

TIA Expansion

Presented to the Denton ISD
Board of Trustees

by Jason Rainey



The Goals - Teacher Incentive Allotment (TIA)



The Teacher Incentive Allotment (TIA) 2024-2025 Totals

650

School Districts

42,000

Designated Teachers

\$475,000,000

2024-2025 TIA Allotment Funding





Average Funding for Denton ISD Teachers in 2024-2025

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

\$4,074
Recognized



\$8,148
Exemplary



\$15,579
Master



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

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

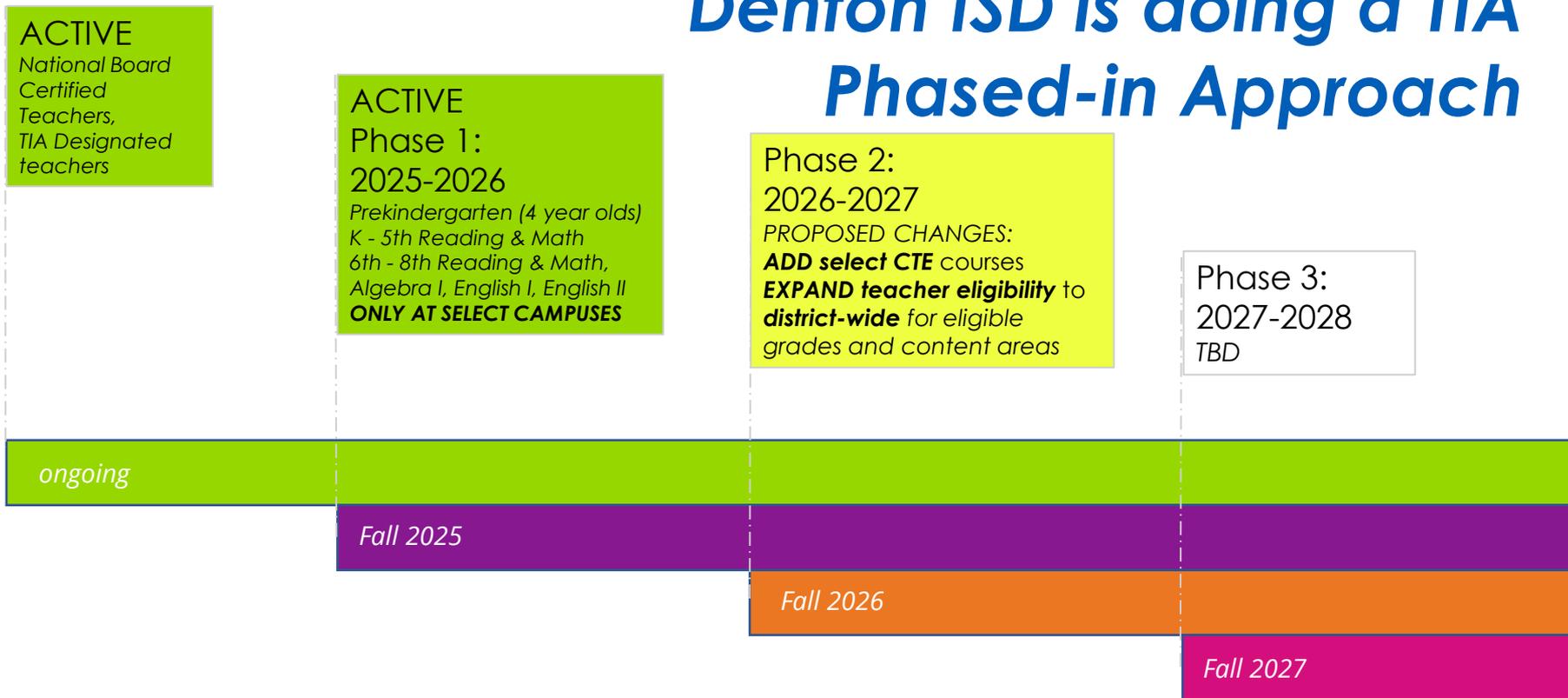


2. Data Review (TTU)

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

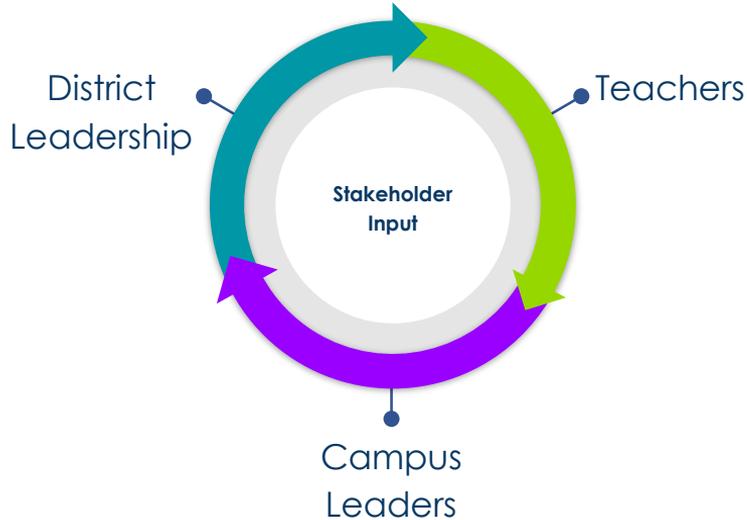
- ✓ Student growth measures
- ✓ Teacher observations

Denton ISD is doing a TIA Phased-in Approach



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.

Stakeholder Decision Points



Who can earn a designation?



How will we designate?



How and when will we compensate?

TIA Timeline for Expansion



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

Discussion & Questions

