

Teacher Incentive Allotment

White Settlement ISD | May 12, 2025



What Is TIA?

**The Teacher Incentive Allotment (TIA)
provides a 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.

TIA Impact in 2024-25

Over \$475 Million in Allotments

Over 42,000 Designated Teachers

Over 650 Districts Receiving
Funds

223 Districts w/Applications

68% of Districts
Participating in 25-26

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

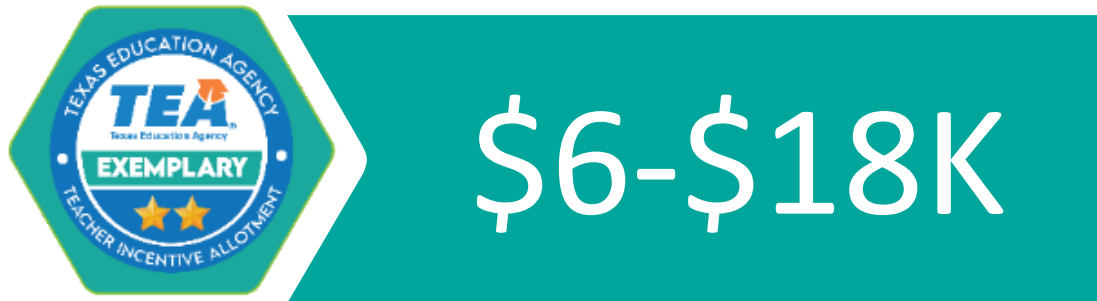


Five Year Validity

Teachers retain
designations for 5
years regardless
of placement

*Subject to change- Possibly adding a 4th designation level of Acknowledged and increasing funding to up to \$36,000

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



Allotments are based on:

- teacher designation level,
- campus socioeconomic level, and
- campus rural status.

*Subject to change- Possibly adding a 4th designation level of Acknowledged and increasing funding to up to \$36,000

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.



Why TIA?

WHY TIA IS RIGHT FOR WSISD

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

WSISD

OUR PLANNED LOCAL
DESIGNATION SYSTEM

Eligible Assignments for Local Designation System

6th- 8th Grade Math

STAAR and STAAR ALT 2 Teachers



Designation Eligibility

DESIGNATION LEVEL	% OF STUDENTS WHO MEET/EXCEED GROWTH TARGETS (50%)	AND	AVG TTESS TEACHER OBSERVATION SCORE (NO SCORE UNDER A 3 ON THE 8 DIMENSIONS FROM DOMAIN 2 & 3) (50%)
Recognized	55%	AND	3.7
Exemplary	60%	AND	3.9
Master	70%	AND	4.5

Performance Data: Student Growth Measures

STAAR Math-Did Not Meet Low, Did Not Meet High, Approaches Low, Approaches High, Meets, Masters

STAAR ALT 2 Math-Did Not Meet, Met, Exceeded

ELIGIBLE TEACHING ASSIGNMENT(S)	STUDENT GROWTH MEASURE
6 th , 7 th , and 8 th Grade STAAR Math	STAAR Transition Table
6 th , 7 th , and 8 th Grade STAAR Math	STAAR ALT 2 Progress Measure

Performance Data: Teacher Observation

- TTESS
- Districts will only report ratings from observable dimensions T-TESS DOMAINS 2 (Instruction) & 3 (Learning Environment)
- Teachers in eligible assignments will receive a minimum of 1 formal observation
- Summative TTESS scores for Dimensions in Domains 2 & 3
- Observation data is stored and accessed in Eduphoria Strive
- Appraisal waivers **not** permitted for teachers in eligible assignments during the Data Capture Year



Average Anticipated Funding- BMS

Updated April 2025



\$4,552



\$9,105



\$17,175

Allotments are based on:

- teacher designation level,
- campus socioeconomic level, and
- campus rural status.

The values may change each year.

