



**Wolfe City ISD
TIA
August 2026**

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TIA Consultant

30 Years Experience in Education

- ★ Elementary Teacher
- ★ Testing Coordinator
- ★ Assistant Principal
- ★ Elementary Principal
- ★ Curriculum Director
- ★ TIA Lead
- ★ Retired



AGENDA

- ◆ What Is TIA?
- ◆ Benefits of TIA?
- ◆ Who Is Eligible?
- ◆ How Do Teachers Qualify?
- ◆ When and How Do Teacher Get Their Allotment?

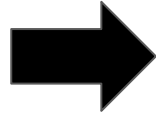
→ Next Steps

What Is TIA?

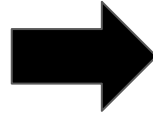
TIA was established with the goal of providing outstanding teachers an accessible pathway to a **six-figure salary**. Unlike previous education programs, the Teacher Incentive Allotment is **not a grant, it is built into the state education budget**. TIA funding was **signed into Texas state law** as part of House Bill 3 during the 86th Texas Legislature. There is no expiration on the TIA program.

TIA Yearly Timeline

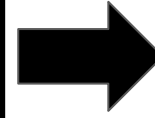
Collected Data
(BOY-EOY)



Submit Data
(October)



Data Approval
(February)



Payout
Amounts
(April)

Data is **collected every year**.

Data from the previous year is
submitted and verified the
following year.

*Payouts
(July)*

Benefits of TIA?

- ★ Recruit Teachers
- ★ Retain Teachers
- ★ Reward Teachers
- ★ Improve Student Growth

Benefits of TIA?

“What IF” Designation Allotments for 2025-2026

WCISD CAMPUS	ACKNOWLEDGED	RECOGNIZED	EXEMPLARY	MASTERS
ELEMENTARY	\$6,354	\$10,788	\$18,260	\$25,891
MIDDLE SCHOOL	\$6,481	\$10,802	\$18,284	\$25,926
HIGH SCHOOL	\$6,090	\$10,150	\$17,240	\$24,359

*Allotment amounts are based on enrollment of Economically Disadvantaged students. The amounts will fluctuate each year.

Benefits of TIA?

- ★ Designations are paid for 5 years.
- ★ You can qualify for a higher designation every year until you reach Masters.
- ★ Each year you qualify for a higher designation, the 5 years starts over.
- ★ Designations follow teachers to other campuses and districts.
- ★ Pays into TRS for retirement.

Who Is Eligible?

- ★ Must be employed by the recommending district as **Classroom Teacher in February** of the allotment year and appear on the PEIMS Winter Roster Submission.
- ★ Must be employed and paid by the recommending district as a classroom teacher **full-time** for at least 90 days or **part-time** for 180 days.

Who Is Eligible?

2025-2026

PreK - 3rd Grade

All STAAR and EOC courses

English 3 and 4, Geometry, Algebra 2

2026-2027

PreK - 3rd Grade

All STAAR and EOC

High School ELAR & Math

English 3 and 4, Geometry, Algebra 2,
**6th and 7th Science and History, World
Geography, Chemistry**

**Sped Resource and Inclusion, ESL,
Intervention, Dyslexia**

*Other teaching positions will be added over the next few years.

How Do Teachers Qualify?

Designation	Domains 2 and 3 Minimums	STATE Student Growth Minimums
Acknowledged	3.5	50%
Recognized	3.7	55%
Exemplary	3.9	60%
Master	4.5	70%

How Do Teachers Qualify?

T-TESS Observation	Student Growth
Domains 2 &3 50%	50%

T-TESS Domains 2 and 3 will be scored and averaged.
The final score for TIA will be taken from the
Summative score for Domain 2 and 3.

How Do Teachers Qualify?

2025-2026 Submitted in October	2026-2027 Current Year Data
PreK: CLI	PreK: CLI
Kinder - 2nd Grade, 3rd Reading and Math	Kinder - 2nd Grade
4th -8th Reading and Math STAAR / EOC	4th - 8th Reading and Math STAAR / EOC
5th Science, 8th Science and History, US History, Biology	3rd Reading and Math , 5 Science, 8th Science and History, US History, Biology
English 3 and 4, Geometry, Algebra 2	6th and 7th Science and History , English 3 and 4, Geometry, Algebra 2, World Geography, Chemistry

*Special Ed, Dyslexia, Intervention, and ESL teachers will use the student growth scores for the grade levels and subjects they serve.

How Is Data Validated by the State?

