



TIA Overview

2026 - 2027

The Goals - Teacher Incentive Allotment (TIA)



The Teacher Incentive Allotment (TIA) 2025-2026 Totals

800+

School Districts

65,000+

Designated Teachers

\$750,000,000+

2025-2026 TIA Allotment Funding





Average Funding for Kaufman ISD Teachers in 2025-2026

\$5,278
Recognized



\$10,557
Exemplary



\$19,594
Master



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

- New Acknowledged level coming for 2026-2027
- Increase in payouts of current levels coming for 2026-2027

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



Kaufman ISD's TIA System

2025-2026

Final District Standards subject to change.

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.

Teacher Observation

T-TESS Domains 2 & 3

Instruction & Learning Environment

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

Per TEA rule, a teacher must have a complete summative with at least "Proficient" in all eight dimensions of Domain 2 & 3 to be considered for a designation.

**Teacher must meet
performance level in BOTH
Observation & Student Growth
to earn an overall TIA
Designation**

Student Growth Measures

Grade/Subject Areas	Pre-Test	Post-Test
Kinder- 8th Reading & Math, 5th - 8th Science	NWEA MAP	NWEA MAP
English I, English II, Algebra I	Use Prior Year STAAR Score	EOY STAAR
Biology, US History, 8th Social Studies	District Created	EOY STAAR
Pre-Kindergarten	Circle	Circle
English III, English IV, Geometry, Algebra II, Precalculus, Social Studies 6th, Social Studies 7th, World History, World Geography, Government, Physics, Chemistry, Fundamentals of Computer Science, Principles of Agriculture, Food, & Natural Resources, Principles of Art, Video, Tech, & Communication, Principles of Health Science, Principles of Applied Engineering, Principles of Business, Marketing, and Finance, Introduction to Culinary Arts, Principles of Law, Safety, & Security, Spanish I	Region 10 Created	Region 10 Created

Teacher must meet performance level in BOTH Observation & Student Growth to earn an overall TIA Designation

How will we Designate

Teacher must meet performance level in BOTH Observation & Student Growth to earn an overall TIA Designation

TEA Performance Standards

TIA Level	Observation	Student Growth
Master	4.5	70%
Exemplary	3.9	60%
Recognized	3.7	55%
Acknowledged	3.5	50%

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Timeline Information

August 2026

2024-2025 Designated Teachers - Paid on 8/20/2026

Pre-Tests Administered for 26-27 School Year Student Growth

September 2026

2025-2026 T-TESS/Student Growth Scorecards for Review for Eligible Teachers

October 2026

Submission of Data from 25-26 for Verification

TIA Timeline – Two-Year Process



June 2026

Application
Approval
from TEA



**School
Year
2026-2027**

Teacher
observation &
student
growth data
collected



**October
2027**

Submit data
to TEA/Texas
Tech for
validation
**Must remain a
teacher in
district to be
submitted*



**February
2028**

Receive
notice from
TEA
**Approved or
denied as a
district*



**August
2028**

Teacher
receives TIA
payout
**Must remain
an employee
to receive
payout*



**September
2028**

District
receives TIA
reimbursement