

VAISD
TIA Spending Plan
2025-2026

VAISD TIA Spending plan supports District Goals

- VAISD District Improvement Plan - Goal 3

- Provide a competitive compensation plan that helps us retain effective teachers, and allows us to attract a high quality candidate pool for both teachers and support staff.
- Begin the Teacher Incentive Allotment Process (established in 2019 by the 86th Texas Legislature through House Bill 3 (HB 3) and implemented by the TEA) to recruit, retain, and reward teachers with a greater income potential based on district developed teacher designation status.

- VAISD District Improvement Plan - Goal 1

- Analyze STAAR and quarterly assessment results to target specific areas for improvement and intervention required for each student.
 - Quarterly data meetings with principals and core-area teachers to discuss individual student progress, strategies, interventions, and plans of action to ensure the success of all students (eco dis, at-risk, SPED, Emergent Bilingual, dyslexic, etc.). (1.2)
 - Focus on individual student *growth* rather than on getting students to pass the STAAR/ EOC test. (1.3)
 - Early identification and intervention
 - Improve tutoring services tailored to the specific needs of each student. (1.3)

Performance Data: Student Growth Measures

ELIGIBLE TEACHING ASSIGNMENT(S)	STUDENT GROWTH MEASURE
K-3 Reading/Math Teachers	NWEA MAP
4th - 8th grade Reading/Math Teachers (includes SPED/Intervention/Dyslexia Teachers)	STAAR
Algebra I Teachers; English I/II Teachers (includes SPED/Intervention/Dyslexia Teachers)	STAAR

Funding 2024 - 2025 Campus Allotments VAISD



\$5,005



\$10,010



\$18,683

Campus allotment values for the 2025-26 school year will be updated in April 2026.

Allotment values are updated annually in April based on the current school year student demographics and the campus' rural status.

Distribution of TIA Allotment Funds

- 90% is spent on student-facing instructional staff
 - Minus Benefits and retirement contributions (TRS)
 - Distributed the summer prior to Aug 31st
- 10% Program implementation and Instruction support.
 - Assessments, Data analysis, Appraisals, and Professional Development.

VAISD TIA Spending Plan Adds Funds as Stipends for teachers

Stipends are paid to the designated teachers generating the allotment funds. These payments will be distributed to the teacher as a one time payment in the summer (prior to Aug 31st)

2025-2026			
PAYMENT SCHEDULE	RECOGNIZED	EXEMPLARY	MASTER
Funds Paid To-	Designated Teacher	Designated Teacher	Designated Teacher
Total Stipend Amount (prior to withholdings)	\$4,504.50	\$9,009.00	\$16,814.70

VAISD TIA Spending Plan supports the successful implementation of TIA

The remaining allowable funding (10%) will be used to provide TIA approved assessments with proper data analysis, ensure an equitable appraisal process, and provide resources with professional development.

VAISD TIA Spending Plan supports the successful implementation of TIA

Assessments and Data Analysis

- Providing approved TIA assessments
 - MAP
 - Others
 - CATE
 - Fine Arts
 - Electives
- Data Collection and verification for TIA
 - third-party to calculate designation
- Data review for student growth

Appraisals

- Provide training for administrators
 - Ensure proper calibration of all campus administrators
- Appraisal management system
 - Collection and Tracking

Resources and Professional Development

- Possible Resources
 - NWEA Personal Path
 - IXL
 - Zearn
- Provide professional development to assist in their earning a TIA designation.
 - teacher training to implement new valid and reliable student growth measures in their classrooms.
- Professional development resources and/or trainers