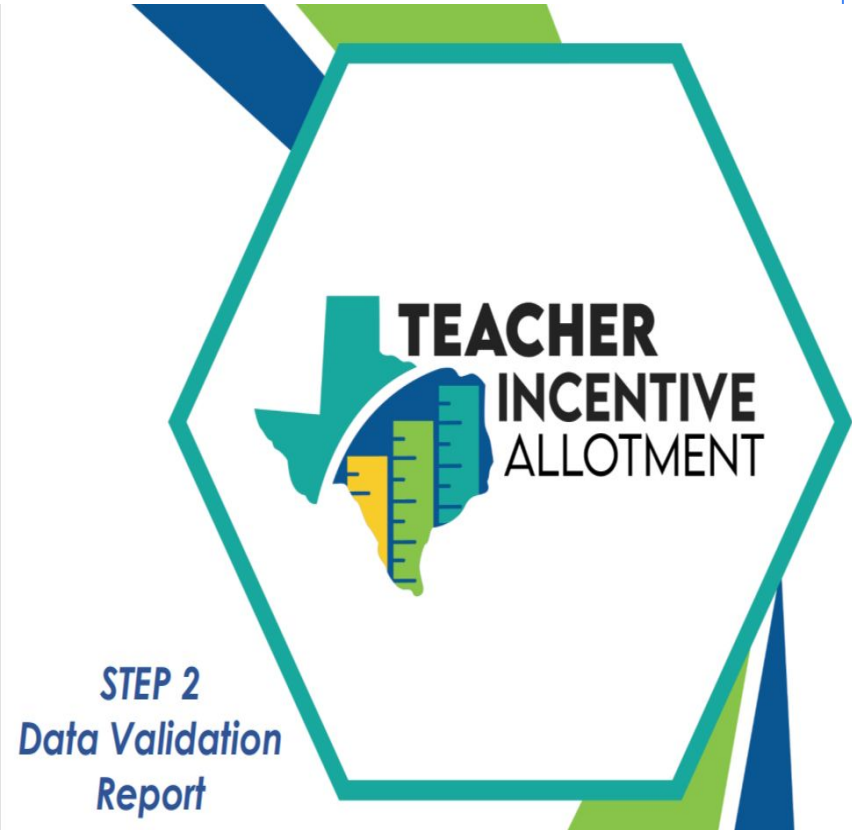
Purpose: Confirm districts have a reliable and valid system.

Step 1:

TEA compares data submission to application

Step 2:

TTU conducts 10 data validation checks



Next Steps

Analyze all the data to determine skews.

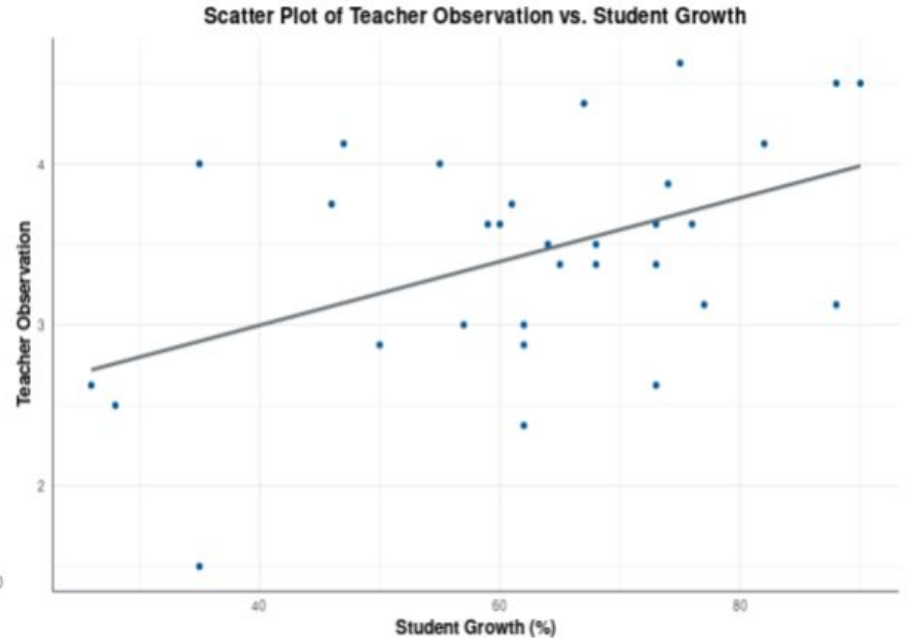
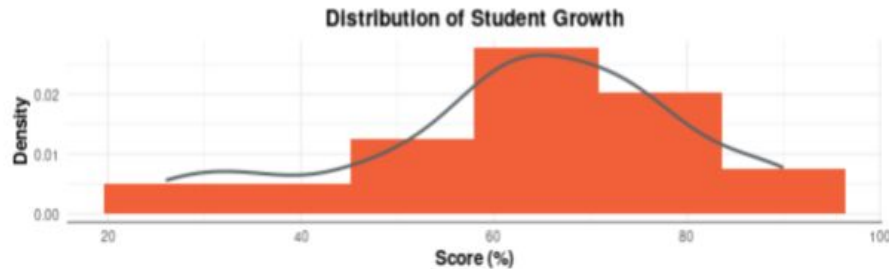
Correct Skews in the data.

Allowable Changes:

- Weighting of TTESS to Growth
 - 50% / 50% (lower of two)
 - 70% TTESS / 30% Growth
 - 30% TTESS / 70% Growth
- Increase Student Growth Cut Scores
 - 50%, 55%, 60%, 70%
- Growth Targets (formulas)
 - Vary by grade / subject

Correlation of TTESS Observation vs. Growth

Check	Results	Score_Estimation
C1	$r = 0.46$	3.00



Next Steps

Beginning of October:	Proposed Designation Letter sent to teacher
October 15th:	Data Submission (2025-2026)
February:	Data Validation Results
April:	Payout Verification Letter with \$\$ sent to teachers
April:	Submit Modification Application
July:	Payout!!!!

Questions?

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