

## **Teacher Incentive Allotment (TIA) Update- November 2025**

*Brownwood ISD continues to make strong progress in implementing our Teacher Incentive Allotment (TIA) system, which recognizes and rewards highly effective teachers. On October 16, 2025, we completed our third submission to Texas Tech University, initiating the data validation process for our 2024–2025 TIA data. Each year, our TIA system undergoes a 10-point validation process to ensure it remains fair, equitable, and aligned with the state’s Value-Added Model (VAM) and accountability standards.*

### **Current Designation Overview**

- 37 active designated teachers
- 23 pending designations from the 2024–2025 submission
- Total of 60 active or pending designations in Brownwood ISD

### **Over three years of participation, Brownwood ISD has:**

- Designated 56 teachers (33 in Year 1, 23 in Year 2)
- Submitted 23 additional teachers for Year 3 validation
- Experienced normal transitions such as retirements and resignations, resulting in the current count of 37 active designations and 23 pending

### **Financial Impact**

The TIA program continues to bring meaningful financial rewards to Brownwood ISD educators.

- Year 1 (2022–2023): \$309,284
- Year 2 (2023–2024): \$478,989
- Projected Year 3 (2024–2025): ≈ \$600,000

### **Per the district’s approved spending plan:**

- 90% of the allotment is distributed directly to designated teachers.
- 10% supports local TIA program administration and sustainability.

Designated teachers receive their TIA payment as a lump-sum each August. Because TIA is a reimbursement-based program, the district must issue all payments to teachers by August 31 each year, after which reimbursement occurs through Line 33 of the Foundation School Program (FSP).

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### **Stakeholder Engagement**

Brownwood ISD continues to maintain a collaborative and transparent process for TIA development.

- Stakeholder meetings are held throughout the year to review data, discuss validation outcomes, and adjust local practices as needed.
- Teacher voice and feedback remain central to all decisions impacting program implementation and continuous improvement.

### **Closing**

Brownwood ISD remains committed to recognizing, rewarding, and retaining outstanding educators through the Teacher Incentive Allotment program. We appreciate the continued support of the Board of Trustees and our stakeholders as we strengthen our system to promote teacher excellence and student growth across the district.