Teacher Incentive Allotment

Updates | February 19, 2026

What Is TIA?

The Teacher Incentive Allotment (TIA) provides an accessible pathway for effective teachers to earn a higher income while remaining in the classroom.

Sustainable funding for teachers written into statute with no caps on teacher designations or allotment funds.

How TIA Works

Three Levels of Designation

Recognized

Exemplary

Master

$3,000 to $32,000

Annual additional funding for each designated teacher

Prioritizes Hard-to-Staff Positions

Greater funding for high-needs and rural campuses

Teacher Focused Funding

90% of all TIA funds go towards teacher pay

Five Year Validity

Teachers retain designations for 5 years regardless of placement

TIA Provides Extra Funding Per Designated Teacher to Districts–With More Money for High-Needs and Rural Campuses

RECOGNIZED: $3-$9K

EXEMPLARY: $6-$18K

MASTER: $12-$32K

Allotments are based on teacher designation level, campus socioeconomic level, and campus rural status.

At Its Core, A Local Designation System is Comprised of Three Major Components

ELIGIBLE ASSIGNMENTS & CAMPUSES	All teaching assignments can be eligible for TIA as long as they have valid and reliable data from teacher observation scores and student growth data. Some districts choose to start with a subset of eligible assignments and then expand their system later.
TEACHER PERFORMANCE DATA	Teacher observation data, student growth data, and data from optional components the district chooses to include in their system make up teacher performance data. Districts use the performance data to determine teacher designations.
COMPENSATION PLAN	Districts are required to spend at least **90% of their allotment funds on teacher compensation** on the campus where the designated teacher works. Districts may use up to 10% for costs associated with implementing a local designation system or supporting teachers in earning a designation.

