



TEACHER INCENTIVE ALLOTMENT

- **What is TIA**
- **What Happened This Year**
- **What to Expect Next Year**
- **What Does Success Look Like**
- **Reconnect to the Why**



Agenda

What Is TIA?



**Established by HB3 in the 86th Texas Legislature,
the Teacher Incentive Allotment (TIA) provides an
accessible pathway for effective teachers to earn a higher
income while remaining in the classroom.**



**Sustainable funding
for teachers written
into statute with no
caps on teacher
designations or
allotment funds.**

Why?

Anton ISD wants to recruit, retain, and REWARD high-quality teachers. We want to provide ongoing opportunities for teacher professional growth and continually strive to improve student outcomes.

How is Funding Determined?

Base Allotment (3K-12K MIN)

Each designation level starts with a base amount and a multiplier rate.

Campus Socioeconomic Level

Socioeconomic levels are determined by assigning a point value to each student based on the Compensatory Education block tier.

Campus Rural Status

Students at rural campuses will receive a 2-tier boost to their point value with a max value of Tier 5.

AISD - TIA Designated Teacher Funding



\$7,769/year for 5 years



\$15,539/year for 5 years



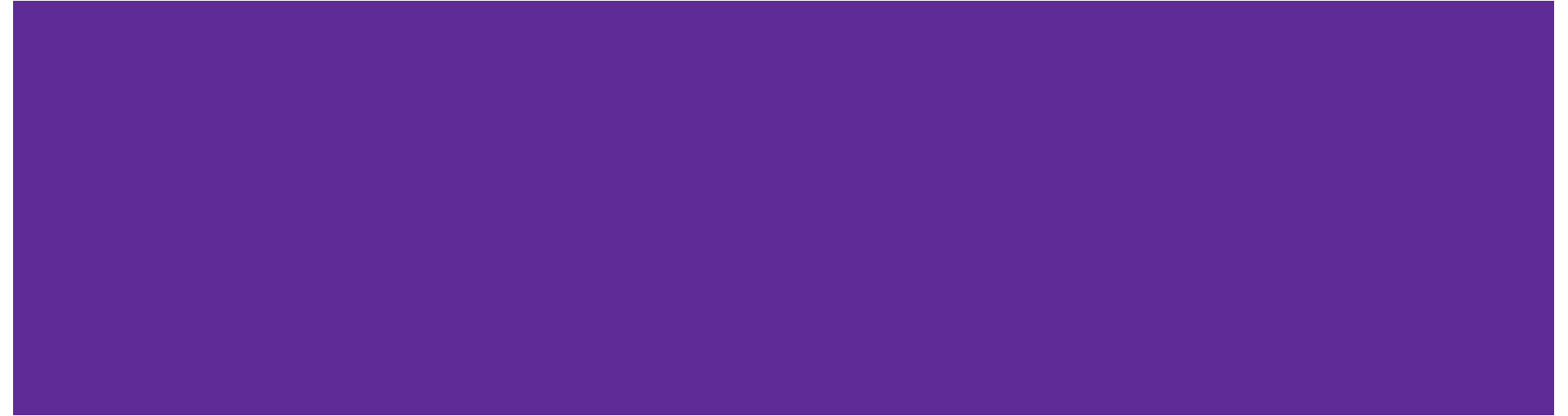
\$27,898/year for 5 years

**Amounts are updated each April based on enrollment & socioeconomic %.*

**Stipends paid in lump sums; TRS & taxes deducted.*

What Happened This Year

Application Year



AISD TIA Committee

*Established TIA Committee

*Built the System

*Obtained Stakeholder Feedback



TIA Committee Members

Freddie Tobias	Superintendent
Jimmi Johnson	TIA Lead/Secondary Principal
Megan Scroggins	Elementary Principal
Alicia Ball	Counselor
Nora Solmon	Business Manager
Brandon Prothero	Technology
Jacob Alvarado	Teacher
Jory Neff	Teacher
JoAnn Chavarria	Teacher
Linzee Black	Teacher
Autumn Prothero	Teacher

The Big Three Critical Decisions



Who can earn a designation?

Eligible campuses and teachers



How will we designate?

Observations, student growth measures, and optional components



How and when will we compensate?

