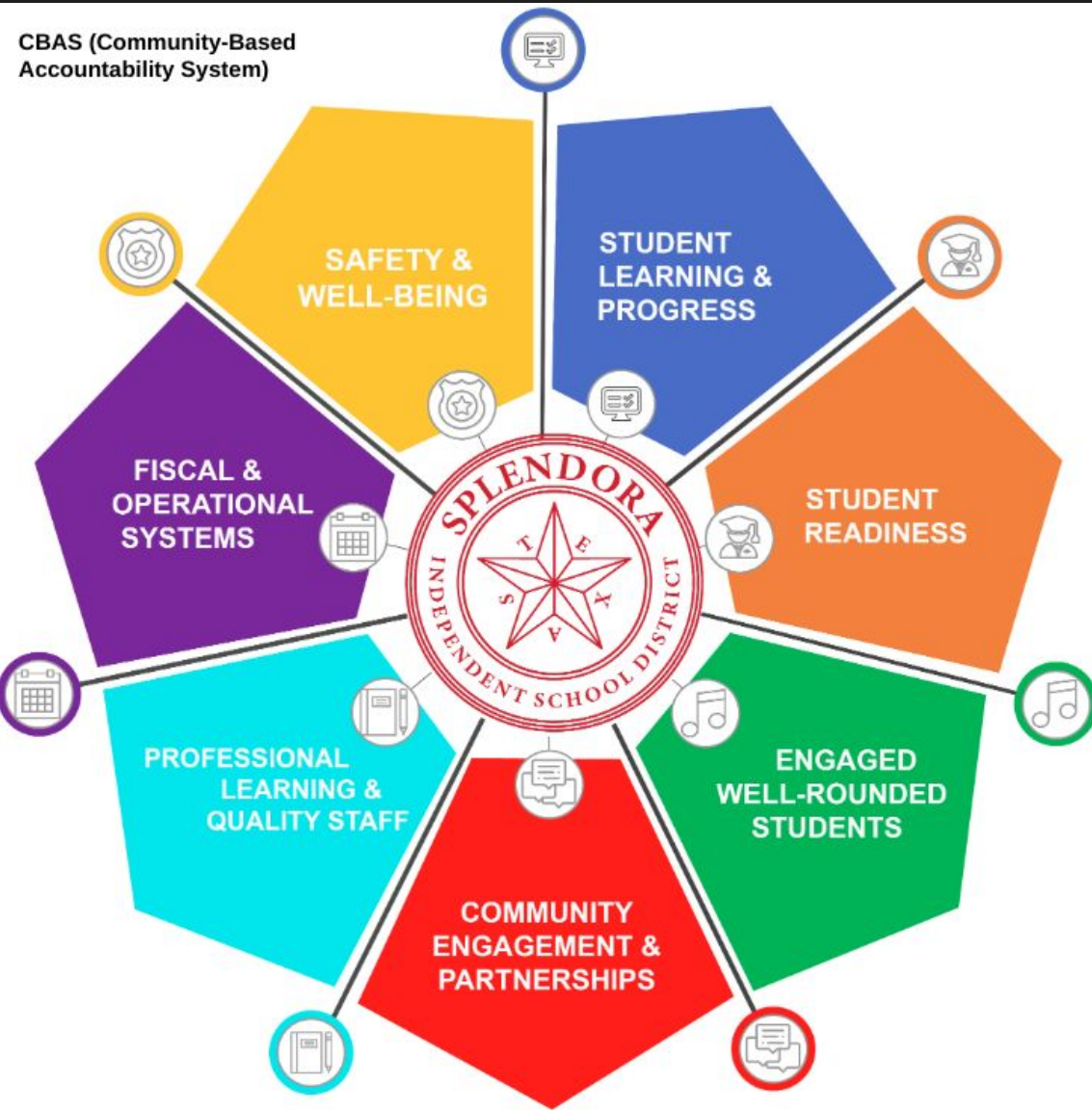




Splendora ISD

# Teacher Incentive Allotment Plan

CBAS (Community-Based Accountability System)



Recruit and Retain Quality Staff

Community-Based Accountability System (CBAS)

**STRATEGIC DIRECTION 3.0 - *why we exist***

**VISION** Right People. Right Things. Right Way. Right Resources. Right Relationships

**MISSION** Cultivating Exceptional People

BELIEFS - <i>why we act</i>	PRINCIPLES
<b>Student-Focused:</b> We believe the greatest outcomes result when students come first.	Be accountable. Live with integrity. Focus on student needs.
<b>Relationships:</b> We believe positive and supportive relationships create the conditions for students to be advocates in their education.	Value each other.
<b>Culture:</b> We believe a healthy, collaborative culture fosters exploration and innovation in a supportive environment.	Value each other.
<b>Servant Leaders:</b> We believe servant leaders and critical thinkers strengthen our community and democracy.	Value each other.
<b>Learning:</b> We believe all students deserve high-quality, engaging learning experiences that honor the potential in each student.	Create a dynamic learning environment.

