

VAISD TIA Strategic Overview

The Teacher Incentive Allotment (TIA) is built for Texas school districts to designate and reward top-performing teachers. Currently, teachers can earn one of three levels of designation – Recognized, Exemplary, or Master with a fourth level Acknowledged being added in 2026-2027. Teachers with a National Board certification may be designated as Recognized. TIA has sustainable funding built into the Texas school funding formula, the Foundation School Program, and is not a grant like some previous incentive programs. Once approved and after the first data capture year is complete, teachers may earn designations and districts will receive an annual allotment for each eligible designated teacher they employ. Allotments are based on the teacher's designation level and campus of employment, with greater funding for high-needs and rural campuses.

Application Timeline



Pre-Application 2024-2025

- System Development
- Stakeholder Engagement

Year 1 2025-2026

- System Application (posts in December in Portal)
- Application due date: April 15, 2026

Year 2 2026-2027

- Capture Data
- TIA Teacher Buy-In Survey

Year 3 2027-2028

- Data Submission
- Full System Approval
- Designate & Compensate
- Expansion & Modifications
- TIA Annual Evaluation Surveys
- Annual Program Submission

Post-Approval 2028-2032

- New or Higher Designations
- Expansion and Modifications
- Annual Program Submission
- TIA Annual Evaluation Surveys

Current Funding for Teachers



The Teacher Incentive Allotment provides extra funding, from **\$3,000 - \$32,000** per teacher per year, with more money for **high needs** and **rural** schools.



RECOGNIZED | \$3 - \$9K



EXEMPLARY | \$6 - \$18K



MASTER | \$12 - \$32K



Funding for Teachers 2026-2027



Master
\$12,000-\$32,000
\$12,000-\$36,000

Exemplary
\$6,000-\$18,000
\$9,000-\$25,000



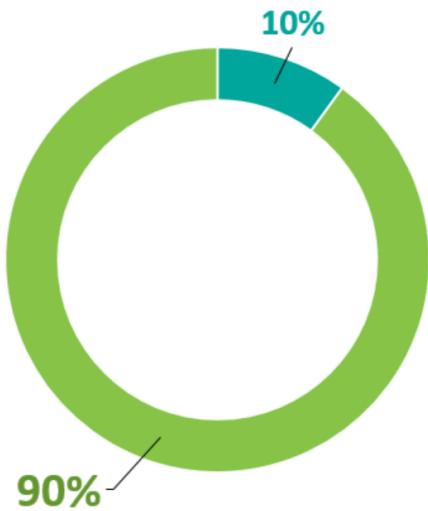
Recognized
\$3,000-\$9,000
\$5,000-\$15,000



Acknowledged
\$3,000-\$9,000

A fourth designation, **Acknowledged**, will be added in 2026-27, along with **increased allotments** for current designation levels.

Allotment Funding Distribution

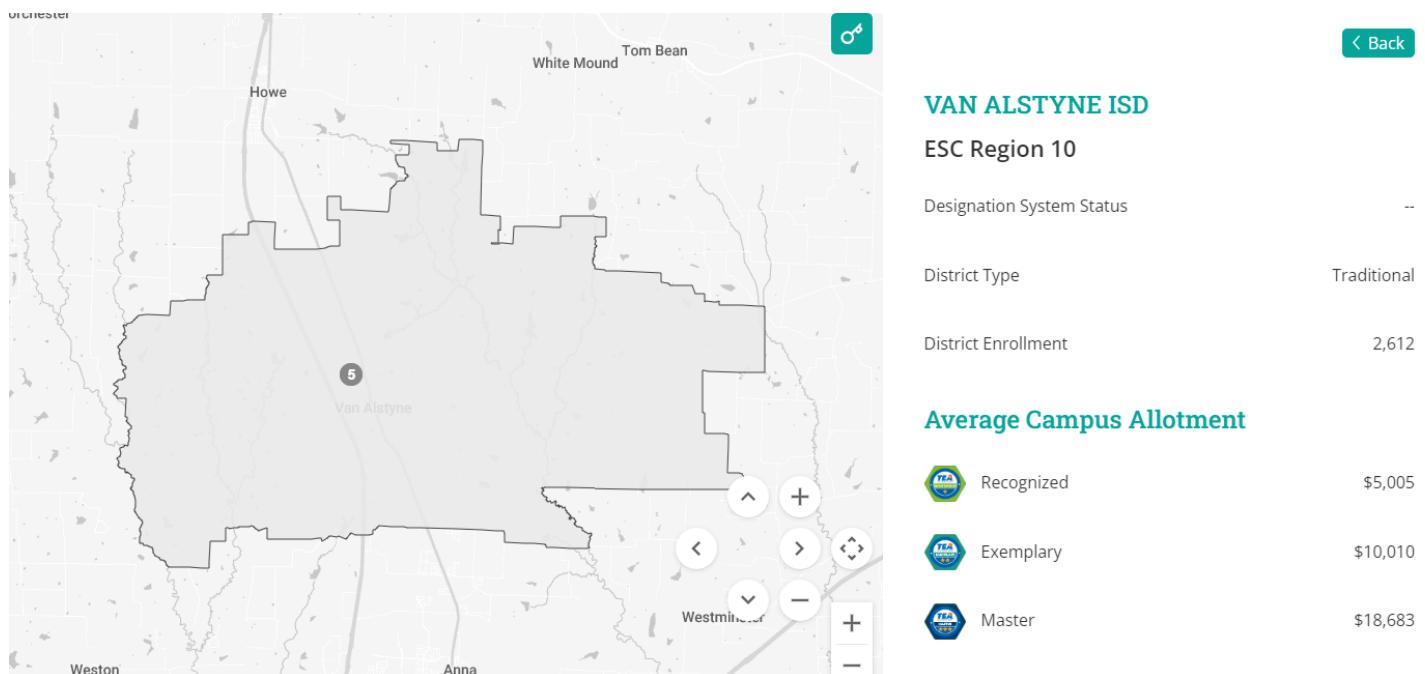


At least 90% must go to teacher pay on the campus where the designated teacher works.

Up to 10% may be used to implement a local designation system or to support teachers in earning a designation.

Spending must occur **by August 31** each year.

Based on current information, the predicted average allotment for VAISD would as follows:



TEA Performance Standards for Teacher Incentive Allotment

Teacher Observation Minimum Average Ratings

Designation Level	Minimum Average Score Across Domain 2 and 3	Minimum Rating Required for each Dimension in Domain 2 and 3
Recognized	3.7 (74% of possible points)	At least 3 (proficient) on all dimensions
Exemplary	3.9 (78% of possible points)	At least 3 (proficient) on all dimensions
Master	4.5 (90% of possible points)	At least 3 (proficient) on all dimensions

TEA Performance Standards for Teacher Incentive Allotment

Statewide Student Growth Performance Standards

The percentages below are the statewide performance standards for student growth in each of the three teacher designation levels, regardless of the student growth measure used.

Recognized Teacher	Exemplary Teacher	Master Teacher
55% of students meet or exceed expected growth	60% of students meet or exceed expected growth	70% of students meet or exceed expected growth

Calculating:

$$\text{Percentage of students} = \frac{\text{Number of students who met or exceeded growth expectation}}{\text{Total number of students with an expected growth score} \\ (\text{who completed the final assessment})}$$