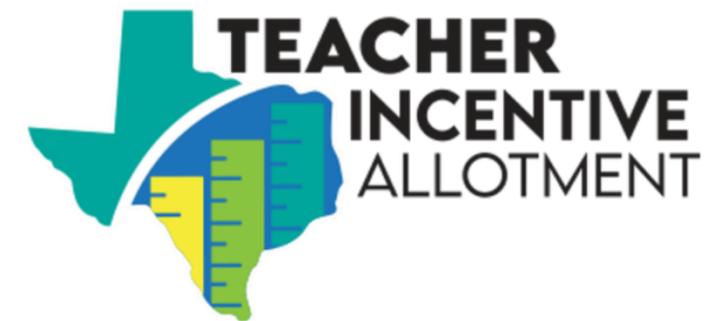


Teacher Incentive Allotment



2025-2026 TIA Allotment Funding – Board Members

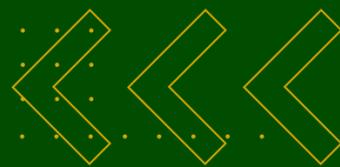
Elevate. Excel. Empower

Sonja Batiste, Data Strategist



MISSION

To ensure all students, without exception, learn and grow at their highest levels.



VISION



To inspire curiosity and consciousness, develop character, build courage, and nurture compassion.



DeSoto ISD Board Goals



Goal 1: The percentage of DeSoto ISD students who graduate college, career, and military ready will increase from 88% in May 2024 to 96% by May 2030.



Goal 2: The percentage of DeSoto ISD students who perform at the meets level or above on the 3rd Grade STAAR Reading assessment, will increase from 33% in May 2025 to 48% by May 2030.



Goal 3: The percentage of DeSoto ISD students who perform at the meets level or above in mathematics on the 3rd Grade STAAR Math assessment, will increase from 29% in May 2025 to 42% by May 2030.



Goal 4: The percentage of 8th grade students achieving meets or higher on STAAR/EOC math assessments will increase from 35% in May 2025 to 43% by Spring 2030.



Goal 5: The percentage of 8th grade students achieving meets or higher on the STAAR reading assessment will increase from 45% in May 2025 to 56% by Spring 2030.



Superintendent Constraints



Constraint 1: The Superintendent shall not allow ineffective teaching, coaching, or instructional supports that do not directly contribute to improved classroom effectiveness and student outcomes. *(Strategic Goal 1)*



Constraint 2: The Superintendent shall not manage district finances in a manner that is inconsistent with the law or compromises long-term fiscal health, transparency, or alignment with student-centered priorities. *(Strategic Goal 5)*



Constraint 3: The Superintendent shall not make major decisions affecting district programming or restructuring without presenting a draft proposal to the Board prior to implementation.



Constraint 4: The Superintendent shall not enforce or tolerate practices that undermine a positive school culture; ensuring all policies and actions promote inclusivity, respect, and a supportive environment for students and staff. *(Strategic Goal 4)*



Constraint 5: The Superintendent shall not pursue talent strategies that fail to prioritize the recruitment, retention, and support of highly qualified and diverse educators. *(Strategic Goal 2)*



Teacher Incentive Allotment Overview

- House Bill 3 established the Teacher Incentive Allotment, whereby outstanding Texas teachers can earn a designation to help attract and retain highly effective teachers at traditionally hard-to-staff schools. A designation is a distinction displayed on the teacher’s SBEC educator certificate. The three levels of designation are Recognized, Exemplary, and Master.



