

Teacher Incentive Allotment (TIA)

Teacher Overview

2026-2027

SMITHVILLE INDEPENDENT SCHOOL DISTRICT

Teacher Incentive Allotment (TIA)

What is TIA?

Four Levels of Designation (NEW:
Acknowledged)

\$3,000 to \$32,000+

Teacher Focused Funding

Our System (SISD)

Next Steps

What is TIA?

What is TIA?

The Teacher Incentive Allotment (TIA) provides an accessible pathway for effective teachers to earn a higher income while remaining in the classroom.

Sustainable Funding

Written into statute (law) — NOT a grant or program. No caps on teacher designations or allotment funds. Funding is permanent and renewable.

Updated for 2026-27

HB 2 (89th Legislature) adds a NEW Acknowledged designation and increases allotment funding across all levels starting this school year.

How TIA Works

Four Levels

Acknowledged
Recognized
Exemplary
Master

\$3K–\$36K+

Annual additional
funding per designated
teacher

Hard-to-Staff

Greater funding for
high-needs & rural
campuses

Teacher Funding

90% of all TIA funds
go to teacher pay

5-Year Validity

Designations retained
for 5 years regardless
of placement

NEW: Four Levels of Designation (HB 2, 2026-27)

Designation	Statewide %	Obs Score	Growth	Allotment	Notes
Acknowledged ★	Top 50%	Obs: 3.5	Growth: 50%	\$3K–\$9K	Added by HB 2 — broadens the pool of recognized effective educators
Recognized	Top 33%	Obs: 3.7	Growth: 55%	\$5K–\$15K	Performance standards updated for 2026-27
Exemplary	Top 20%	Obs: 3.9	Growth: 60%	\$9K–\$25K	Performance standards updated for 2026-27
Master	Top 5%	Obs: 4.5	Growth: 70%	\$12K–\$36K	Highest designation — pathway to six-figure teaching salary

NEW: The Acknowledged Designation

What is Acknowledged?

Added by HB 2 (89th Texas Legislature), the Acknowledged designation recognizes teachers performing in the top 50% statewide — significantly expanding the number of designated teachers in Texas beginning in 2026-27.

Performance Standard

Top 50% of Texas teachers statewide
Obs avg: ~3.5 | Growth: ~45% MEE

Allotment Range

\$3,000 – \$9,000
based on campus socio economic & rural status

National Board Certified

NBCTs redesignated as 'Nationally Board Certified' —
allotment aligned to Acknowledged level (\$3K–\$9K)

Timeline

Districts propose Acknowledged teachers in Fall 2026
using 2025-26 performance data

Every Teacher Has the Potential to Be Designated

To be designated, teachers must at minimum:

Coded as 087 in PEIMS

Teaching in an eligible assignment (grade/subject course ID)

Employed and compensated by the recommending district in a teacher role for a creditable year of service

Meet the district's designation criteria (local system) — MUST include student growth data AND teacher observation data

Certification NOT Required

NEW for Acknowledged: Must have full appraisal and student growth data from the 2025-26 school year

Three Major Components of a Local Designation System

Eligible Assignments & Campuses

All teaching assignments with valid observation scores and student growth data are eligible. Districts may start with a subset and expand.

Teacher Performance Data

Observation data (T-TESS), student growth data, and optional components the district adds. Data is used to determine designations.

Compensation Plan

At least 90% of allotment funds go to teacher compensation on the campus where the designated teacher works. Up to 10% covers implementation costs.

Statewide Performance Standards Guide Designations

Updated for 2026-27 based on 2025-26 school year performance. The Acknowledged level is new this year.

Designation	Statewide %	Obs Score (D2 & D3)	Student Growth %MEE
Acknowledged ★ NEW	Top 50%	~3.5 / 70% of points	~50%
Recognized	Top 33%	3.7 / 74% of points	55%
Exemplary	Top 20%	3.9 / 78% of points	60%
Master	Top 5%	4.5 / 90% of points	70%

★ Acknowledged designation available beginning 2026-27. Teachers must have had a full appraisal and student growth data in 2025-26.

Smithville ISD

OUR LOCAL DESIGNATION SYSTEM

SISD Anticipated Funding (2026-27)

Acknowledged ★ NEW

~\$3,000

Recognized

~\$5,892

Exemplary

~\$11,783

Master

~\$21,639

Allotments based on designation level, campus socioeconomic level, and campus rural status. Amounts reflect HB 2 increases; final amounts subject to TEA confirmation. Each campus may produce a unique allotment value.

