Measure
- Student Growth Measure

Weighting for the two categories:

- 50% Teacher Performance Measure (T-TESS)
- 50% Student Growth Measure (Pre/Post Test)

House Bill 2

TIA Expansion

HB2 Changes and Timeline

The 89th Texas Legislature expanded the Teacher Incentive Allotment (TIA) program with the passage of House Bill 2 (HB 2). HB 2 will allow more Texas teachers to qualify for TIA and increase funding for designated teachers and TIA districts with advanced strategic compensation and staffing systems.

TIA Expansion Includes:

- Increased TEA Technical Assistance
- Increased Regional Support
- Enhanced TIA program
- SBEC Review of NBCT
- Acknowledged Teacher Level
- Increased Allotment Payouts

HB2 Changes and Timeline

Effective beginning school year 2025-26

- TEA will expand technical assistance and regional support for districts developing and implementing local designation systems.
- Districts begin collecting data for the new Acknowledged level designation.
- The new Enhanced TIA district-level designation and funding becomes available to districts.

Effective beginning school year 2026-27

- Districts may submit teachers for the new Acknowledged level designation for Fall 2026 Data Submission.
- Districts will see the increased teacher-generated allotments for all designation bands in their FSP payments.
- Following SBEC reauthorization, National Board Certified Teachers with Recognized designation will be redesignated as Nationally Board Certified.

HB2 New State Performance Standards

Student Growth Performance Standard

Acknowledged Teacher	Recognized Teacher	Exemplary Teacher	Master Teacher
50% of students meet or exceed growth	55% of students meet or exceed expected growth	60% of students meet or exceed expected growth	70% of students meet or exceed expected growth

Teacher Observation Performance Standard

Acknowledged Teacher	Recognized Teacher	Exemplary Teacher	Master Teacher
3.5 (70% of possible points)	3.7 (74% of possible points)	3.9 (78% of possible points)	4.5 (90% of possible points)
Must be at least <i>Proficient</i> (3) on all dimensions	Must be at least <i>Proficient</i> (3) on all dimensions	Must be at least <i>Proficient</i> (3) on all dimensions	Must be at least <i>Proficient</i> (3) on all dimensions

Teacher Observation is Minimum Average Score Across Domains 2 & 3 of TTESS Summative



MIDWAY COHORT for

NATIONAL BOARD CERTIFICATION

What are the implications of House Bill 2 for National Board Certified Teachers?

In 2026-27, National Board Certified Teachers currently designated as Recognized will be redesignated as “Nationally Board Certified”, and a new funding band will take effect. Nationally Board Certified teacher allotments will align with the Acknowledged designation level allotment. National Board Certified teachers will continue to be eligible for all levels of designation under a district local designation system.

To promote alignment with Texas standards and processes, HB 2 also creates a review process for National Board certification to determine future eligibility for TIA.

HB2 New Funding Changes

Current Allotments			
Designation	Performance Standard	Base	Max
Recognized	Top 33%	\$3,000	\$6,000
Exemplary	Top 20%	\$6,000	\$12,000
Master	Top 5%	\$12,000	\$22,000
Updated Allotments			
Acknowledged	Top 50%	\$3,000	\$6,000
Recognized	Top 33%	\$5,000	\$10,000
Exemplary	Top 20%	\$9,000	\$17,000
Master	Top 5%	\$12,000	\$22,000

