

Teacher Incentive Allotment Spring 2026



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HB3 Teacher Incentive Allotment

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.



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The Goals - Teacher Incentive Allotment (TIA)



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The Teacher Incentive Allotment (TIA) 2024-2025 Totals

650

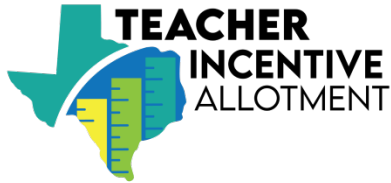
School Districts

42,000

Designated Teachers

\$475,000,000

2024-2025 TIA Allotment Funding



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Average Funding for San Elizario ISD Teachers in 2024-2025

\$7,426
Recognized



90% must be spent on teacher compensation at the campus where the designated teacher works

\$14,853
Exemplary



- New Acknowledged level coming for 2026-2027
- Increase in payouts of current levels coming for 2026-2027

\$26,754
Master



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Teacher Incentive Allotment



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 (TTU)

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

- ❑ Student growth measures
- ❑ Teacher observations

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TIA Phased in Approach

ACTIVE
National Board
Certified
Teachers,
TIA Designated
teachers

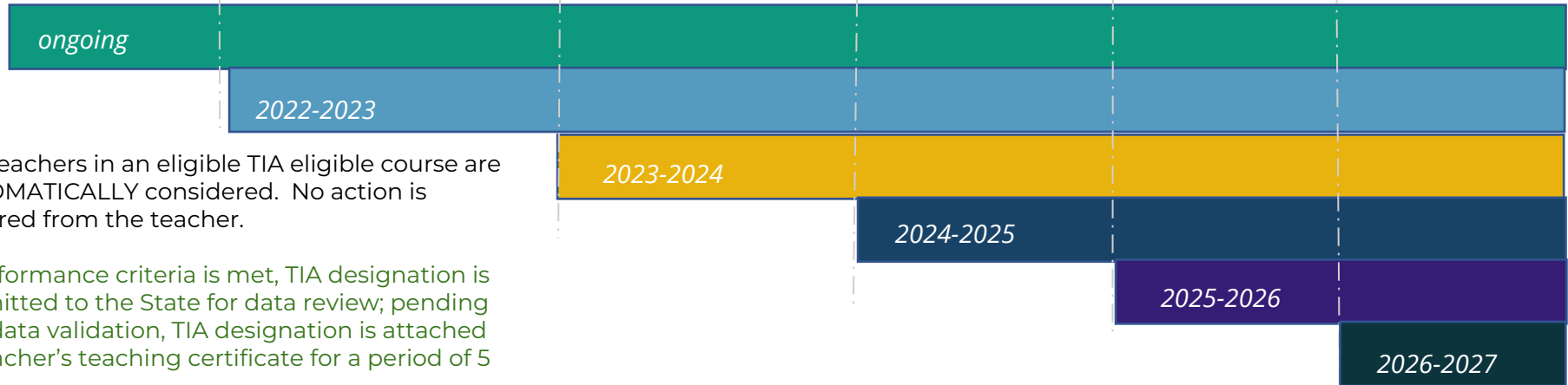
Phase 1:
2022-2023
Pre-K
Kindergarten - 2nd:
Reading
3rd - 6th: Reading & Math

Phase 2:
2023-2024
Phase 1 +
7th - 8th: Reading &
Math
Algebra I
English I

Phase 3:
2024-2025
Phase 1 & 2 +
5th & 8th Science
Biology

Phase 4:
2025-2026
Phase 1 - 3 +
English II

Phase 5:
2026-2027
See next slide for
full list



ALL teachers in an eligible TIA eligible course are AUTOMATICALLY considered. No action is required from the teacher.

If performance criteria is met, TIA designation is submitted to the State for data review; pending TEA data validation, TIA designation is attached to teacher's teaching certificate for a period of 5 years.



