



NAVARRO



INDEPENDENT SCHOOL DISTRICT

Teacher Incentive Allotment Update



April 20, 2026

Headlines

- Navarro ISD's first TIA data submission was validated by TEA
- 45 teachers will be TIA designated this Spring
- 47 designated teachers will receive a TIA stipend this summer
- Nearly all teachers will be included in the 2025-2026 data submission
- We submitted an expansion application that will expand eligibility to all Navarro ISD teachers



Navarro ISD's TIA Team



Brandy Coppedge
TIA Instructional Specialist

Natasha Williams
TIA Coordinator

Wendy McMullen
TIA Academic Liaison

David Kauffman, Ed.D.
TIA District Lead

What is TIA?

- A teacher-focused funding allotment
- Recognizes and rewards effective teachers
- Funded by the state
- Established by HB 3 in 2019



What is the TIA?



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



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



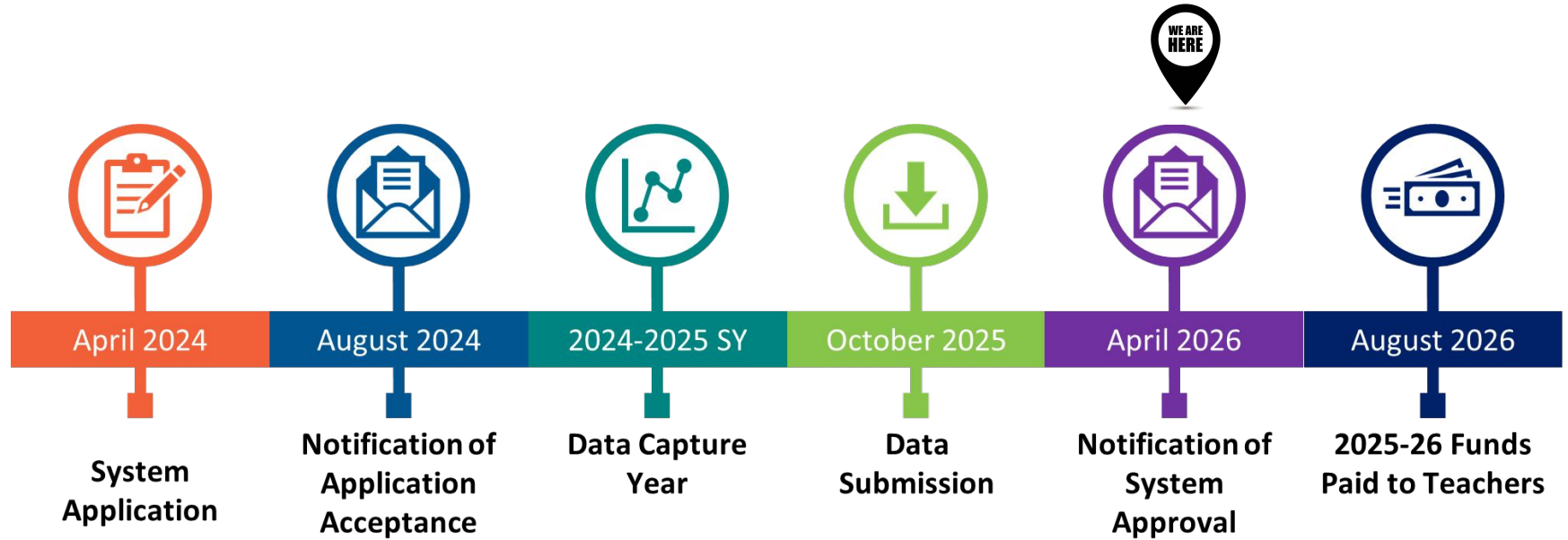
Five Year Validity

Teachers retain designations for 5 years regardless of placement

TIA Goals



Timeline



System 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.