Addition of Eligible Teacher Groups

Eligibility Group	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027
1	Pre - K (Circle)	Pre - K (Circle)	Pre - K (Circle)	Pre - K (Circle)	Pre - K (Circle)
2	K-2nd, 3rd-5th ELAR (NWEA MAP)	K-2nd, 3rd-5th ELAR (NWEA MAP)	K-2nd, 3rd-5th ELAR (NWEA MAP)	K-2nd, 3rd-5th ELAR, Elementary Resource, ESL, Dyslexia (NWEA MAP)	K-2nd, 3rd-5th ELAR (NWEA MAP)
3	3rd-5th MATH (TANGO LION)	3rd-5th MATH (TANGO LION)	3rd-5th MATH (TANGO LION)	3rd-5th MATH, Elementary Resource (TANGO LION)	3rd-5th MATH (TANGO LION)
4	6th-8th MATH & ELAR, ENG I & II, ALG I (STAAR/EOC)	6th-8th MATH & ELAR, ENG I & II, ALG I (STAAR/EOC)	6th-8th MATH & ELAR, ENG I & II, ALG I (STAAR/EOC)	6th-8th MATH & ELAR, ENG I & II, ALG I, Secondary ESL (STAAR/EOC)	6th-8th MATH & ELAR, ENG I & II, ALG I (STAAR/EOC)
5	K-12th Physical Education (FITNESSGRAM)	K-12th Physical Education (FITNESSGRAM)	K-12th Physical Education (FITNESSGRAM)	K-12th Physical Education (FITNESSGRAM)	K-12th Physical Education (FITNESSGRAM)
6		6th-7th Science, Chemistry, Physics, Geometry, Algebra II (District Created)	6th-7th Science, Chemistry, Physics, Geometry, Algebra II (Edify)	6th-7th Science, Chemistry, Physics, AP Physics, AP Chem , Geometry, Algebra II, (Edify)	6th-7th Science, Chemistry, Physics, Geometry, Algebra II (Edify)
7		8th Science & Social Studies, Biology, US History (District Created/STAAR/EOC)	8th Science & Social Studies, Biology, US History (Edify/STAAR/EOC)	8th Science & Social Studies, Biology, US History (Edify/STAAR/EOC)	8th Science & Social Studies, Biology, US History (Edify/STAAR/EOC)
8			SPANISH 1 & 2 (AVANT)	SPANISH 1 & 2 (Edify)	SPANISH 1 & 2 (Edify)
9				Special Education Self-Contained K-12 (Unique)	Special Education Self-Contained K-12 (Unique)
10				6th-7th Social Studies, World Geo, World History, Economics, US Gov, Astronomy, Eng III, Eng IV, Pre-Cal (Edify)	6th-7th Social Studies, World Geo, World History, Economics, US Gov, Astronomy, Eng III, Eng IV, Pre-Cal (Edify)
11					FINE ARTS (Edify)

*First year to collect data

2024-2025 Data Capture & Qualifying Teachers



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TEACHER INCENTIVE ALLOTMENT

2023-2024 Designations	2024-2025 Designations	2025-2026 Designations
14 Master	38 Master	80 Master
32 Exemplary	53 Exemplary	81 Exemplary
46 Recognized	57 Recognized	62 Recognized & NB
92 Designated Teachers	148 Designated Teachers	223 Designated Teachers
\$603,198	\$1,134,000	\$1,933,497

2024-2025 All Designations

CAMPUS	RECOGNIZED TEACHERS		EXEMPLARY TEACHERS		MASTER TEACHERS		TOTAL DESIGNATIONS
	NEW	CURRENT	NEW	CURRENT	NEW	CURRENT	
CCE	1	1	5	4	1	1	13
CPE	1	0	5	1	10	4	21
HE	4	1	3	6	0	1	15
PHE	6	1	5	3	9	6	30
SBE	5	1	5	6	2	4	23
SPE	3	1	2	0	1	1	8
SVE	1	1	2	2	10	3	19
WWE	3	2	9	1	6	2	23
MMS	3	1	4	2	3	1	14
RVMS	0	2	3	3	0	0	8
MHS	13	10	6	4	7	9	49
Totals	40	21	49	32	49	32	223