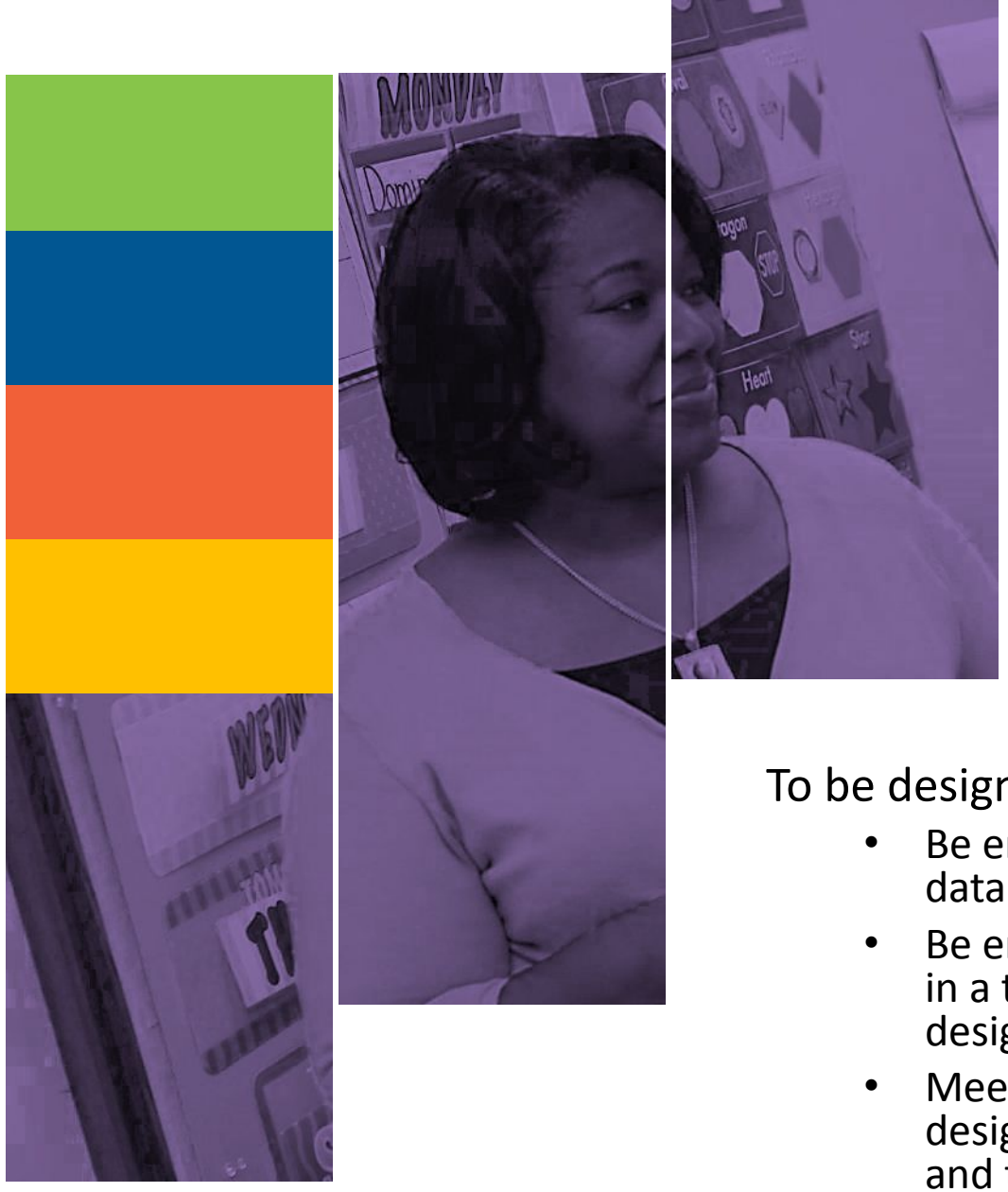
Three-Year Approval Process

Pre-Application
Districts engage with stakeholders and develop their local designation system.

System Application
Districts submit their application to TEA after building their system then participate in the TIA Teacher Buy-In Survey.

Data Capture Year
Districts implement their system and track student growth and teacher observations for a full school year.

Data Submission
Districts submit prior year data and proposed designations to TTU for data validation. TEA reviews to determine final approval.



Every Teacher Has The Potential to be Designated.

Districts choose when and how to roll out eligible assignments with stakeholder feedback and district needs in mind.

To be designated, teachers must at minimum:

- Be employed in an eligible teaching assignment during the data capture year
- Be employed and compensated by the recommending district in a teacher role for a creditable year of service during the designation year (school year following data capture)
- Meet the district's designation criteria outlined in their local designation system, which MUST include student growth data and teacher observation data

Districts Report Dimension-Level Appraisal Data From All Observable Domains

TIA aligns the teacher observation requirements to T-TESS. Districts that use T-TESS for their appraisal system already incorporate the requirements needed for TIA. Crosswalks were created for Danielson, Marzano, and NIET TAP. Locally created rubrics may be used but must follow statute and a custom crosswalk.

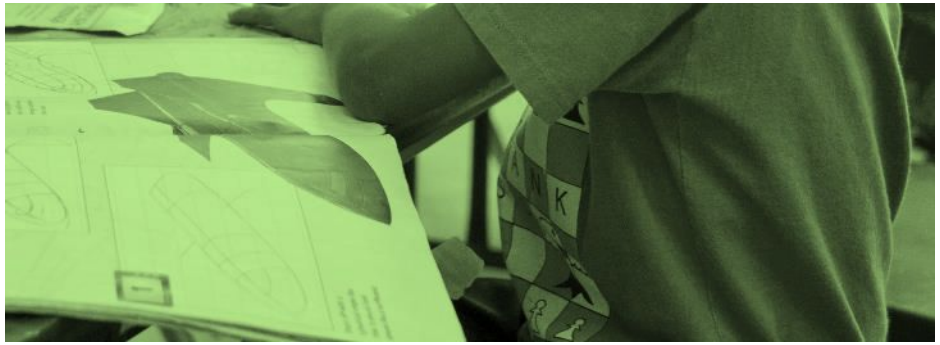
Appraisal Waivers are not allowed for any teacher in an eligible assignment during the Data Capture Year

Minimum of 3 on all observable dimensions or proficient is required

Ratings from Domains 2 and 3 are used when determining designations

Measuring Individual Student Growth – NOT Achievement

Student growth is measured by the **teacher's percentage of students who meet or exceed an expected growth target over the course of a single school year**. Rather than using the magnitude of growth, effectiveness is measured by the impact teachers have on all students by setting individualized growth targets.



TIA Recognizes Four Different Student Growth Measures

Multiple growth measures may be used for a single eligible assignment.

Student Learning Objectives (SLOs)

Teachers set individual student growth targets and evaluate each student using Body of Evidence. Aligned with TexasSLO.org.

Portfolios

Measures a student's movement along a skill progression rubric with a collection of standards-aligned artifacts.