House Bill 2 TIA Highlights

New Acknowledged Designation

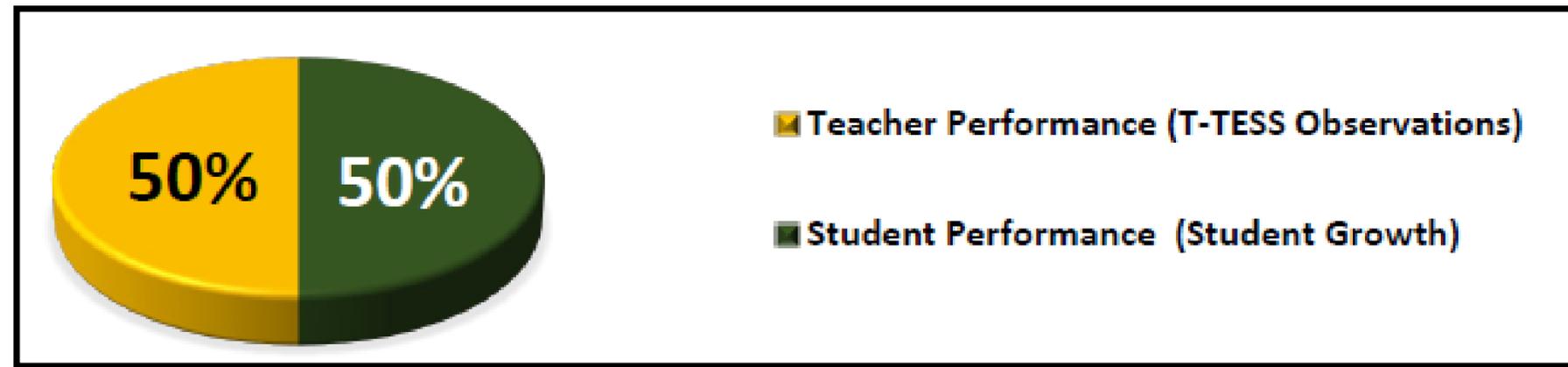


Beginning in 2026-27: New Designation and Increased Allotment Amounts Aligned

| | | | | Current | | | | | |
|--------------|-----------------------|---|------------|-------------|--------|--------|--------|--------|--------|
| | | Base + (Multiplier X (Average student enrolled Eco-Dis Tier + 2 for rural schools Max 4)) | | Non Eco-Dis | Tier 1 | Tier 2 | Tier 3 | Tier 4 | Tier 5 |
| | Performance Standards | Base | Multiplier | 0 | .5 | 1 | 2 | 3 | 4 |
| Recognized | Top 33% | \$3,000 | 1,500 | 3,000 | 3,750 | 4,500 | 6,000 | 7,500 | 9,000 |
| Exemplary | Top 20% | \$6,000 | 3,000 | 6,000 | 7,500 | 9,000 | 12,000 | 15,000 | 18,000 |
| Master | Top 5% | \$12,000 | 5,000 | 12,000 | 14,500 | 17,000 | 22,000 | 27,000 | 32,000 |
| | | | | Updated | | | | | |
| | Performance Standards | Base | Multiplier | 0 | .5 | 1 | 2 | 3 | 4 |
| Acknowledged | Top 50% | \$3,000 | 1,500 | 3,000 | 3,750 | 4,500 | 6,000 | 7,500 | 9,000 |
| Recognized | Top 33% | \$5,000 | 2,500 | 5,000 | 6,250 | 7,000 | 10,000 | 12,500 | 15,000 |
| Exemplary | Top 20% | \$9,000 | 4,000 | 9,000 | 11,000 | 13,000 | 17,000 | 21,000 | 25,000 |
| Master | Top 5% | \$12,000 | 6,000 | 12,000 | 15,000 | 18,000 | 24,000 | 30,000 | 36,000 |

THE DESIGNATION REMAINS ON THE CERTIFICATE FOR 5 YEARS

Teacher Incentive Allotment – DeSoto ISD Process



The Two-Component System

Teacher Performance (50%): T-TESS Domains II & III

Student Growth (50%): Multiple assessment measures why both components must meet minimum thresholds



Teacher Incentive Allotment Performance Standards

To be eligible for a designation, the TIA system requires that teachers must meet the following data requirements

| Designation Level | Statewide Performance Standard | Teacher Observation <i>Average T-TESS Score in Domains 2 & 3*</i> | Student Growth <i>% of students meeting or exceeding growth target**</i> |
|-------------------|--------------------------------|--|---|
| Acknowledged | Top 50% | 3.5 or 70% of possible points | 50% |
| Recognized | Top 33% | 3.7 or 74% of possible points | 55% |
| Exemplary | Top 20% | 3.9 or 78% of possible points | 60% |
| Master | Top 5% | 4.5 or 90% of possible points | 70% |



Teacher Incentive Allotment

Eligible Campuses

057906001 DESOTO H S
057906042 DESOTO WEST MIDDLE
057906043 CURTISTENE S MCCOWAN MIDDLE
057906106 THE MEADOWS EL
057906107 COCKRELL HILL EL
057906108 FRANK D MOATES EL
057906109 WOODRIDGE EL
057906112 KATHERINE JOHNSON TECHNOLOGY MAGNET ACADEMY
057906113 AMBER TERRACE

Eligible Teachers

Reading and Math Pre-K
Reading and Math KG - 3rd
Reading and Math Grades 4-8, Algebra 1
English 1, English 2
Science Grade 5 & 8, Biology
Social Studies Grade 8, US History
Science Grades 6 & 7, Algebra 2, Geometry
*Social Studies 7th, World History
*Band and Choir, Secondary

