HAYS CISD

Student Achievement Report

November 2026 - Teacher Incentive Allotment

TIA Cohort 4: Data Collection in 24-25

- Payout in August 2026

Designation	Number of Teachers	Amount
Recognized	88	$350,000
Exemplary	244	$1,900,000
Masters	225	$3,300,000
Total	557	$5,600,000

- New expansion groups for 24-25 included:
  - Geometry, Algebra II, Biology, English III
  - 5-8 Science
  - Intervention and Dyslexia

TIA Cohort 5: Data Collection 25-26

- Data submitted for validation in October 2026 - includes only NEW designations

New w/ HB 2

Designation	Number of Teachers	Amount
Acknowledged	52	TBD based on new statewide rates
Recognized	58	
Exemplary	114	
Masters	154	
Total	378	

Increasing w/ HB 2

- New expansion groups for 25-26 included:
  - Social Studies 6-11
  - CTE (15 courses)
  - Special Education Inclusion and Resource

TIA Cohort 6: Data Collection 26-27

- Application approved in June 2026

- New expansion groups for 26-27 include:
  - LOTE (3 courses)
  - Fine Arts (6 courses)
  - CTE (15 → 21 courses, 6 new)
  - Special Education Foundational Learning
    - 4-Alg. I
    - 4-English II

- Pilots:
  - Advanced Placement - Social Studies
  - Special Education - Visually Impaired

- HB 2:
  - Added fourth designation level (Acknowledged)
  - Increased base multiplier rates for all levels

Keys to Program Success

- Teachers!
  - Individualized instruction for each student
  - Implementing instructional best practices
  - Data analysis and intervention plans
  - PLC and lesson planning collaboration



- Administrators
  - Creating school wide systems that support teachers and student learning
  - Professional development
  - Observations, feedback, and coaching

- Central Administration
  - Partnership between HR, C&I, and Finance
  - Pilots before implementation
  - Refinement, continuous improvement

Thank you

FOR PROVIDING OUR TEACHERS WITH SUPPORT!