TIA Score Weights – Smithville ISD

50%

STUDENT GROWTH

50%

TEACHER OBSERVATION (T-TESS)

Smithville ISD: TIA Scorecard (2026-27)

Student Growth Cut Points

Designation	% Students Met/Exceeded	Points (×50)
Acknowledged ★	~50%	~25
Recognized	55%	27.5
Exemplary	60%	30
Master	70%	35

Teacher Observation Cut Points

Designation	Avg Score	Raw Pts×8	×1.25
Acknowledged ★	~35	~28	~35
Recognized	3.7	29.6	37
Exemplary	3.9	31.2	39
Master	4.5	36	45

Composite Score Cut Points (Growth + Observation)

Acknowledged ★ ~60 – 64.99	Recognized 64.6 – 68.9	Exemplary 69 – 79.9	Master 80 – 100
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★ Acknowledged cut points preliminary — confirm with TEA guidance for final 2026-27 standards.

2026–2027: Teaching Assignments & Student Growth

Core STAAR / EOC-Tested Assignments

Grade/Assignment	Obs	Growth Measure	Growth Target
Pre-K	T-TESS	Frogstreet	District (Graduated %)
4th–8th Math & Reading, Algebra I, English I, English II	T-TESS	STAAR	TEA Transition Tables
3rd Reading, 3rd Math, 5th Science, 8th Science, 8th SS, US History, Biology	T-TESS	Released STAAR BOY/EOY STAAR	District (Graduated %)
K–2nd Math & Reading	T-TESS	iReady	iReady
SPED Life Skills, Grades 4–11	T-TESS	STAAR-ALT	TEA Transition Tables

All listed assignments are observed using T-TESS.

2026–2027: Teaching Assignments & Student Growth

Elective, CTE, AP & Specialized Assignments

Grade/Assignment	Obs	Growth Measure	Growth Target
3rd–4th Science; 6th–7th Science & SS; English III; English IV; Fundamentals of Computer Science; Medical Terminology; Geometry; Algebra 2; Algebraic Reasoning; Precalculus; World History; Eco/Govt; Chemistry; Anatomy & Physiology; World Geography; Culinary Arts; Spanish I; Spanish II; Theatre Tech; Art I; College & Career; MS Tech Applications; Music 5th grade	T-TESS	TEKSReady	District (Graduated %)
AP Chemistry, AP Physics & AP Biology	T-TESS	Albert	District (Graduated %)
CTE: Principles of Construction	T-TESS	Precision Exams/YouScience	District (Graduated %)
World History, Eco/Govt, Chemistry, Anatomy & Physiology	T-TESS	TEKSReady	District (Graduated %)
ECSE	T-TESS	District-created Test	District (Graduated %)
PE/Athletic/Marching Band Teachers	T-TESS	FitnessGram	District (Graduated %)
CTE: Principles in Ag, Food, and Natural Resources; Principles of Marketing, Business, and Finance	T-TESS	iCEV	District (Graduate %)

All listed assignments are observed using T-TESS.

Teacher Observation (T-TESS)

Data Collection Points

- One 45-min observation in Fall (unannounced)
- One Fall TIA Walkthrough
- Two Spring TIA Walkthroughs

Walkthrough Details

- 15-minute minimum each
- Only observe Domains 2 & 3
- Informal – variety of staff
- Multiple appraisers preferred

- T-TESS is the rubric — appraisers must be certified
- Goal: continuous improvement through reflection & coaching
- All teaching assignments get same # of walkthroughs/observations
- Appraisal waivers NOT allowed for teachers in eligible assignments
- Minimum score of 3 (Proficient) on all observable dimensions to be eligible
- SISD uses Statewide Performance Standards

SISD Spending Plan

90%

**DESIGNATED TEACHER
COMPENSATION**

10%

**DISTRICT
(Implementation Costs)**

The 10% district allotment covers: indirect costs, professional development, growth measurements, & data management.

EXAMPLE: \$15,000 allotment → Teacher receives \$13,500 (before taxes & TRS) | District retains \$1,500

TIA Compensation Details

When is it paid?

SISD will provide ONE lump sum payment on or before June 30th (separate check) for each year a teacher generates TIA designation funding.

Does it count for retirement?

Yes! TIA compensation stipends are eligible when calculating TRS retirement benefits for TRS-eligible staff.