Pre-Test Post-Test

Involve the administration of a beginning of year pre-test and an end of year post-test. Tests must align directly to the standards of the course.

Value-Added Model

Sets predicted scores based on multiple years of historical testing data across multiple contents using statistical modeling.

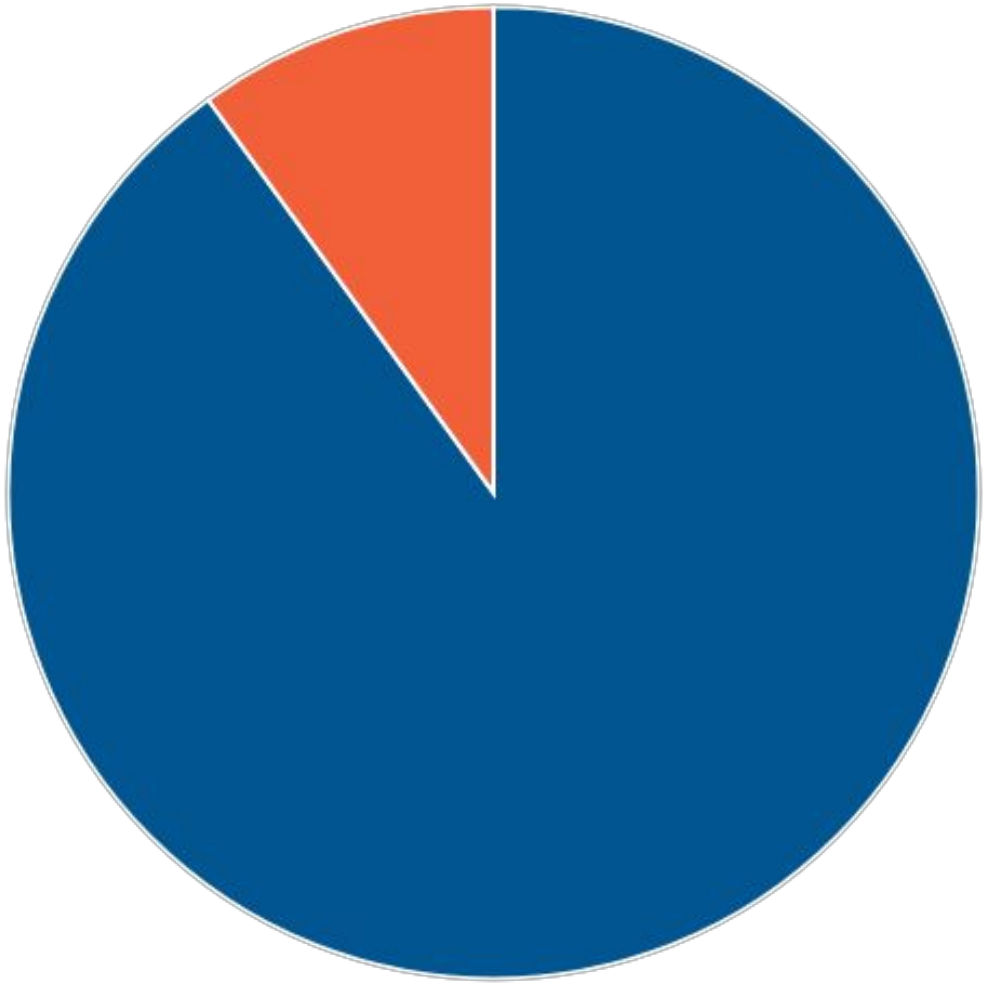
Statewide Performance Standards Guide Designations

Districts set local cut points for each level of designation. Any teacher that meets a local designation system's eligibility requirements and minimum proficiency observation ratings may be submitted for designation. Districts may find that they have more or less than the numbers represented.

DESIGNATION LEVEL	STATEWIDE PERCENTAGES	TEACHER OBSERVATION PERFORMANCE STANDARDS	STUDENT GROWTH PERFORMANCE STANDARDS
Recognized	Top 33%	3.7 or 74% of possible points	55% met or exceeded
Exemplary	Top 20%	3.9 or 78% of possible points	60% met or exceeded
Master	Top 5%	4.5 or 90% of possible points	70% met or exceeded

Districts May Incorporate Optional Components to Their System

Usually done to align with district goals. Examples may include student surveys, mentorship, leadership roles, etc.



