



Devine ISD Teacher Incentive Allotment (TIA) Guidebook

School Year 2025-2026

Table of Contents

1. Introduction	3
2. Designations Overview	4
3. Eligibility Requirements	5
4. Teacher Observation Requirements	6
5. Student Growth Measures (SGMs)	7
6. Pre-Test/Post-Test Requirements	9
7. Spending Plan	11
8. Key Contacts	13

Introduction

The Devine ISD Teacher Incentive Allotment (TIA) program is designed to reward highly effective teachers and retain top talent in the district. This guidebook outlines requirements, designation criteria, student growth measures, observation expectations, and the district's spending plan.

TIA is aligned with the **Texas Education Agency (TEA)** requirements and supports instructional excellence. For SY25–26, Devine ISD is expanding its TIA-eligible assignments and assessment models to provide more opportunities for recognition.

Designations Overview

Teachers may earn one of three designation levels based on statewide standards:

- **Recognized Teacher:** \$3,000 – \$9,000
- **Exemplary Teacher:** \$6,000 – \$18,000
- **Master Teacher:** \$12,000 – \$32,000

→ Teachers with an **active National Board Certification** automatically qualify for **Recognized** designation.

TEA Performance Standards combine T-TESS evaluations and Student Growth Outcomes to determine designations.

Eligibility Requirements

To qualify for a designation, teachers must:

- Serve in a **PEIMS 087 teaching role** for at least 50% of the school year.
 - Be employed by Devine ISD in the **following school year** to receive payout.
 - Earn at least **Proficient** in all T-TESS observable dimensions.
 - Be evaluated in priority domains:
 - **Domain 2: Instruction**
 - **Domain 3: Learning Environment**
-

Teacher Observation Requirements

Teacher effectiveness is measured through **T-TESS** observations—one walkthrough & summative evaluation.

- Domains 2 and 3 are weighted most heavily—45%.
 - Dimensions within these domains are scored on a 1–5 scale.
 - Designation thresholds:
 - **Recognized:** ≥ 3.7 (or 74% of possible points)
 - **Exemplary:** ≥ 3.9 (or 78% of possible points)
 - **Master:** ≥ 4.5 (or 90% of possible points)
-

Student Growth Measures (SGMs)

Teachers must meet minimum **student growth outcomes**:

- **Recognized:** $\geq 55\%$ of students meet or exceed growth targets
- **Exemplary:** $\geq 60\%$ of students meet or exceed growth targets
- **Master:** $\geq 70\%$ of students meet or exceed growth targets

Growth Models Used by Devine ISD:

1. **Graduated Percent Increase Model** – growth expectations vary by quintile.
 2. **Flat Rate Model** – uniform percentage growth target.
 3. **Gap Closure Model (Half/Third the Gap)** – growth target based on closing the gap to mastery.
 4. **Individualized Targets** – based on unique student history/data.
 5. **Quartile/Quintile Growth Model** – growth determined by peer quartile averages.
 6. **District Average Growth Model** – targets based on Devine ISD performance averages.
-

Pre-Test/Post-Test & Portfolios Requirements

Category 1: STAAR Released Tests/End of Year STAAR

- 3rd Grade Math & Reading
- 5th Grade Science
- 8th Grade History/Science
- High School EOCs (Biology, U.S. History)

Category 2: District-Created

- 6th & 7th Science, 6th & 7th Social Studies, Algebra II, Chemistry, English III & IV, Geometry, Physics, Pre-Calculus, 4th & 6th PE, 7th Technology Applications
- CIM, Spanish I & II, U.S. Government, World Geography, World History

Category 3: Portfolios

- Art 1, A/V Production 1, FCS, Principles of Cosmetology Design and Color Theory, Theater Arts, Sports & Entertainment Marketing, Pre-K Reading (EC 3-4& Pre K), 8th grade Shop

Category 4: Third-Party Tests-iCEV

- iCEV for Ag (Agricultural Mechanics, Principles of Ag, Veterinary Med Apps)

Category 5: Previous Year STAAR Result/End of Year STAAR

- Previous & End-of-year STAAR results used for 4th–8th Reading & Math, Algebra I, English I, English II

Category 6: Third Party Vendor-*mClass*

- K-2nd Reading (General, Special Education, Reading Interventionist and Dyslexia))

Category 7:

- 2nd grade Math (General & Math Interventionist)

Category 8: Third Party Vendor--*MusicFirst*

- 4th grade Music, MS Band 1
-

Spending Plan

Campus Level (90% of Allotment Funds)

- 90% to designated teachers (minus deductions).

District Level (10% of Allotment Funds)

- Supports local designation system, including:
 - **TIA Compliance & Evaluation Officer**
 - **TIA Testing Officer**
 - Compensation for PD, instructional coaches, and campus ambassadors

Special Cases

- **Retirees** completing the year: continue receiving payouts.
- **Resignations or contract breaks:** forfeiture unless approved by TIA committee.
- **Redistribution:** funds go to returning teachers in the same department if a designated teacher leaves.

Key Contacts

TIA Compliance & Evaluation Officer

LeeAnn McReynolds

✉ leeann.mcreynolds@devineisd.org

☎ 830-851-0895



Devine ISD

Teacher Incentive Allotment (TIA)

Quick Reference Guide – 2025–2026

💡 What is TIA?

A state program recognizing and rewarding highly effective teachers with **additional compensation**.

🎯 Designation Levels & Payouts

- **Recognized:** \$3,000 – \$9,000
 - **Exemplary:** \$6,000 – \$18,000
 - **Master:** \$12,000 – \$32,000
 - *National Board Certified Teachers automatically qualify as Recognized.*
-

✓ Eligibility

- Must serve in a **PEIMS 087 teaching role** at least 50% of the year.
 - Must remain employed with Devine ISD the following year.
 - Must score at least **Proficient** on all T-TESS observable dimensions.
 - Evaluation priority: **Domain 2 (Instruction) & Domain 3 (Learning Environment)**.
-

Student Growth Measures (SGMs)

Minimum % of students meeting growth:

- Recognized: **55%**
- Exemplary: **60%**
- Master: **70%**

Growth models used: Graduated Percent Increase • Flat Rate • Gap Closure • Individualized • Quartile/Quintile • District Average

Pre-/Post-Test Assessments

- **STAAR Released Tests** (3rd, 5th, 8th, HS EOCs)
 - **District-Created/Gap Closure** (Science, Social Studies, Algebra II, English III & IV, etc.)
 - **Third-Party (iCEV)** for CTE/Ag courses
 - **Consecutive Year STAAR** (4th–8th Reading/Math, Algebra I, English I/II)
-

Portfolios

- Collects 5 artifacts targeting specific skills throughout the year
-

Spending Plan

- **90%** of funds: go back to teachers/staff on the campus.
 - **10%** of funds: supports district-level roles (TIA Officers, PD, calibration, etc.).
-

Contact

TIA Compliance & Evaluation Officer

LeeAnn McReynolds ✉ leeann.mcreynolds@devineisd.org

☎ 830-851-0895



MASTER

\$12,000 – \$32,000

Highest designation
70%+ of students meet growth
T-TESS avg ≥ 4.5 (90%)



EXEMPLARY

\$6,000 – \$18,000

60%+ of students meet growth
T-TESS avg ≥ 3.9 (78%)



RECOGNIZED

\$3,000 – \$9,000

55%+ of students meet growth
T-TESS avg ≥ 3.7 (74%)