

Brackett ISD

Teacher Incentive Allotment Planning

Planning Phase Up to Date

Name	Position
Callie Poncik	TIA Lead
Eliza Diaz	Superintendent
Sergio Jimenez	Secondary Principal
Kenneth Mueller	Elementary Principal
Christy Price	Director of Instruction
Amalia Garza	Director of Business & Finance
Chica Hernandez	HS Math
Elizabeth Rochard	6th/7th ELA
Gabriela Garza	Ag
Jamilyn Sweet	Elem SPED
Pedro Cardenas	7th/8th/HS Math
Rachel Robinson	2nd Grade SC
Robin Schwandner	HS History
Tami Bonner	Kindergarten SC
Tara Massingill	4th Grade
Troy Hibbits	HS Science

Topic	Date	Time	Session	Status
Introduction to the Teacher Incentive Allotment	September 26	2:00-5:00 pm	Session 1	Completed
Overview of Teacher Observation				
Overview of Student Growth Measures				
Determine Weighting	October 22	2:00-5:00 pm	Session 2	Completed
Determine Eligible Teaching Assignments				
Choosing Student Growth Measures				
Teacher Observation Components	November 14	12:00-3:00pm	Session 3	
Designation Decisions				
Creating A TIA Spending Plan			Session 4	
Data Validation and Data Submission				
Application Due Date	April 15			

Components	Decision	Notes
Teacher Appraisal System	TTESS	
Weighting	50/50	
Student Growth Measures	In Progress	Need to set district created growth goals (Nov 5)
Teacher Eligible Groups	Done	<a href="#">Brackett Courses</a>
Teacher Observation Components	Done	Walkthroughs- 2 per semester per teacher (scored) Length for Walkthroughs- 15 minutes Full 45 min Observations- only one Summative- Domains 2/3 goes toward TIA points, includes all walkthroughs and observation data for year long data to determine overall score Calibration Plan- <a href="#">Tentative Plan</a>
Designation Decisions		
Spending Plan	90/10	

# ESTIMATED ANNUAL ALLOTMENTS

Designation levels in the Teacher Incentive Allotment (TIA) spotlight and reward exceptional educators, turning great teaching into a powerful force for student success. By tying recognition to real impact, TIA helps school districts attract, retain, and inspire top talent— especially where it's needed most.



## RECOGNIZED

**\$3,000 - \$9,000**

Awarded to teachers who show solid, effective teaching — often achieved through strong evaluations or earning National Board Certification

## EXEMPLARY

**\$ 6,000 - \$18,000**

Given to top-tier teachers who consistently demonstrate exceptional performance

## MASTER

**\$ 12,000 - \$32,000**

Reserved for the best of the best — teachers who rank among the top in Texas

# TIA SUCCESS STARTS HERE:

Navigating the Texas Teacher Incentive Allotment doesn't have to be overwhelming. Candor is your dedicated partner in designing, launching, and sustaining a high-impact TIA program—without adding stress to your staff. From strategy to data to payout, we handle the complexities so you can focus on what matters most: supporting teachers and students. With Candor, you'll gain a trusted guide, a tailored service plan, and expert support every step of the way.

Year 1	Year 2	Year 3	Year 4
<div>↓</div> <div><b>Build a Strong Foundation</b></div> <div>Candor partners with district leadership to design a fully compliant, strategic TIA plan and submit the initial application by April 15.</div>	<div>↓</div> <div><b>Launch Data Collection &amp; Expand the Plan</b></div> <div>We guide districts through structured data collection, staff calibration, and optional plan expansion while ensuring compliance and readiness for submission.</div>	<div>↓</div> <div><b>Submit, Celebrate &amp; Sustain</b></div> <div>Candor manages the full data submission process, prepares for validation and SCOMS, and supports your first round of TIA payouts.</div>	<div>↓</div> <div><b>Keep the Momentum Going</b></div> <div>We help districts maintain compliance, refine systems, expand teacher eligibility, and ensure long-term success with continued support.</div>