Distribution of funds, timing of compensation



Who

Description

Pre-Kindergarten (General, SPED, Intervention)

Kindergarten - 8th Math and ELAR, 3-8 Science, Algebra I, Algebra II, Geometry, English I & II, Biology (General, SPED, Intervention, and Dyslexia)

8th Social Studies and US History (General and Special education)

K-5 Physical Education

Vocational

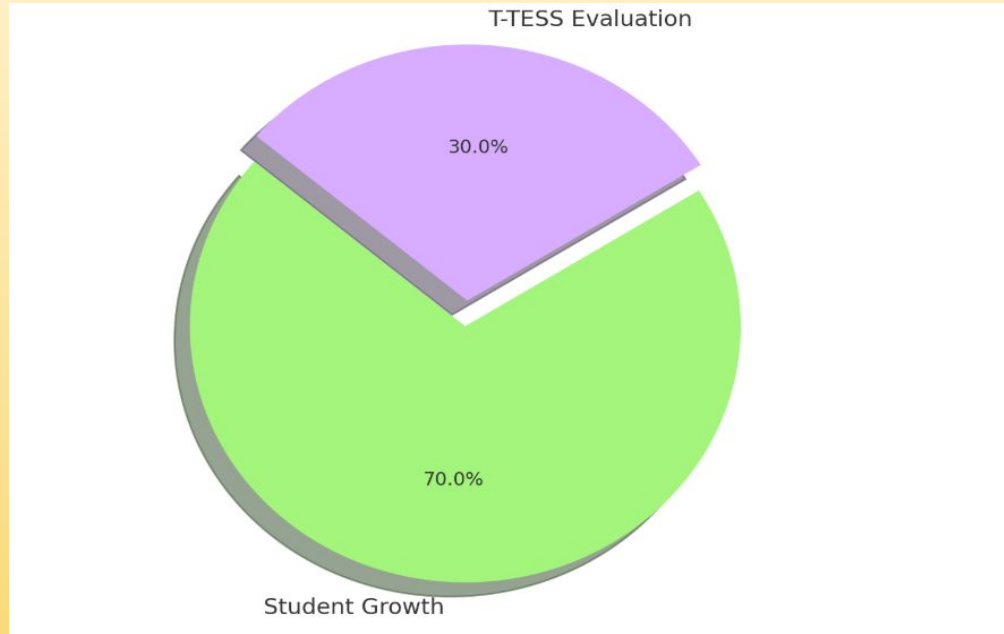
Fine Arts

6 Social Studies, 7 TX History, World Geography, World History, IPC, Chemistry, Physics

Eligible Teaching Positions for TIA

HOW:

Teacher eligibility based on Student Growth & T-TESS Evaluation Scores for Domains 2 & 3:



T-TESS Score Minimums:

- Recognized designation ≥ 3.7
- Exemplary designation ≥ 3.9
- Master designation ≥ 4.5

Student Growth Minimums:

- Recognized designation $\geq 55\%$
- Exemplary designation $\geq 60\%$
- Master designation $\geq 70\%$

** Graduated Percent Increase SGM Model (District Created)*

**Teachers may obtain National Board Certification to automatically qualify for Recognized Distinction.*

Teacher Name		Grade	
T-TESS Teacher Performance 30%			
Are all T-TESS Dimension scores in Domain 2 and 3 at least 3.0?		YES	NO
		If NO, NOT eligible for TIA Designation; If YES, continue...	
Enter scores from Eduphoria		T-TESS Minimums	
Dimensions	Score	T-TESS score must be at least 3.7 to continue	Recognized
2.1			3.7 (74%)
2.2			Exemplary
2.3			
2.4			Master
2.5			
3.1			
3.2		3.9 (78%)	
3.3		4.5 (90%)	
Total Score		T-TESS Score	
Final T-TESS Score:		divided by 8 =	
		divided by 5 =	

Teacher Performance: Student Growth 70%					
Enter scores from all EOY tested content areas and sections:		Growth score must be at least 55% to continue			
# of students meeting growth	total # of students			Growth Minimums	
70	100			Recognized	55%
				Exemplary	60%
				Master	70%
Growth Score					
70	100	70%			
Final Growth Score		70%			

T-TESS Growth	Score	Weight	Total	Recognized	TBD
	90%	30%	27		
	70%	70%	49	Master	
	Overall Score			76	
Recommended Designation					

Instruction (Domain 2)

- Achieving Expectations (Dimension 2.1)
- Content Knowledge and Expertise (Dimension 2.2)
- Communication (Dimension 2.3)
- Differentiation (Dimension 2.4)
- Monitor and Adjust (Dimension 2.5)

Learning Environment (Domain 3)

- Classroom Environment, Routines and Procedures (Dimension 3.1)
- Managing Student Behavior (Dimension 3.2)
- Classroom Culture (Dimension 3.3)

← ----- SAMPLE SCORE CARD:

AISD Weights:
 30% in T-TESS Teacher Performance Category
 70% in Growth Teacher Performance Category

Spending Plan – Quick View



Statute requires that a minimum of 90% of Teacher Incentive Allotment (TIA) funds be distributed directly to student-facing instructional staff at the designated teacher's campus.

