Teacher Incentive Allotment

Tornillo ISD
October Information Presentation
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The Goals - Teacher Incentive Allotment (TIA)

Student Outcomes

Improve student's **academic outcomes** or student growth performance.

Recruitment

To **attract** and **keep** effective educators in the classroom and **incentivize** teaching at challenged campuses

To ensure top teachers have a **realistic** path to a competitive annual salary

Retention



What is a TIA Designation

Master Teacher
Master level teacher designation indicates that the identified teacher has achieved a level of teacher appraisal and student growth performance that places them in a level commensurate with the ***top 5% of teachers statewide***.

Exemplary Teacher
Exemplary level teacher designation indicates that the identified teacher has achieved a level of teacher appraisal and student growth performance that places them in a commensurate level with the ***top 20% of teachers statewide***.

Recognized Teacher
Recognized level teacher designation indicates that the identified teacher has achieved a level of teacher appraisal and student growth performance that places them in a level commensurate with the ***top 33% of teachers statewide***.

Acknowledged Teacher
Acknowledged level teacher designation indicates that the identified teacher has achieved a level of teacher appraisal and student growth performance that places them in a level commensurate with the ***top 50% of teachers statewide***.

The lowest level of TIA Designation can be earned through the Local Teacher Designation System or through National Board Certification.



Tornillo ISD - How we will designate



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

TEA Performance Standards

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

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 INCENTIVE ALLOTMENT

SCORECARD 2025-2026

TEACHER NAME:	TEACHER ID:
Campus Name:	
RECOMMENDED DESIGNATION LEVEL:	

PARTICIPATION ELIGIBILITY CHECKLIST

Employed with Tornillo ISD in an eligible TIA Teaching Assignment	
Complete T-TESS, with a score of Proficient or higher in all dimensions of Domain 2 & Domain 3	
Teacher has a minimum of 6 student scores available	
Does the teacher meet the eligibility requirements?	

PERFORMANCE COMPONENTS

TEACHER OBSERVATION COMPONENT	Minimum Average T-TESS Earned to be Considered for Designation: 3.5	
	AVERAGE T-TESS T-TESS Dimensions, Domains 2 & 3	
TIA Observation Score Cut Points Acknowledged – 3.5, Recognized - 3.7, Exemplary - 3.9, Master - 4.5		
STUDENT GROWTH COMPONENT	Minimum % Students Met or Exceeded Growth Earned for Consideration: 50%	
	% STUDENTS WHO MET OR EXCEEDED GROWTH	
TIA Student Growth Score Cut Points Acknowledged – 50%, Recognized - 55%, Exemplary - 60%, Master - 70%		
FINAL DESIGNATION, pending TEA approval		

Minimum thresholds to achieve the final designation labels:

	OBSERVATION SCORE	STUDENT GROWTH SCORE
Acknowledged	3.5	50%
Recognized	3.7	55%
Exemplary	3.9	60%
Master	4.5	70%

- All 2025-26 TIA designations are pending TEA approval.
- After the data is submitted to TEA, Texas Tech completes a dat
  - If the district passes data validation, then pending de
  - If the district does not pass data validation, then non
  - To have the TIA Designation placed on the teaching c
    087 teacher at least 50% of the time through May 20
  - Must be employed with Tornillo ISD in August 2027 t
    year will be eligible to receive the payout.

For questions regarding data in this TIA Scorecard, please complete the **TIA Inquiry 2026** form

All inquiries must be received by Tuesday, October 13th. Inquiries received after this time will not be considered.

Part 1
Teacher Eligibility

Part 2
T TESS Observation Score

Part 3
Student Growth

Teachers able to submit questions about their proposed designations.

Tornillo ISD Proposed Designations – October 2026



TIA Designation	# of New Designations	# of Existing Designations	Percent of Total
Master	-	8	16.6%
Exemplary	3	14	35.4%
Recognized	6	3	18.75%
Acknowledged	-	-	-
48 Teachers with TIA Data (Oct. 2026)	9 new designations	25 existing designations	34 (70.8% of teachers designated in Tornillo)

Teacher Incentive Allotment - Data Accuracy



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
(Texas Tech University)

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

- ✔ Student growth measures
- ✔ Teacher observations

TEA & Texas Tech TIA Data Validation Overview- Mid October-Mid February

Domain A: Check #1
Correlation between teacher observation ratings and student performance ratings

Domain B: Checks #2-3
Confirm relation between district designations and statewide Value-Added-Model designations (All STAAR tested content areas grades 4th & UP)

Domain C: Checks #4-7
Degree of reliability for teacher observation and student growth judgements

- **Across Campuses, similarity of T-TESS & Student Growth**
- **Across Teaching Assignments, similarity of T-TESS & Student Growth**

Domain D: Checks #8-10
Comparison of district designation percentages to statewide performance standards

- **Proximity to State Performance Standards for T-TESS & Student Growth**
- **Proximity of Percent of teachers designating to a district's Academic Growth (A-F, domain IIa), using VAM data**

Domain E: Supplemental Checks #11-15
Supplemental system checks (not scored)

Summary of TIA Validation Process

Anticipated Funding for Tornillo ISD Teachers in 2026-2027

90% must be spent on teacher compensation at the campus where the designated teacher works. The amounts listed are district average, actual amount is based on campus assignment.

$8,505
Acknowledged

$14,175
Recognized

$23,680
Exemplary

$34,020
Master









2025-2026 TIA Data Collection

- Spring 2026 Campus & District Survey → 4 meetings about the Teacher Incentive Allotment in Fall Semester

- Teachers were issued proposed Score Cards in October to teachers and held meetings with teachers who had questions/appeal their data or designation

<u>Unitended Consequences</u>

- State is asking all district's to look at teacher designations to ensure that designations match student outcomes and campus performances

- In Tornillo, the number and level of teacher designations is not aligned with state outcomes and Campus Report Cards (false positives)

- Teacher Designations must be aligned to student performance → TTESS and Student Academic Growth
- **Lone Star Governance (LSG):** Deputy Commissioner A.J. Crabill —*"Student outcomes don't change until adult behaviors change."*

TIA Next Steps in Tornillo

- TIA Office Hour for teachers and staff (feedback, questions, training, TIA Facts)
- TTESS Refresher training for Administrators
- TTESS Calibration between campus
- Increase Spring 2027 TIA Survey participation
- Tornillo TIA Manual Updates