San Elizario ISD's TIA System for 2026-2027

Eligible Courses

- Pre-kindergarten
- Kindergarten - 8th: Reading & Math
- English I & English II
- Algebra I, Geometry
- 5th, 6th, 7th, & 8th Science,
- Biology, Chemistry
- 7th & 8th Social Studies
- US History & World Geography
- Spanish II
- Graphic Design & Illustration I, Foundations of Business Communication & Technology I, Cosmetology I
- Life Skills teachers and structured learning teachers Pre-kindergarten - 12th grade
- SPED resource/co-teach

Teacher Observation Instruction (Domain 2)

- Dimension 2.1 Achieving Expectations
- Dimension 2.2 Content Knowledge and Expertise
- Dimension 2.3 Communication
- Dimension 2.4 Differentiation
- Dimension 2.5 Monitor and Adjust

Learning Environment (Domain 3)

- Dimension 3.1 Classroom Environment, Routines, and Procedures
- Dimension 3.2 Managing Student Behavior
- Dimension 3.3 Classroom Culture

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.

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Data Validation Results of 2024-2025 Data

San Elizario **passed** Data Validation for **3 years in a row**

TEA/Texas Tech runs over 13 different checks on our TIA Data Submission

NOTE: Not all districts pass data validation

We received over 92% of the points. A very strong performance.

<i>Domain</i>	<i>Check</i>	<i>Possible Points</i>	<i>Results</i>	<i>Score</i>	<i>Weight</i>	<i>Score × Weight</i>
<i>A. Correlation between teacher observation ratings and student growth ratings</i>	C1	0-3	$r = 0.50$	3.00	× 10	30.00
	C2	0-3	$r = 0.38$	2.43	× 7	17.07
<i>B. Relationship between teacher designations and VAM</i>	C3	0-3	$s = 0.55$	2.62	× 3	7.87
	C4	0-3	$sp. \omega^2 = 0.03$	2.54	× 3	7.62
<i>C. Degree of reliability for observation and growth judgements</i>	C5	0-3	$sp. \omega^2 = -0.10$	3.00	× 2	6.00
	C6	0-3	$sp. \omega^2 = 0.03$	2.56	× 3	7.68
	C7	0-3	$sp. \omega^2 = -0.06$	3.00	× 2	6.00
<i>D. Comparison of district designation percentage to statewide performance standards</i>	C8	0-3	$s = 79\%$	3.00	× 1	3.00
	C9	0-3	$s = 98\%$	3.00	× 1	3.00
	C10	0-3	$w = 0.10$	2.99	× 3	8.97
<i>E. Supplemental checks</i>	C11	0-3	$\sigma = 0.10$	2.39	× 0	–
	C12	0-3	$\rho = 0.22$	1.48	× 0	–
	C13	0-3	$\rho = 0.45$	2.83	× 0	–
					Total	97.23 / 105

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TIA Designated Teachers in San Elizario



9
Teachers



12
Teachers



6
Teachers

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TIA Timeline - two year process



**June
2026**
Application
Approval
from TEA



**School
Year
2026-2027**
Teacher
observation &
student
growth data
collected



**October
2027**
Submit data
to TEA/Texas
Tech for
validation
**Must remain
a teacher in
district to be
submitted*



**February
2028**
Receive
notice from
TEA
**Approved or
denied as a
district*



**August
2028**
Teacher
receives TIA
payout
**Must remain
an employee
to receive
payout*



**September
2028**
District receives
TIA
reimbursement

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What's Next

- TIA Application reviewed and approved by TEA in Spring 2026
- Update the TIA Field Guide, and publish it to district TIA webpage, include detailed information on our TIA system, including courses, student growth measures and information on earning and advancing a TIA designation level
- T-TESS Calibration training for all administrators for the 2026-2027 school year, training delivered in June.
- Update Teachers on TIA changes for the 2026-2027 school year.
- Continue to explore expansion to include Fine Arts and Physical Education

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THANK
YOU

Any Questions?

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