- **The individual TIA-designated teacher will receive 90% of the teacher TIA funds via a one-time stipend to be paid out by August 31st each year for 5 years, beginning in the fall of 2027.**
- **The district will retain 10% of TIA funds to support TIA Implementation, assessment systems, growth tracking, programs, professional development, etc.**

What to Expect Next Year

Data Capture Year & Continuous Improvement Model





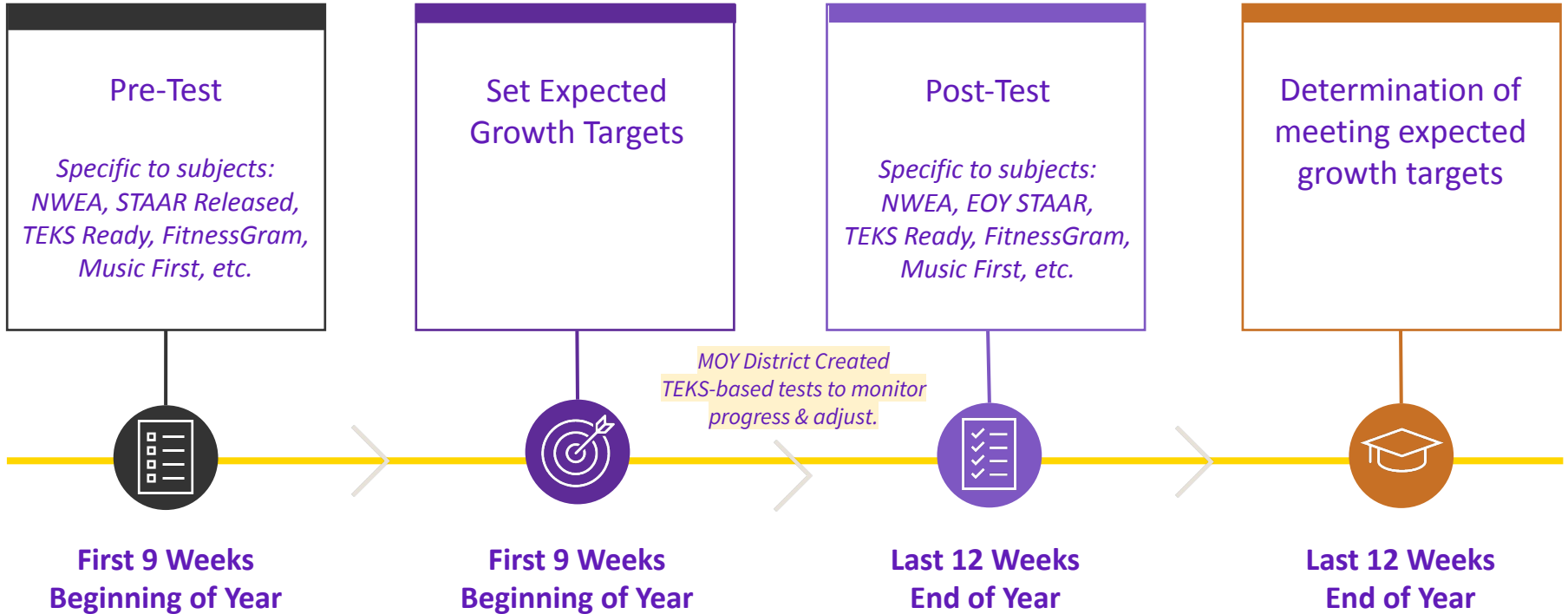
- Principal Calibration
- Teacher Training
- Data Monitoring (MOY)
- 3 Walkthroughs (w/Data)
- 1 Observation w/ Pre/Post – Conferences
- Summative Evaluation
- Aligned PD Throughout Year

Student Growth Measures



- After BOY – Training on SGM, Setting Targets
- Data Monitoring
- Aligned PD Throughout Year

Student Growth Timeline



Why?

Anton ISD wants to recruit, retain, and REWARD high-quality teachers.

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What does success look like?

- Increased Teacher Retention Rates
- Increased Student Achievement Rates
- Evidence of Teacher & Student Growth
- Designation of approximately 33% of teachers as Recognized
- Designation of approximately 20% of teachers as Exemplary
- Designation of approximately 5% of teachers as Master

Questions?





GOALS 

TEAMWORK

SUCCESS 

VISION 

SKILLS 

