



Teacher Incentive Allotment Spending Plan

Writing Success Stories, One Student At A Time.

Teacher Incentive Allotment (TIA) Overview



RECRUIT

RETAIN

REWARD

TWO PATHWAYS

Local Designation System	National Board Certification
	

Key Points



To earn a designation, teachers must be measured based on observation data and a student growth measure, per state law.

Student growth measures must be a TEA validated measure of a student's progress over time.

Allowable measures are:

T-TESS

Student Learning Objectives

Portfolios

Pre-Test/Post-Test

Value-Added (Multi-year)

Required Components



Districts may decide to develop a **local designation system** and designate highly effective teachers.

Designations last 5 years.

- **Master**, top 5% in the state
- **Exemplary**, top 20% in the state
- **Recognized**, top 30% in the state
- **Acknowledged**, top 50% in the state
- **National Board Certified**, *automatically place in the Acknowledged designation unless qualified for higher designation*

Designation System

	Student Growth	Teacher Observation
Acknowledged (New)	50%	3.5
Recognized	55%	3.7
Exemplary	60%	3.9
Master	70%	4.5

Teacher Compensation



\$3-\$9K

Funding is based on designation levels earned and campus socio-economic need.



\$5-\$15K

Prioritizes hard-to-staff positions with greater funding for high-needs and rural campuses.



\$9-\$25K



\$12-\$36K

90%

Must go towards teacher pay

Eligibility By Phase



Grade	Subject	Phase	School Year	2025-2026 Assessment
K-8th	Reading and Math	Phase 1	2024-2025	iReady
K-6th Bilingual	Reading and Math	Phase 1	2024-2025	iReady
9th-12th	English 1, English 2	Phase 1	2024-2025	NWEA MAP
8th-12th	Algebra 1	Phase 1	2024-2025	NWEA MAP
5th and 8th	Science	Phase 2	2025-2026	NWEA MAP
9th-12th	Biology	Phase 2	2025-2026	NWEA MAP
PK4	Reading	Phase 2	2025-2026	CLI (CIRCLE)
8th	Social Studies	Phase 3	2026-2027	TBD
9th-12th	US History	Phase 3	2026-2027	TBD
PK3	Reading	Phase 3	2026-2027	TBD
3rd-4th, 6th-7th	Science	Phase 4	2027-2028	TBD
9th-12th	Science	Phase 4	2027-2028	TBD
11th-12th	HS English Courses	Phase 4	2027-2028	TBD
9th-12th	HS Math Courses	Phase 4	2027-2028	TBD
3rd-7th, 9th-12th	Social Studies/History	Phase 4	2027-2028	TBD
PK3-12th	Special Ed Self-Contained	Phase 4	2027-2028	TBD
7th-12th	CTE - Non-Core Credit	Phase 5	2028-2029	TBD
PK-12th	Electives	Phase 5	2028-2029	TBD

Spending Plan



Phases	Allotment to Designated Teachers	Allotment to Non-Eligible Teachers *	Allotment to District
Phase I 24-25 Data	70%	20%	10%
Phase II Data	75%	15%	10%
Phase III Data	80%	10%	10%
Phase IV Data	80%	10%	10%
Phase V Data	80%	10%	10%



Original Proposed Plan

Allotment to Teachers	Allotment to District
90%	10%



Updated Proposed Plan

The 90% will be divided into 2 payments	
June 30th Deadline	August 31st Deadline
30%	70%

Teacher Survey



- 95.8% of district and campus leaders surveyed support allocating 90% of TIA funds directly to the designated teacher.
- 80% of teachers serving on the districtwide TIA committee support allocating 90% of TIA funds directly to the designated teacher.

Movement of Teachers



- **Promoted/Reassigned:** Teachers that generate an allotment and are promoted or reassigned within the district will receive the full allotment.
- **Resigned (Completed Contract / Not Returning):** Teacher receives the June payment only; August funds are redistributed at the campus level.
- **Retired After Completing the Year:** Teacher receives the full allotment.
- **Non-Renewed or Terminated:** Funds are redistributed at the campus level
- **Resigned Before End of Year:** Funds are redistributed at the campus level

Number of Designations



Designation	Recognized	Exemplary	Master
Number	19	11	2
Amount	\$5,676	\$11,352	\$20,920
Total	\$107,844	\$124,872	\$41,840

State Timeline



April 2024

**System
Application**



August 2024

**Notification of
Application
Acceptance**



2024-2025 SY

**Data Capture
Year**



October 2025

**Data
Submission**



April 2026

**Notification of
System
Approval**



August 2026

**2025-26 Funds
Paid to Teachers**



Questions?

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