

# Serving Texas Districts & Teachers

TIA is built for Texas school districts to designate and reward top-performing teachers. Teachers can earn one of three levels of designation – Recognized, Exemplary, or Master. Teachers with a National Board certification may be designated as Recognized.

Districts receive an annual allotment for each eligible designated teacher they employ and may use TIA funds to incentivize effective teachers to remain in the classroom and prioritize high-needs campuses.

- Brackett ISD employed ONE teacher for 2024-2025 school year that earned the TIA; the state has provided the funding for her award and we will award her prior to the Aug. 31, 2025 deadline.

If a district does not have a local designation system as part of the Teacher Incentive Allotment, but employs designated teachers, will the district receive allotment funds for those teachers?



Yes. Districts that employ teachers who have earned designations will receive funding for those teachers based on the TIA formula, even if the district does not have an approved designation system in place.

For example, a district that does not have a designation system in place could employ a teacher that earned a designation in another district or a teacher who automatically earned a Recognized designation for having achieved National Board Certification. Districts need to develop a plan for how to spend allotment dollars that they receive, in accordance with the statutory requirements.

## Initial Steps to Begin the Process

Creating a local designation system takes thoughtful planning and stakeholder engagement. TEA allows flexibility in system design to align with each district's goals for retention, recruitment, and staffing.

Review the initial steps recommended for creating a local designation system, including establishing a TIA lead and planning committee before beginning to build the local designation system.

### Review TIA Requirements and Establish a TIA Lead

For districts just getting started, the first step is to build general understanding of TIA and designate a TIA lead or leads. The TIA lead(s) drive the work of creating the local designation system and serve as a point of contact for TEA. TIA leads coordinate with district departments and key stakeholders to complete the System Application and oversee system implementation.

 [2024-2025 TIA Guidebook](#)

<https://tiatexas.org/for-districts/developing-and-applying-for-the-local-designation-system/>

Next steps for current year:

- Plan for the designation in the compensation plan
- Establish a TIA Lead(s)