Eligible Assignments

ELIGIBLE ASSIGNMENTS
& CAMPUSES

2024-2025 Application Cohort	2025-2026 Expansion Cohort		2026-2027 2nd Expansion Cohort
<p>PK-2nd Reading & Math 3rd-8th Reading & Math 5th & 8th Science 8th Social Studies Algebra I Biology English I English II U.S. History</p>	<p>Art Grade 2 Middle School Art Dance Financial Math Floral Design PE 2nd grade PE 5th grade Theatre Middle School Theatre I Tech Apps 2nd grade Tech Apps 5th grade Tech Apps Middle School Digital Media Intermediate Theater Music 2nd grade Art I 6th Science 7th Science Spanish I US Government English III English IV</p>	<p>Geometry Algebra II Chemistry 6th Social Studies 7th Social Studies Principles of Agriculture Principles of Applied Engineering Principles of Professional Communication 5th Art 5th Music Principles of Business Spanish I Principles of Information Technology Principles of Audio Visual Principles of Health Science Principles of Education and Training Accounting Foundations of Cyber Security American Sign Language</p>	<p>Middle School P.E. High School P.E. Economics AP English IV Advanced Animal Science Ag Mechanics and Metal Tech Health Science Theory</p>

100%
of teachers eligible if
they teach an
approved course



Designation Criteria

TEACHER
PERFORMANCE DATA

40%

T-TESS Appraisal

- Domains 2 and 3 only

Estimates:

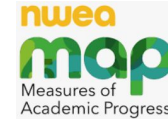
- Recognized - 3.7+
- Exemplary - 3.8+
- Master - 4.5+

+

60%

Student Growth

- Pre-test and Post-test



- Student Learning Objectives (SLOs)

Estimates:

- Recognized - 55% +
- Exemplary - 60% +
- Master - 70% +

What we learned:

- Value Added Measure (VAM) data
- Statistical model fitting for correlation
- Importance of periodic data checks with teachers

2024-2025 Data Submission

TEACHER
PERFORMANCE DATA

Timeline

- Data collected in 2024-2025
- Submitted in Fall 2025
- Validated in February 2026
- Payout by August 2026



Dear NAVARRO ISD,

The Texas Education Agency (TEA) is pleased to inform you that the 2025-26 Teacher Incentive Allotment designations submitted based on 2024-25 teacher effectiveness data have been **approved**.

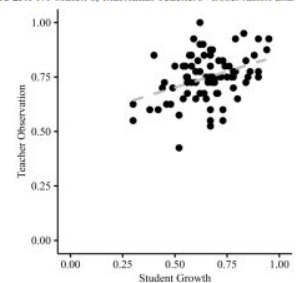
Congratulations on meeting this crucial milestone as your district takes important steps to recognize, reward, and retain your most effective teachers. Please review the attached *Data Validation Report* which provides your data validation results along with suggestions to consider as you improve your local designation system. We have also attached *Next Steps for Approved Districts* for a comprehensive timeline of next steps, training, and resources.

Results

- 45 out of 81 teachers designated
 - 29 Recognized
 - 13 Exemplary
 - 3 Master

96.82 out of 105 possible points, or 92%.

Figure 2. A 1:1 Match of Individual Teachers' Observation and Growth



2025-2026 Data Submission

TEACHER
PERFORMANCE DATA

Timeline

- Data being collected in 2025-2026
- Will submit in Fall 2026
- Validation in February 2027
- Payout by August 2027

Includes

- Almost all teachers

Spending Plan

COMPENSATION PLAN

Current

(approved by TEA & Navarro ISD Board)

90% to designated teachers

- Payment
- TRS + Taxes
- Allotment follows teacher

10% retained by district

- Program administration
 - Assessments
 - Staff time
- Professional development
- Recruitment

Future Considerations

- Retention incentive
- Require maintenance of data
- Share allotment with other student-facing educators (interventionists, paraprofessionals, etc.)
- Signing bonuses