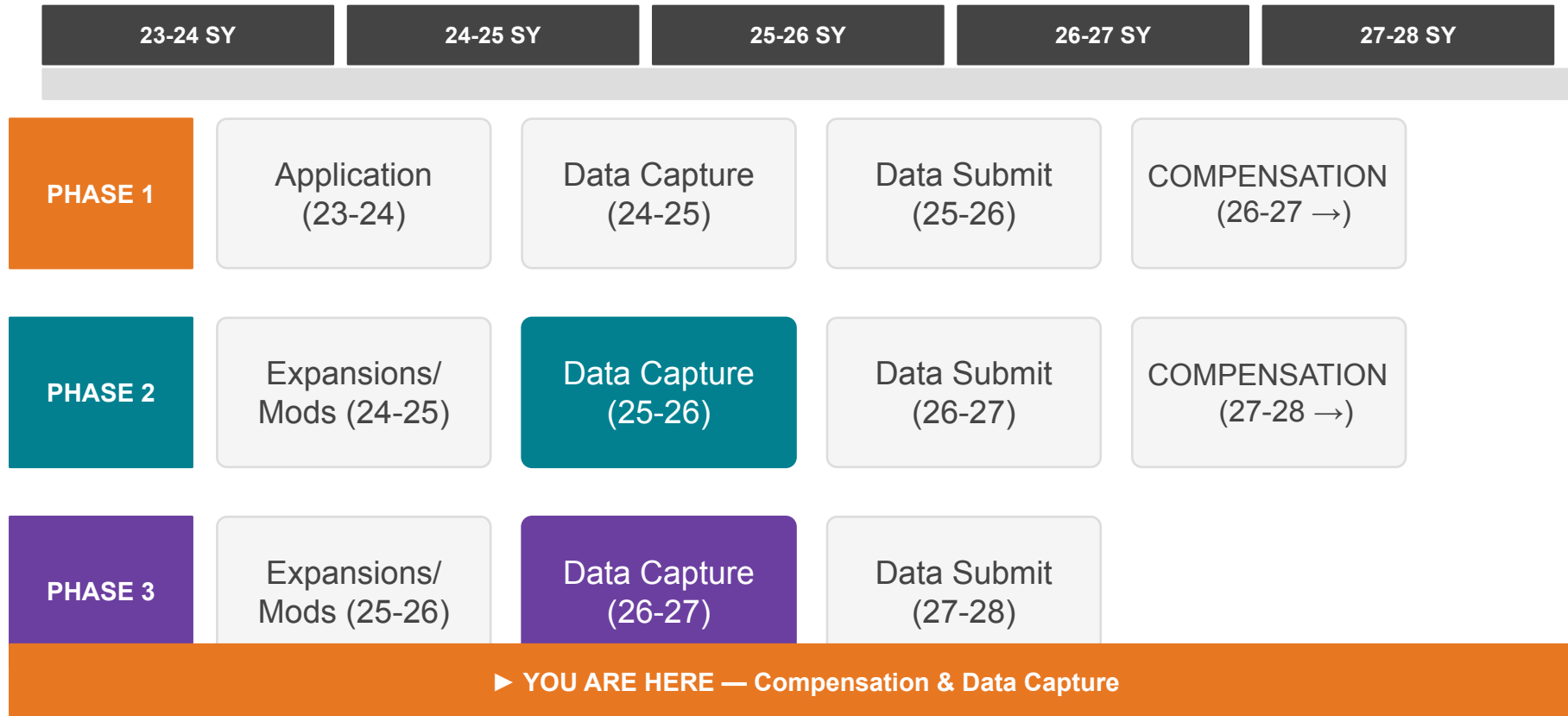
What about taxes?

Net payment will reflect deductions for federal income tax, Medicare, and TRS contributions as part of annual wages reported to state/federal governments.

Is it guaranteed?

TIA compensation is an annual allotment provided by the State and subject to state funding allocations. There are NO caps on designations or funds.

Smithville ISD TIA Timeline



Coaching Timelines

Date Range	T-TESS Dimensions
Aug 17 – Sept 4	2.1, 2.2, 3.1
Sept 8 – 18	2.2, 2.3, 3.2, 3.3
Sept 21 – Oct 2	2.3, 2.4, 2.5, 3.3

1st TIA Walk-Through & Unannounced Observation begins October 5
Domains 2 & 3 for Walk | Domains 1-3 for Observation (only D2 & D3 count for TIA)

- TIA Walkthrough #1 completed by October 10 (Domains 2 & 3 only)
- 45-min classroom observations completed by December 11, 2026
- TIA Walkthroughs #2 and #3 completed by April 14, 2027 (Domains 2 & 3 only)
- Summative annual conferences concluded by April 14, 2027
- Teachers have 10 working days to dispute an observation and request second appraisal (cannot be done during summative)

Testing Environment Protocols

2026-2027 School Year



TIA Pre & Post Assessment — Testing Protocol

Getting Started: Activation & Diagnostic Rules

Purpose: The TIA Pre & Post Assessment measures student growth for Teacher Incentive Allotment designation. All staff administering this assessment must follow this protocol in full — deviations compromise data validity and must be reported.