**LEARNER PROFILE**  
The Splendoria ISD Learner Profile provides an educational setting where every student is empowered to be: Self Motivated, Confident, An Adaptable Learner, A Critical Thinker, A Productive Citizen

**EDUCATOR PROFILE**  
The Splendoria ISD Educator Profile includes all members of the learning organization who interact with, guide and support our students. Every educator will be inspired and motivated to be: Designers, Relational, Servant Leaders, and focused on a Growth Mindset.  
[Splendoria ISD's Educator Profile](#)

**STRATEGIC PRIORITIES**  
Click here for the most recent [SISD Strategic Priorities](#).

Right People

Strategic Direction

Priority 2: Focus on Staff Well-Being, Engagement and Growth

Splendoria ISD Strategic Plan Balanced Scorecard 2022-2026	
<ul style="list-style-type: none"> <li>Mission: Cultivating Exceptional People</li> <li>Vision: Right People. Right Things. Right Way. Right Resources. Right Relationships</li> </ul>	
<b>In Splendoria ISD, We Believe...</b> <ul style="list-style-type: none"> <li>Student-Focused: We believe the greatest outcomes result when students come first.</li> <li>Relationships: We believe positive and supportive relationships create the conditions for students to be advocates in their education.</li> <li>Culture: We believe a healthy, collaborative culture fosters exploration and innovation in a supportive environment.</li> <li>Servant Leaders: We believe servant leaders and critical thinkers strengthen our community and democracy.</li> <li>Learning: We believe all students deserve high-quality, engaging learning experiences that honor the potential in each student.</li> </ul>	
Strategic Priorities	Performance Goals
Priority 1: Focus On Student Success	1.1 Increase opportunities to support student engagement and well-being (BG 24-25) 1.2 Increase focus on student learning and growth 1.3 Ensure life readiness: students are college and/or career and/or military ready 1.4 Ensure social/emotional wellness and physical safety for all students
Priority 2: Focus on Staff Well-Being, Engagement and Growth	2.1 Strengthen organizational capacity and leadership development to support future growth and stability. (BG 24-25) 2.2 Focus on staff wellness and safety 2.3 Increase staff satisfaction, engagement, trust and retention
Priority 3: Focus on Community Engagement, Transparency and Trust	3.1 Augment community partnerships 3.2 Increase engagement with all parents 3.3 Increase transparency and trust 3.4 Improve communication strategies and community engagement efforts to share relevant information, celebrate achievements, and increase participation in district events. (BG 24-25)
Priority 4: Focus on Strategic Alignment of Financial and Operational Systems for Long Term District Growth	4.1 Develop systematic long range facility plan 4.2 Ensure the efficient and strategic alignment of resources through coherent, transparent budget development, adoption, and management to achieve cost avoidance. 4.3 Ensure the consistent, clear, and transparent provision of measurable data for all stakeholders. 4.4 Ensure district-wide school safety and emergency preparedness (BG 24-25)

Balanced Scorecard

# What is TIA?

- TIA was established with the goal of providing outstanding teachers an accessible pathway to a six-figure salary.
- Through approved local designation systems, districts can identify and designate outstanding teachers based on student growth and classroom observation.
- TIA elevates the education profession by providing districts with systems and funding to recruit promising new teachers, retain their best teachers, and incentivize teachers to work in high-needs schools and difficult to staff positions.

# Who can qualify for TIA in SISD?

- KG - 8th grade reading teachers
- KG - 8th grade mathematics teachers
- English I - IV teachers
- Algebra I, Algebra II, Algebraic Reasoning, and Geometry teachers

# How do teachers qualify for TIA?

Designation Level	Statewide Percentages	Teacher Observation ( <i>T-TESS</i> )	Student met Growth ( <i>MAP</i> )	Allotment
Recognized	Top 33%	3.7 + or 74% of possible points	55% + or 3.75 points	\$3K - \$9K
Exemplary	Top 20%	3.9 + or 78% of possible points	60% + or 4 points	\$6K - \$18K
Master	Top 5%	4.5 + or 90% of possible points	70% + or 4.5 points	\$12K - \$32K

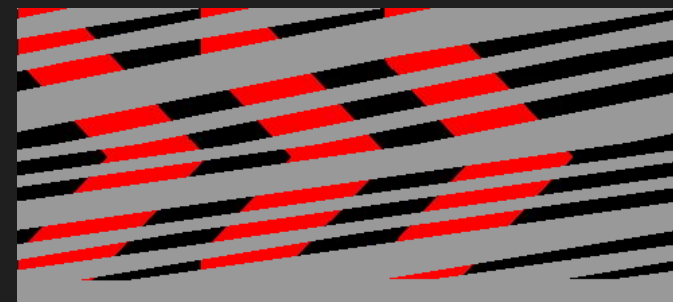
**40%**

**60%**

**Along with National Board Certified Teachers**

# Where are we now?

- We passed Texas Tech's data validation!
- 32 SISD teachers were designated



Application Year	2022-23 (Cohort F)
System Application Posted	Nov 2022
<b>System Application Due to TEA</b>	Apr 15, 2023
System Application Results	Aug 2023
<b>Data-Capture Year</b>	2023- 2024
Data Submission Due to Texas Tech University	Oct 17, 2024
Final System Approval Notification	Feb 2025
Initial Designations and Allotments	Apr 2025
Initial Annual Program Submission Due	Aug 29, 2025
<b>Approved Districts Receive Initial Payout via FSP</b>	Sep 2025
System Renewal Application Due	Apr 2028