**In process of adding to renewal contract*



Teacher Incentive Allotment – Funding Map

| School Name | District Name | CAMPUS ENROLLMENT | Grade Range | CAMPUS ALLOTMENT Recognized | CAMPUS ALLOTMENT Exemplary | CAMPUS ALLOTMENT Master |
|---|---------------|-------------------|-------------|-----------------------------|----------------------------|-------------------------|
| AMBER TERRACE EARLY CHILDHOOD LEARNING CENTER | DESOTO ISD | 402 | 'EE-PK | \$5,008.00 | \$10,015.00 | \$18,692.00 |
| COCKRELL HILL EL | DESOTO ISD | 397 | 'KG-02 | \$4,443.00 | \$8,887.00 | \$16,811.00 |
| CURTISTENE S MCCOWAN MIDDLE | DESOTO ISD | 643 | '06-08 | \$4,621.00 | \$9,241.00 | \$17,402.00 |
| DESOTO H S | DESOTO ISD | 1936 | '09-12 | \$4,503.00 | \$9,006.00 | \$17,010.00 |
| DESOTO WEST MIDDLE | DESOTO ISD | 370 | '06-08 | \$4,787.00 | \$9,575.00 | \$17,958.00 |
| FRANK D MOATES EL | DESOTO ISD | 468 | '03-05 | \$4,295.00 | \$8,590.00 | \$16,316.00 |
| KATHERINE JOHNSON TECHNOLOGY MAGNET ACADEMY | DESOTO ISD | 536 | 'KG-08 | \$3,969.00 | \$7,937.00 | \$15,229.00 |
| RUBY YOUNG TALENTED AND GIFTED ACADEMY | DESOTO ISD | 263 | 'KG-08 | \$4,260.00 | \$8,521.00 | \$16,202.00 |
| THE MEADOWS EL | DESOTO ISD | 312 | 'KG-05 | \$5,363.00 | \$10,726.00 | \$19,877.00 |
| WOODRIDGE EL | DESOTO ISD | 362 | 'KG-03 | \$4,699.00 | \$9,398.00 | \$17,663.00 |

How Teacher Incentive Allotment Supports Board Goals

Make an Impact

How TIA Supports District Goals

The vision of TIA is to support districts in building, expanding, and sustaining strategic compensation systems that are able to differentiate teacher effectiveness in all content and grade areas. These systems will prioritize teacher learning and student outcomes; connect to campus and district best practices; incentivize teachers to stay; support more robust recruitment; and make the educator profession more desirable.



How Teacher Incentive Allotment Supports Board Goals

| Campus | Designee Percent |
|---|------------------|
| AMBER TERRACE EARLY CHILDHOOD LEARNING CENTER | 7% |
| COCKRELL HILL EL | 26% |
| CURTISTENE S MCCOWAN MIDDLE | 4% |
| DESOTO HIGH SCHOOL | 13% |
| WEST MIDDLE SCHOOL | 2% |
| FRANK D MOATES EL | 9% |
| KATHERINE JOHNSON TECHNOLOGY MAGNET ACADEMY | 26% |
| WOODRIDGE EL | 13% |

Key Points

- **RYPSA had 14% of new teacher designees which contributed to their from a D to B Rating**
- **Woodridge had 13% of teachers designated which contributed to their from F to C Rating**

How Teacher Incentive Allotment Supports Board Goals

DeSoto ISD Payout History

| YEAR | # of Designees | District Payout | Amount to Teachers (90%) | Amount to District (10%) |
|-----------|-------------------|-----------------|--------------------------|--------------------------|
| 2021-2022 | 1 | \$4,395.00 | \$3,955.50 | \$439.50 |
| 2022-2023 | 0 | \$ - | \$ - | \$ - |
| 2023-2024 | 11 | \$83,205.00 | \$74,884.50 | \$8,320.50 |
| 2024-2025 | 19 | \$169,289.00 | \$152,360.10 | \$16,928.90 |
| 2025-2026 | 46 | \$444,000.00 | \$399,600.00 | \$44,400.00 |
| 2026-2027 | ^Projection (72) | \$695,000.00 | \$625,500.00 | \$69,500.00 |
| 2026-2027 | **Projection (90) | \$868,000.00 | \$781,200.00 | \$86,800.00 |

