

Teacher Incentive Allotment

April 15, 2025

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Supporting the Teaching Profession

Challenges



High teacher turnover (esp. in first 5 years)



Disproportionate placement of beginning teachers at high needs schools

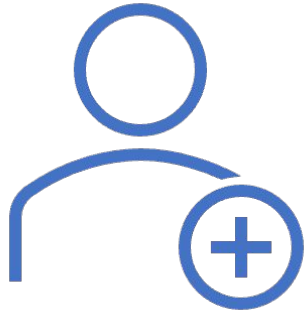


Perception of teaching as not rewarding teachers for effectiveness

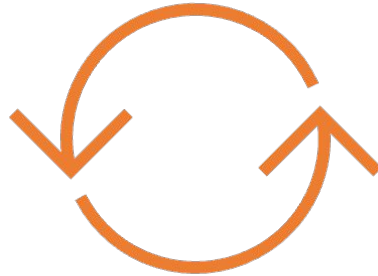
Positive Impacts

- Accurate teacher appraisals lead to continued development and growth
- Recognition of teacher effectiveness leads to improving practice
- Retention of effective teachers
- Recruitment into the district
- Ability to reward teachers at high-needs schools

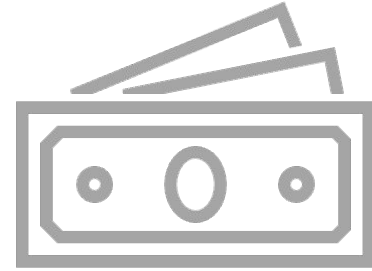
Why TIA?



Recruit

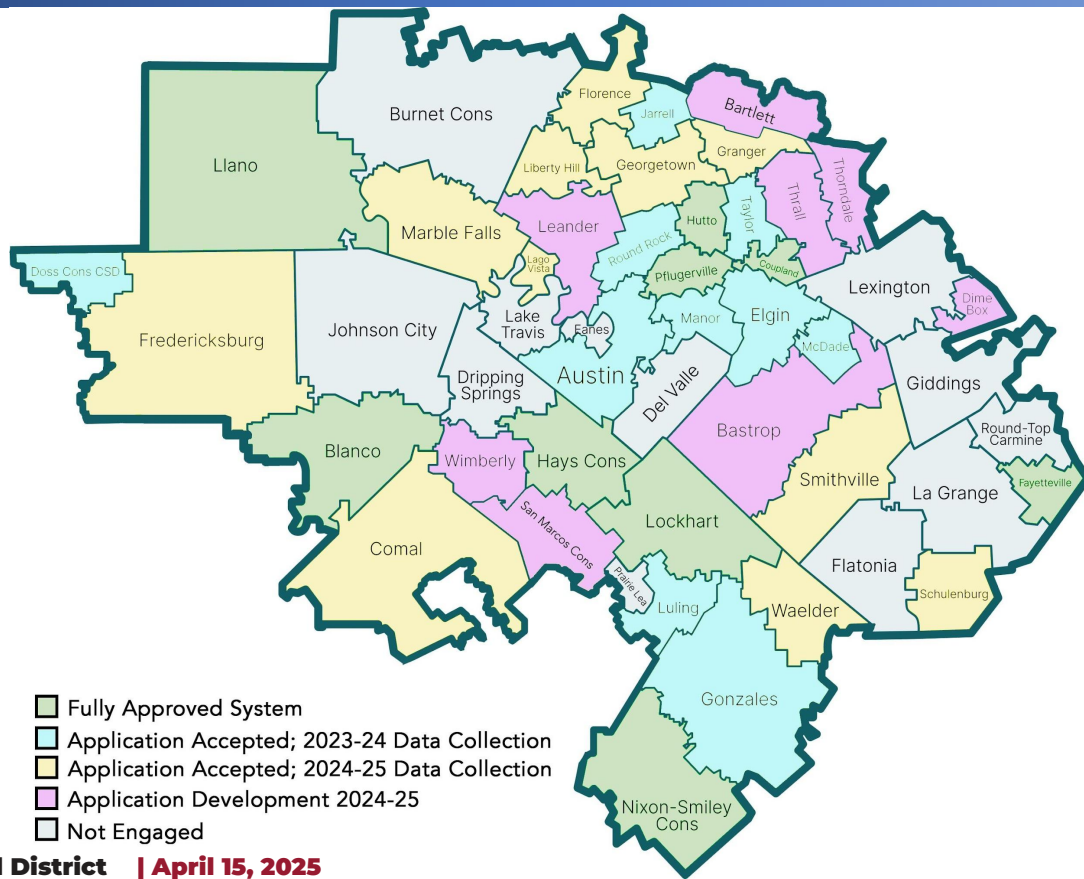


Retain



Reward

Region 13 Districts Participating in TIA



- Fully Approved System
- Application Accepted; 2023-24 Data Collection
- Application Accepted; 2024-25 Data Collection
- Application Development 2024-25
- Not Engaged

How Teachers Earn Designations

Local Designation System

- District-created system
- District system requires approval
- District determines and issues teacher designations

National Board Certification

- Individual teacher achieves National Board Certification
- Districts may choose to support cohorts of National Board candidates



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 | Base Salary \$3 - \$9K



EXEMPLARY | Base Salary \$6 - \$18K



MASTER | Base Salary \$12 - \$32K



Top 100 ISD Teachers

CEDAR CREEK EL

BASTROP ISD, ESC Region 13

Campus Enrollment 748

Grades Offered EE-05



Campus Allotment - Recognized \$5,784



Campus Allotment - Exemplary \$11,568



Campus Allotment - Master \$21,280

BASTROP ISD

ESC Region 13

MINA EL

BASTROP ISD, ESC Region 13

Campus Enrollment 758

Grades Offered EE-05



Campus Allotment - Recognized \$4,412



Campus Allotment - Exemplary \$8,823



Campus Allotment - Master \$16,705

\$17,040

Key Points



**3 Designation
Levels:**

**Recognized
Exemplary
Master**



**\$3K-\$32K
annually to
districts per
designated
teacher**



**Greater funding
at high-needs
and/or rural
campuses**



**90% of funds go
to teacher
compensation
(student-facing
instructional
staff) on
designated
teacher's
campus**



**5- year
designation
validity
regardless of
teaching
assignment,
campus or
district**

District Approval Process: Two Steps



Designations are **dependent upon** a two-step approval process

1. Application Approval

Districts submit to TEA an application, which may include narrative components

2. System Approval

Districts submit to Texas Tech University teacher effectiveness data. TEA issues final approval.

Application Timeline



Year 1 2024-2025

- System Development
- Stakeholder Engagement
- System Application



Year 2 2025-2026

- Capture Data
- TIA Teacher Buy-In Survey



Year 3 2026-2027

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



Post-Approval 2027-?

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

THANK YOU!

Are there any questions?