[Funding Map Link](#)

How Funds Will Be Spent

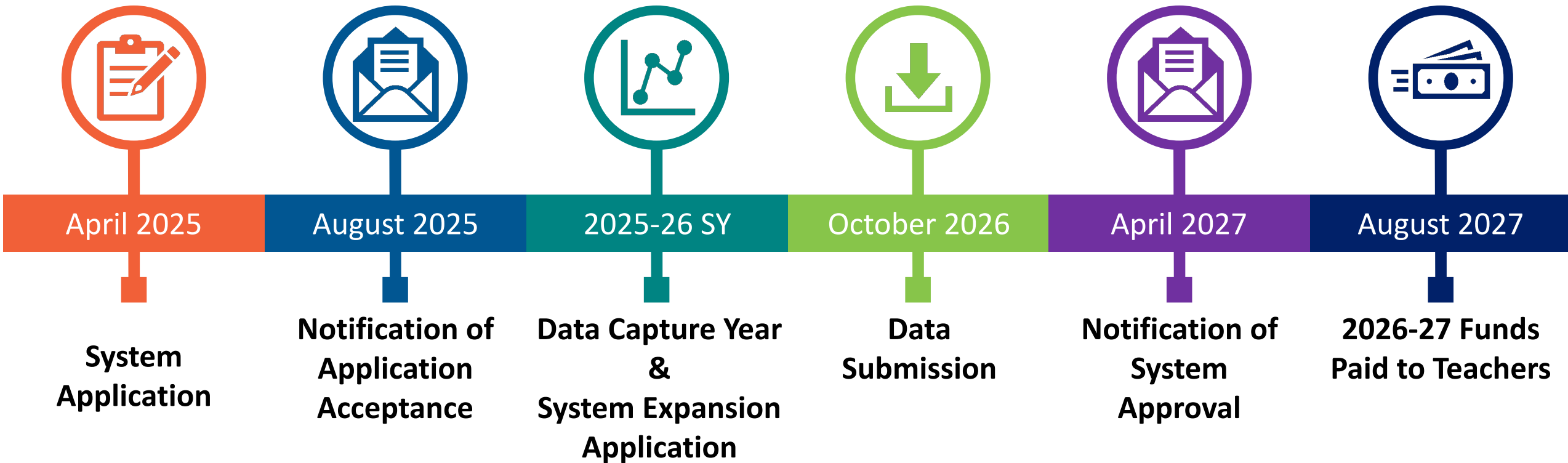
90%

DESIGNATED TEACHERS
assigned to eligible math courses
TRS, Medicare, Taxes, etc. deducted

10%

DISTRICT USE
TTESS Calibration Training, Assessment
Systems, Appraisal and Data Housing
Programs, Professional Development

Our District's Estimated Timeline



What about teachers not in eligible categories?

**NATIONAL BOARD
TEACHER
CERTIFICATION**





National Board Certification

“National Board Certification is the most respected professional certification available in education and provides numerous benefits to teachers, students and schools. It was designed to develop, retain and recognize accomplished teachers and to generate ongoing improvement in schools nationwide.”

Source: National Board for Professional Teaching Standards

National Board Certification- 25 Certificate Areas

Contents

This document is a reference guide for candidates seeking National Board Certification to use when deciding which of the 25 certificate areas, listed below, to apply for.

Art

Early and Middle Childhood.....	1
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English as a New Language

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National Board Certification

- If candidates meet the required scores and criteria, they earn **National Board Certification at Recognized Level**
 - Valid for 5 years
- To maintain certification, candidates must meet renewal requirements
 - Valid National Board Certification
 - Current/unencumbered state teaching license
 - One of the two years prior to expiration of certification
 - \$495 for components plus \$75 registration fee
- Designated teachers are eligible to apply for reimbursement

Steps to National Board Certification

- **Eligibility**
- **Four Components**
 - Content Knowledge Assessment
 - Differentiation in Instruction
 - Teaching Practice and Learning Environment
 - Effective and Reflective Practitioner
- **Portfolio Submission**
 - Student Work Samples
 - Teaching Artifacts
 - Reflective Essays
- **Assessment Center**
- **Scoring and Reviewing**
- **Certification**

Feedback and Q&A

Thank you!