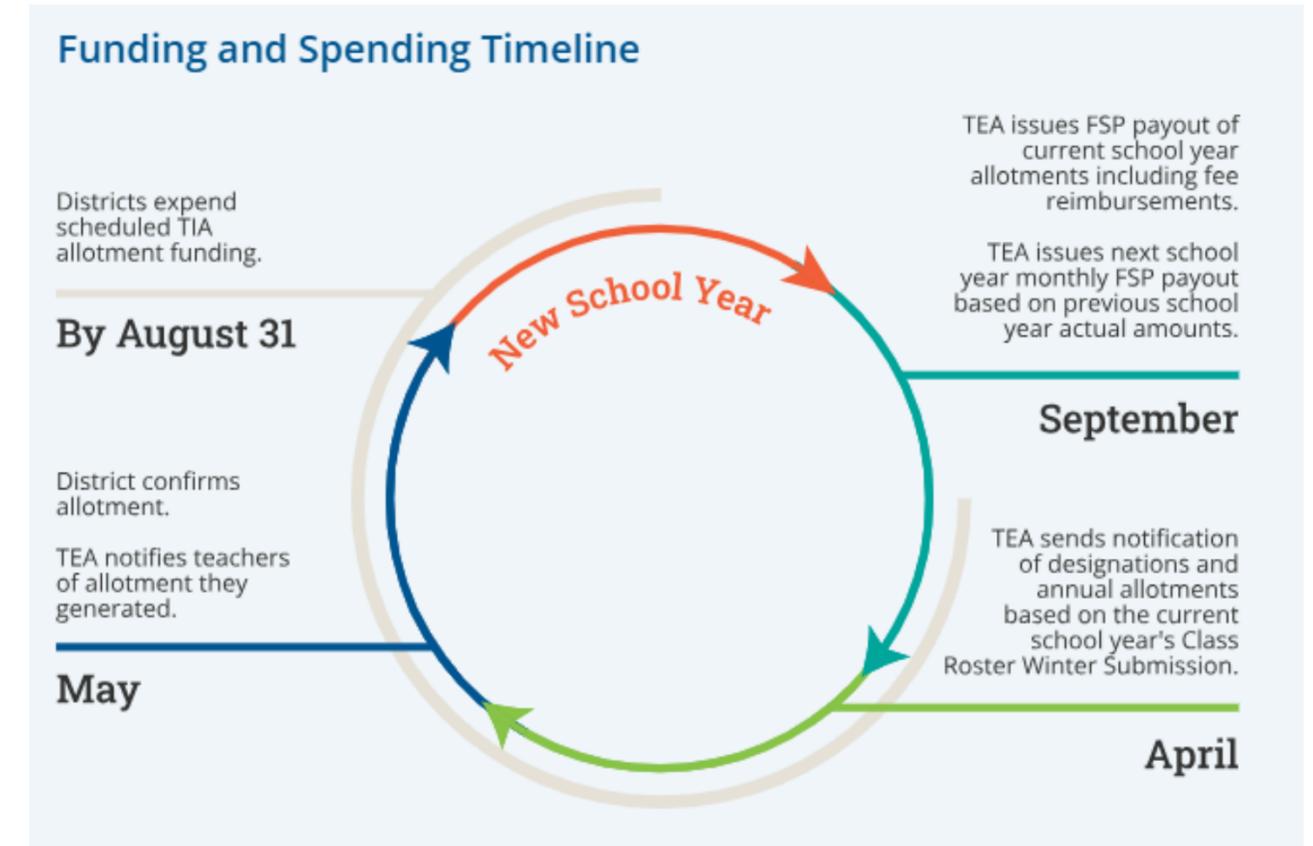
FULL AMOUNT REFUNDED BY TEA IN SEPTEMBER EACH YEAR



How Teacher Incentive Allotment Supports Board Goals

DeSoto ISD Payout History

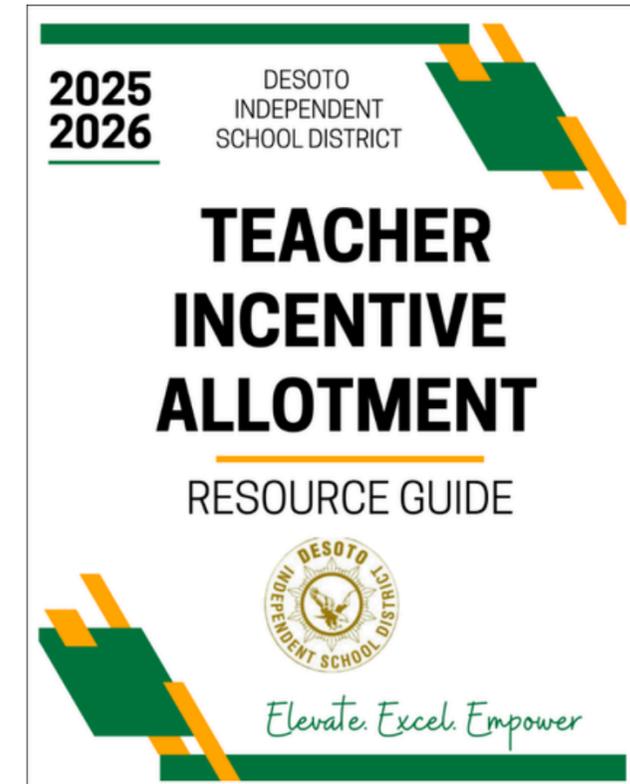
To continue supporting our teachers, drive student growth, and align with Board goals, the administration requests approval of **\$399,600**. This amount will be **fully reimbursed** by the **Texas Education Agency (TEA)** in **September**.



DeSoto ISD Teacher Incentive Allotment



Elevate. Excel. Empower



[DeSoto ISD Webpage Link](#)