TIA Designation Growth Over Time

2024-2025 New and Higher Designations

NEW

35 New Exemplary Designations

22 New Master Designations

35 New Recognized Designations

HIGHER

14 Teachers moved from Recognized to Exemplary

8 Teachers moved from Recognized to Master

18 Teachers moved from Exemplary to Master

CONTINUED

13 Recognized Level

27 Exemplary Level

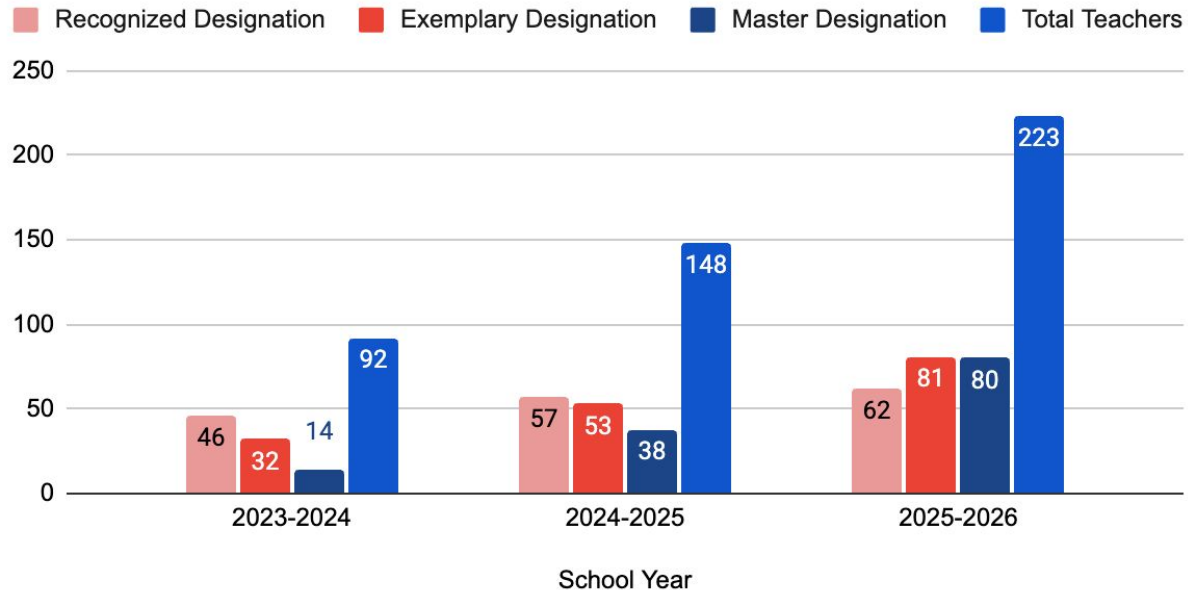
31 Master Level



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Master Designation, Exemplary Designation, Recognized Designation and Total Teachers