90% Of All TIA Funds Must Go to Teacher Compensation

Teachers do not apply for TIA. Unlike previous education programs, the Teacher Incentive Allotments are additional state funding written into statute allowing for sustainable funding. There are no caps on teacher designations or allotment funds.

Allotment Funding Amounts May Differ Per Campus

Base Allotment

Each designation level starts with a base amount and a multiplier rate.

Campus Socioeconomic Level

Socioeconomic levels are determined by assigning a point value to each student based on the Compensatory Education block tier.

Campus Rural Status

Students at rural campuses will receive a 2-tier boost to their point value with a max value of Tier 5.

How TIA Compliments & Enhances District Systems and Goals

Strengthen Student Outcomes

Improve Teacher Retention

Increase Recruitment Rates

Reward Quality Instruction

Incentivize Hard-to-Staff Positions & High-Needs Schools

Support Educator Development

Encourage Professional Collaboration

Maintain a Competitive Market

Huntsville ISD

OUR PLANNED LOCAL DESIGNATION SYSTEM

Average Campus Allotments for HISD

$5,177

$10,354

$19,256

Allotments are based on teacher designation level, campus socioeconomic level, and campus rural status. Each campus may produce a unique allotment value.

Eligible Assignments

- All 4th through 8th grade RLA teachers, English I teachers and English II teachers
- All 4th through 8th grade Math teachers and Algebra I teachers
- All prekindergarten teachers
- All RLA kindergarten teachers
- All 1st and 2nd grade RLA teachers
- All kindergarten through 3rd grade Math teachers and 3rd grade RLA teachers
- All 5th grade Science teachers

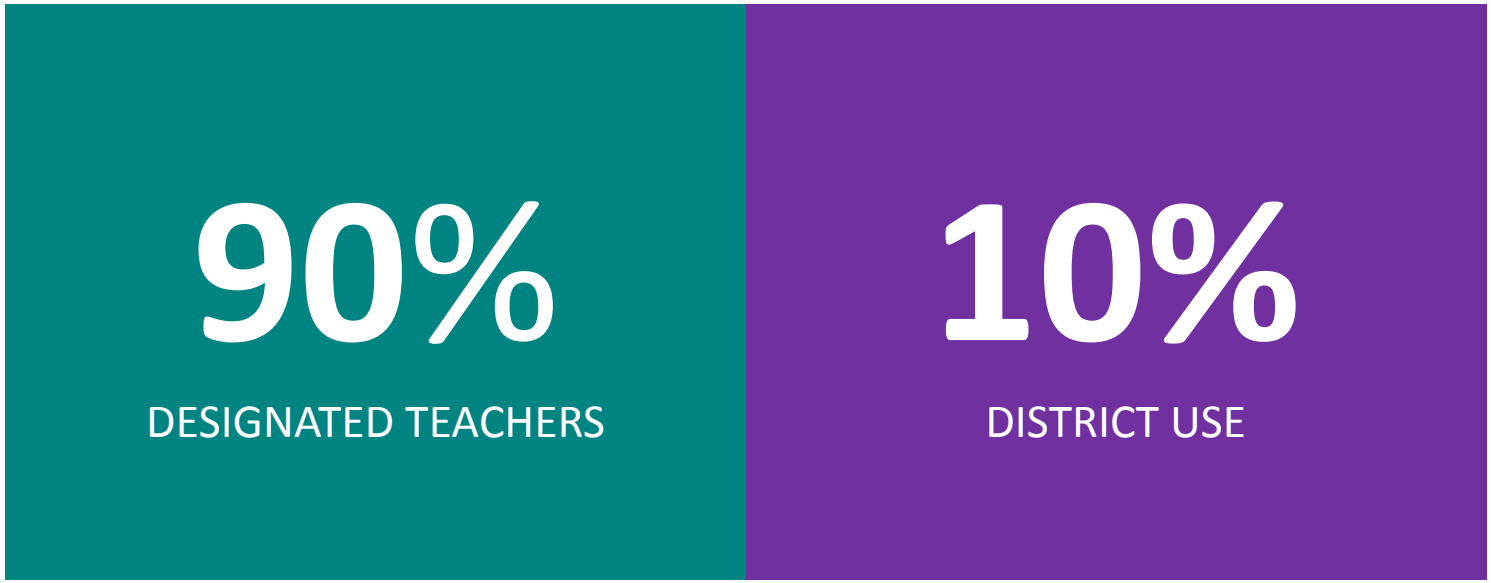
Performance Data: Teacher Observation

- T-TESS will be utilized as the TEA approved instrument for teacher observations.
- HISD will only report ratings from observable dimensions (Domains 2 and 3 in T-TESS).
- Teachers in eligible assignments will receive at minimum 2 Walkthroughs and 1 Summative Observation.
- Final observation scores will be calculated using the Summative Evaluation.
- Observation data is stored and accessed in Eduphoria - Strive.
- Appraisal waivers **not** permitted for teachers in eligible assignments during the Data Capture Year.

