



Teacher Incentive Allotment (TIA) Update

March 4, 2026

Beliefs

- We believe in developing an effective learning environment that is safe, promotes student innovation, and makes real-world connections.
- We believe in fostering relationships to ensure collaboration among students, staff, and community.
- We believe in reflecting the values of our community and seeking authentic partnerships in the learning process.
- We believe in challenging learners to prepare them for success after high school.



COMMITTED TO
EXCELLENCE
GRAHAM INDEPENDENT SCHOOL DISTRICT

VISION

Committed to Excellence

MISSION

**The mission of Graham ISD is to equip
all students for excellence in life.**



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TIA Designation Determination

Statewide Teacher Observation Performance Standards

The scores and percentages below are the statewide performance standard average observation ratings across T-TESS domains 2 and 3 to achieve each level of designation. Scores derived from equivalent domains on approved observation rubrics should reflect the percentage of possible points earned.

| Acknowledged | Recognized | Exemplary | Master |
|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| 3.5 or 70% of possible points | 3.7 or 74% of possible points | 3.9 or 78% of possible points | 4.5 or 90% of possible points |

Statewide Student Growth Performance Standards

The percentages below are the statewide performance standards for student growth in each designation level, regardless of the student growth measure used. The percentages represent the percentage of students who met or exceeded expected growth (%MEE).

| Acknowledged | Recognized | Exemplary | Master |
|--------------|------------|-----------|--------|
| 50% | 55% | 60% | 70% |



GISD Eligible Teaching Assignments

- **RLA Grades PK-8, English I and English II**
- **Math Grades K-8, Algebra I, Geometry**
- **Science Grades 4-8, Biology**
- **Social Studies Grades 6-8 & US History (EOC)**
- **Special Education Resource Grades 1-8**
- **Dyslexia Therapists**



GISD TIA Teacher Designations

| | 2022-2023 | 2023-2024 | 2024-2025 |
|---------------------------|------------------|------------------|------------------|
| Recognized | 14 | 7 | 17 |
| Exemplary | 13 | 30 | 29 |
| Master | 3 | 5 | 6 |
| Total Designations | 30 | 42 | 52 |



TIA Timeline

- October 2025: Teacher Designation Data Submitted
- February 2026: Preliminary notification of Designations
- April 2026: Expansion/Modification Application Due
- April 2026: Full Designation and allotments verified.
- May 2026: Receive Payment/payment to designated staff members
- August 2026: Annual Program Submission due



THANK YOU.

Questions?

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