



TIA – Teacher Incentive Allotment Updates

February 20, 2025





Teacher Incentive Allotment Goals

“In addition to helping **attract and keep their effective educators** in the classroom, public schools implementing these [evaluation and compensation] systems would be able to identify their more effective educators and then provide **incentives for them to teach at their most challenged campuses**, increasing the equitable distribution of effective educators.”

- Texas Commission on Public School Finance



Reward



Retain



Recruit

About the Teacher Incentive Allotment

Key Points



3 Designation levels
(Master, Exemplary,
Recognized)



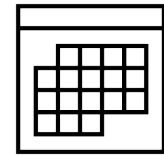
LEAs will receive
\$3-32K annually
per designated
teacher



Greater funding
for designated at
high-needs
and/or rural
campuses



LEAs must use at
least 90% of funds
on teacher
compensation on
designated
teacher's campus



5- year designation
validity, regardless of
teacher placement
(subject, school, LEA)

Teacher Eligibility for Designations and Continued Allotments



Requirements:

- Teacher of Record
- Creditable year of service
- PEIMS Code 087
- Have a valid SBEC certificate



District Designation System Components



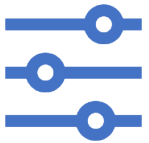
Teacher Observation

- Observation based on T-TESS or aligned rubric
- District application must show evidence of calibration and data analysis



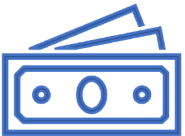
Student Growth

- Student growth measures determined by district
- District application must show evidence of validity & reliability of development, administration, and scoring



Optional Components

- Districts may consider additional factors in making designations (e.g., mentoring other teachers, teacher leadership, family surveys, student surveys, etc.).



Spending Plan

- Districts must spend at least 90% on teacher compensation for student-facing instructional roles and may reserve up to 10% for supporting the TIA system or in supporting teachers in earning a designations by 8/31 each year.

Ongoing stakeholder engagement

The Teacher Incentive Allotment (TIA) 2023-2024 Totals

542

School Districts

26,989

Designated Teachers

\$292,000,000

Awarded in 2023-2024



Huntsville ISD Average Designation Amounts in 2023-2024

\$5,126
Recognized



\$10,850
Exemplary



\$19,884
Master





Huntsville ISD Awarded \$115,117 in 2023-2024

2 Teachers
Recognized



6 Teachers
Exemplary



2 Teachers
Master





HISD TIA Journey:

April 2022

Initial TIA Application - Cohort E

2022-2023

System Implementation & Data Capture Year

October 2023

Data Submission & Validation

May 2024

Designations Awarded

Eligible Teaching Category: All 4th through 8th grade RLA, English I and English II teachers.



HISD TIA Journey:

April 2024

Expansion Application Submitted

2024 - 2025

Data Capture Year for NEW Category

October 2025

Data Submission & Validation

May 2026

NEW Designations Awarded

Eligible Teaching Category: All 4th through 8th grade Math teachers and Algebra I teachers.



HISD TIA Journey:

April 2025

Expansion Application Submitted

2025 - 2026

Data Capture Year for NEW Category

October 2026

Data Submission & Validation

May 2027

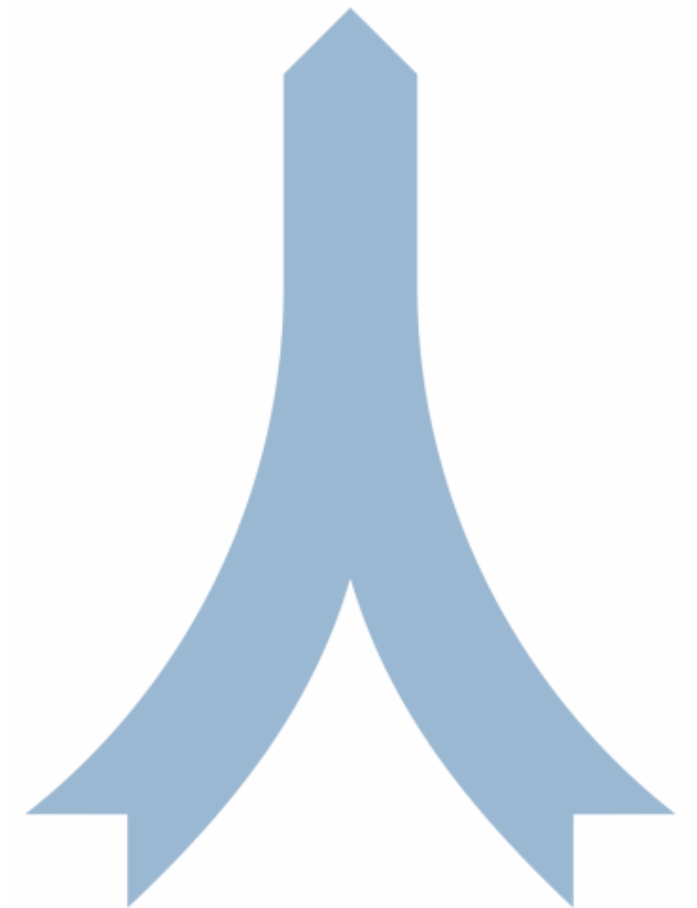
NEW Designations Awarded

Eligible Teaching Category: PK, K-3 RLA, K-3 Math, 5th Science, 8th Science, 8th Social Studies, Biology, US History and Advanced Placement teachers.



HISD TIA Next Steps:

- Determine next viable Teaching Category to be added
- Submit Expansion/Modification Application (due each April)
- Submit teacher data and pass data validation (due each October)
- Support all teachers in earning a TIA Designation





Questions