# What happens next?

- **Teachers who were submitted for designation will receive payout in August 2025**
- **SISD earned \$255,275 total (90% goes to teacher)**
- **Designated teachers keep designation for 5 years**
- **Each year we will submit data in October from the previous year's information**
- **Future expansion of TIA in SISD to include more teachers**

“

# Rewarding Teacher Excellence in Texas

<https://tiatexas.org/>

**Brain Kroeger &  
Sarah Crawford**

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[scrawford@splendoraisd.org](mailto:scrawford@splendoraisd.org)



# Resource Page

Use these design resources in your Canva Presentation.

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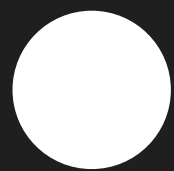
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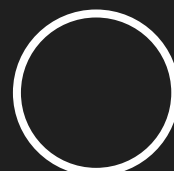
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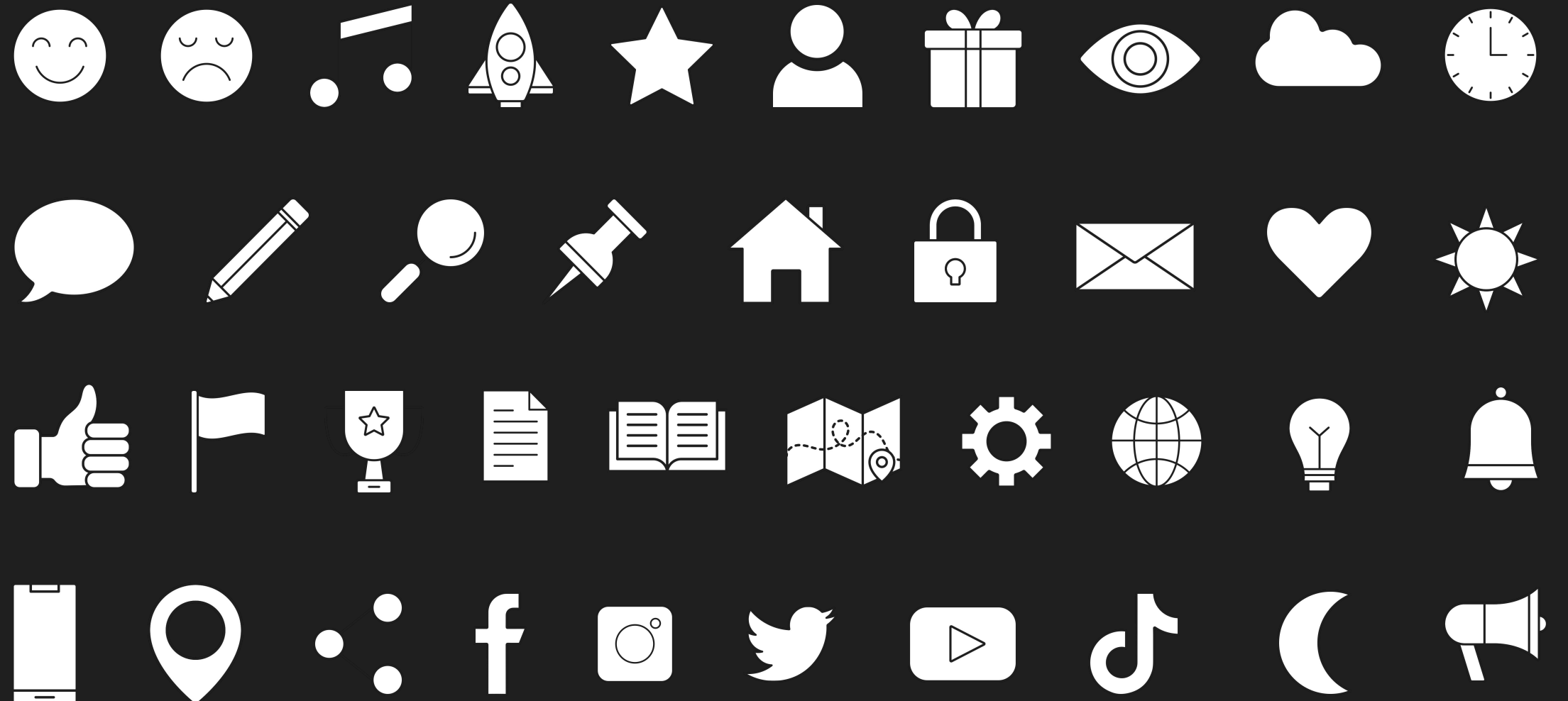


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*Happy designing!*