2025 Allotment Amounts

COMPENSATION PLAN

Recognized



Exemplary



Master



NES: \$5,671
NIS: \$5,585
NJH: \$5,489
NHS: \$5,326

NES: \$11,432
NIS: \$11,170
NJH: \$10,977
NHS: \$10,651

NES: \$20,904
NIS: \$20,617
NJH: \$20,295
NHS: \$19,752

Updated allotment amounts for 2026 expected mid-April

2026 Estimated TIA Allotment

COMPENSATION PLAN

\$387,149

Updated allotment
amounts for 2026
expected mid-April

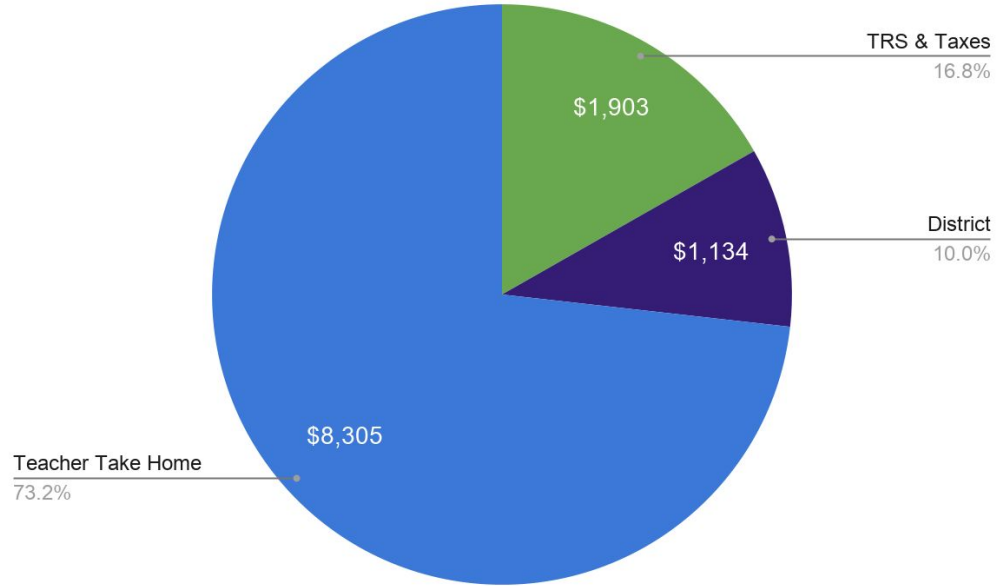


Sample Payout

COMPENSATION PLAN

Example:

Total Allotment	\$ 11,342
90% to designated teacher	\$ 10,208
Net Pay after deductions	\$ 8,305



Communication Plan

- Fall 2025 - Notified teachers regarding submission
- March 2026 - Notified designated teachers regarding system approval
- Spring 2026 - Designated teachers will receive official notice from TEA

- April 2026 - Board update
- April 2026 - Public release of district-level information
 - 45 teachers designated for TIA stipends
 - \$387,149 in TIA funding
 - 100% teacher eligibility in 2026-2027

Stakeholder Engagement

- Email Communication during 2023-2024 school year
- Stakeholder meetings in 2023-2024 school year

Nov. 9th - TIA Overview

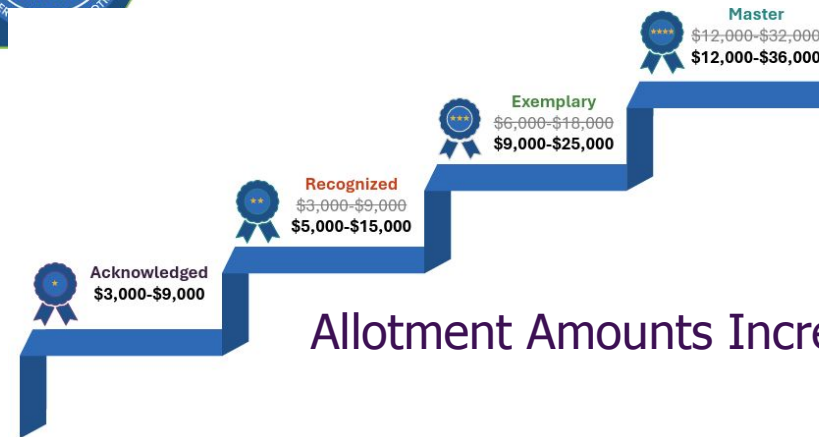
Nov. 30th - Eligible teaching roles and observations

Dec 14th - Student Growth Measures and Spending Plan

- Faculty meetings in fall of 2024-2025 school year
- Stakeholder meetings in November 2025 & May 2026

Upcoming Changes from HB 2

New Designation: Acknowledged



Allotment Amounts Increased



Thank You