Performance Data: Student Growth Measures

ELIGIBLE TEACHING ASSIGNMENT(S)	STUDENT GROWTH MEASURE
All 4th through 8th grade RLA teachers, English I teachers and English II teachers	Previous year STAAR / EOY STAAR
All 4th through 8th grade Math teachers and Algebra I teachers	Previous year STAAR / EOY STAAR
All prekindergarten teachers	CPALLS+
All RLA kindergarten teachers	TX KEA
All 1st and 2nd grade RLA teachers	TPRI/Tejas Lee
All kindergarten through 3rd grade Math teachers and 3rd grade RLA teachers	iReady
All 5th grade Science teachers	iReady

How Funds Will Be Spent



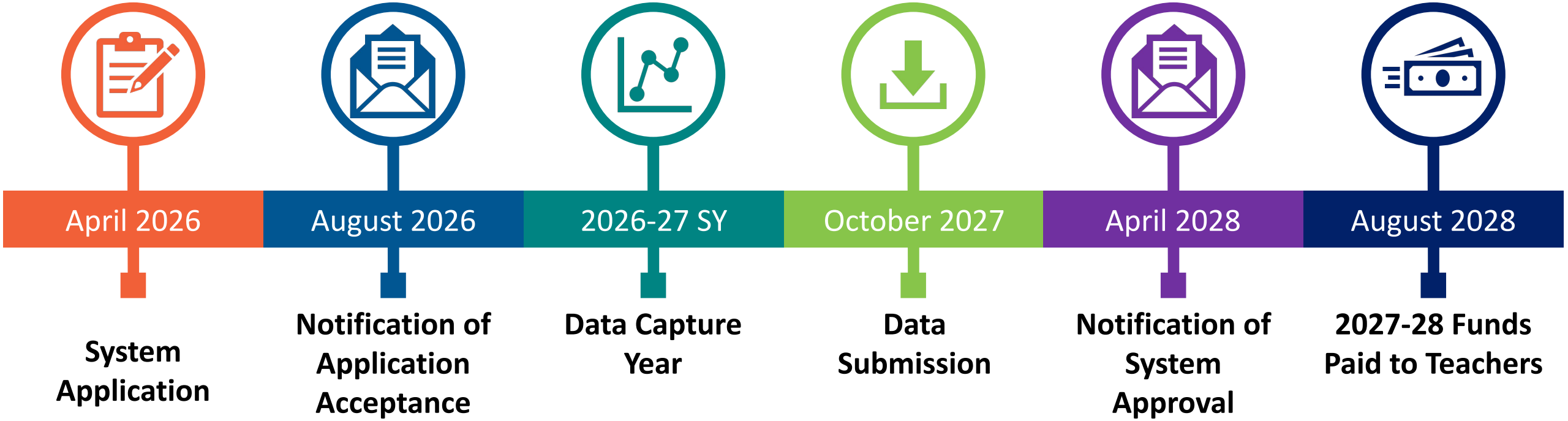
How the District Funds Will Be Spent

- TEEMS - Data management program for rostering students and managing student growth measures
- TIA Designated Teacher celebration materials

Phased-In Approach

	2021-22 SY	2022-23 SY	2023-24 SY	2024-25 SY	2025-26 SY	2026-27 SY	2027-28 SY
PHASE 1	Application	All 4th through 8th grade RLA teachers, English I teachers and English II teachers					
PHASE 2		Data Capture Year	All 4th through 8th grade Math teachers and Algebra I teachers				
PHASE 3				All prekindergarten teachers, All RLA kindergarten teachers, All 1st and 2nd grade RLA teachers,All kindergarten through 3rd grade Math teachers and 3rd grade RLA teachers, All 5th grade Science teachers			
PHASE 4					*Proposed for April 2026 Application: All STAAR tested - 8th grade SS and Science, Biology, US Hist*		

Our District's Continuous Timeline



Feedback and Q&A