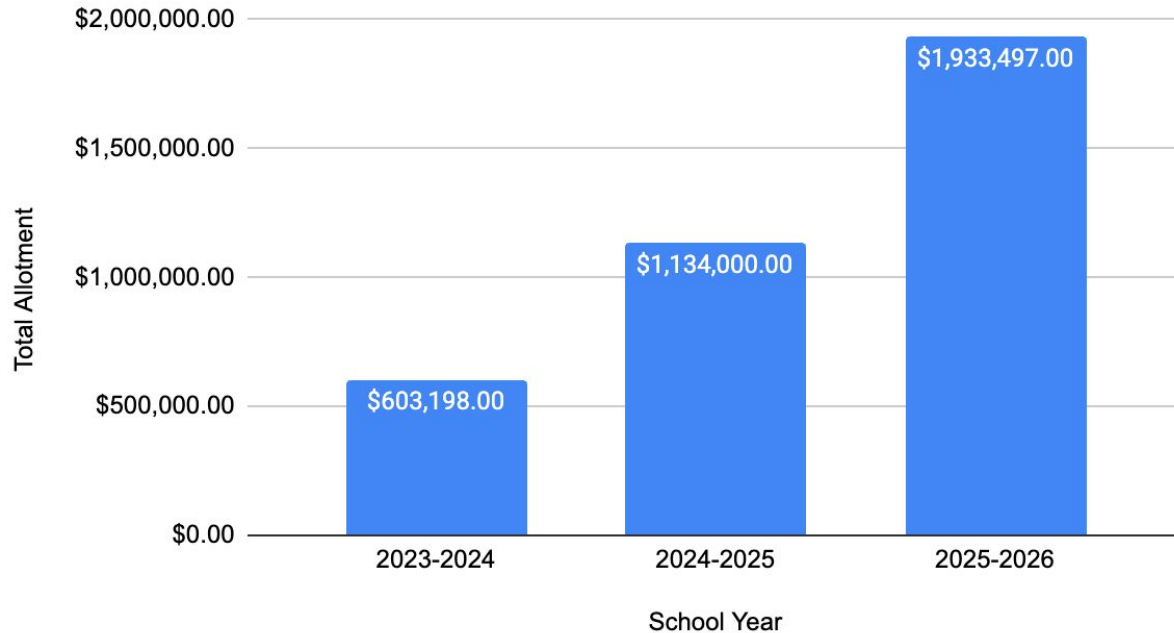




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Total Allotment Dollars





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T-TESS Walk Through Data	22-23 School Year			Safe and Civil Schools	23-24 School Year			Franklin Covey	24-25 School Year			Franklin Covey	25-26 First Semester	Change Since CHAM PS/LIM
	22-23 First Semester	22-23 Second Semester	Change Over Time 22-23		23-24 First Semester	23-24 Second Semester	Change Over Time 23-24		24-25 First Semester	24-25 Second Semester	Change Over Time 24-25			
District														
1.1 Standards and Alignment	3.3	3.2	-0.1	CHAMPS & STOIC Training	3.2	3.4	0.2	7 Habits and Core 1 Training	3.3	3.5	0.2	7 Habits and Core 2 Training	3.5	0.2
1.2 Data and Assessment	3.2	3.2	0		3.1	3.3	0.2		3.3	3.4	0.1		3.5	0.3
1.3 Knowledge of Students	3.1	3.2	0.1		3.2	3.4	0.2		3.4	3.5	0.1		3.6	0.5
1.4 Activities	3.1	3.1	0		3.1	3.4	0.3		3.3	3.5	0.2		3.5	0.4
2.1 Achieving Expectation	3.1	3.2	0.1		3.2	3.3	0.1		3.3	3.5	0.2		3.5	0.4
2.2 Content Knowledge and Expertise	3.1	3.2	0.1		3.2	3.4	0.2		3.5	3.6	0.1		3.6	0.5
2.3 Communication	3.1	3.2	0.1		3.3	3.4	0.1		3.5	3.6	0.1		3.6	0.5
2.4 Differentiation	3.1	3.2	0.1		3.2	3.3	0.1		3.3	3.5	0.2		3.5	0.4
2.5 Monitor and Adjust	3.2	3.2	0		3.3	3.4	0.1		3.4	3.5	0.1		3.6	0.4
3.1 Classroom Environment, Routines, & Procedures	3.1	3.2	0.1		3.3	3.5	0.2		3.5	3.7	0.2		3.7	0.6
3.2 Managing Student Behavior	3.2	3.3	0.1	3.4	3.5	0.1	3.5	3.7	0.2	3.7	0.5			
3.3 Classroom Culture	3.1	3.3	0.2	3.4	3.5	0.1	3.6	3.7	0.1	3.7	0.6			

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Teacher and Student Growth

Academics . Leadership . Culture

- Intentional Goals
 - District, Campus, Teachers, Students
- Professional Learning and Coaching
- Measurement tools for feedback
- Leadership

Timeline for TIA

Yearly Cycle for TIA

- Submission of Designated Teachers prior to **October 15, 2025**
- **November 2025** - Designation fee, \$500 per designated teacher (\$66,000)
- **April 15, 2026** - Expansion/Modifications due to TIA for additional teacher groups
- **May 2026** - Final Designations and Allotments are Verified by TIA
- **May 21, 2026** - The district pays Teacher Stipends for Designations
- **September 2026** - Districts receive payout/fee reimbursement through FSP
- **October 2026** - Submission of 2025-2026 Data for next cohort