Eduphoria — Test Activation (Grades 3–12)

Most assessments are administered through Eduphoria and must be activated per class period.

1. Campus Testing Coordinator designs a testing schedule that provides accommodation verification, monitored hallways, testing facilitator breaks, and a set testing time frame.
2. Central Office activates the test at the start of each period and stops it at the end of the period.
3. Teachers actively monitor throughout testing.

iReady Diagnostic Rules

- Complete in a single sitting whenever possible.
- Restarting iReady is NOT permitted by the teacher.
- Notify the campus coordinator immediately if interrupted, flagged, or an issue arises.
- Document in the Campus Testing Log — do not restart. Campus principal must submit written authorization to the C & I department.
- Central Office will restart the test if deemed appropriate.
- Technical failures must be reported to Denise Miles.



TIA Pre & Post Assessment — Testing Protocol

Secure Testing Environment

Secure Environment — During Testing

- Cover all instructional displays, sound walls, and anchor charts.
- Seat students to prevent viewing others' screens.
- No non-testing devices in use by teacher or student — including cell phones, smart watches, and smart glasses.
- No talking.
- The teacher monitors all testers throughout testing.
- Work shown must be expected by the teachers.
- Under no circumstances are cell phones permitted.

Increased Monitoring — K-2

- Minimum two adults in the room at all times.
- Adults circulate actively throughout the session.
- Adults may assist with platform navigation only — no test content.
- Quietly redirect off-task students. Document all incidents.
- No personal device used by adults during testing.

Room Preparation — Before Testing

1. Cover or remove all instructional materials visible to students.
2. Arrange seating — no student may view another's screen.
3. Post "Testing in Progress — Do Not Disturb" on the door.
4. Remove or power off all non-testing devices.
5. Prepare and retain a seating chart for the testing record.



TIA Pre & Post Assessment — Testing Protocol

Student & Test Administrator Responsibilities

Student Expectations

- Remain seated for the full session.
- No talking, whispering, or non-verbal communication.
- No personal devices (phones, smartwatches, earbuds); collect prior to testing.
- Early finishers remain seated quietly — no other work or reading until all testing is complete.
- Restroom: one at a time, individual test paused, student escorted/monitored in hallway/restroom, no materials taken with the student.

Test Administrator Responsibilities

1. Circulate continuously — do not sit during testing.
2. Provide no assistance with content, vocabulary, or hints.
3. Log start and end times on the Campus Testing Log.
4. Collect and destroy all scratch paper immediately after.
5. Report irregularities same-day; complete a Testing Irregularity Report.
6. Adhere to the Oath of Test Security.



Oath of Test Security & Confidentiality

Teacher Incentive Allotment

Teacher Name (Last, First): _____

Subject: _____

Campus: _____

- | | |
|---|---|
| ☐ I do hereby certify, warrant, and affirm that I will fully comply with all requirements for Smithville ISD's Teacher Incentive Allotment. | ☐ I understand my obligation to maintain and preserve the security and confidentiality of all assessments. |
| ☐ If applicable, I have received training at least once in specific security protocols regarding tampering with student responses. | ☐ I understand my obligation to report any suspected violations of test security or confidentiality to the appropriate supervisor. |
| ☐ All assessment instruments considered secure, and the contents of these tests, including student information used or obtained in their administration, are confidential. | ☐ I will NOT directly or indirectly assist students with responses to test questions. |
| ☐ I understand the responsibilities and requirements related to my role in testing, including policies and procedures specific to each administration I participate in this school year. | ☐ I will NOT tamper with student responses or holistic ratings. |
| ☐ I understand that test administrators are required to actively monitor the testing room during test administrations. | ☐ I will NOT discuss or solicit the contents of a test generally or specifically with anyone before, during, or after the test administration. |
| ☐ I understand that student information is confidential and that I am obligated to maintain and preserve the confidentiality of that information. | ☐ I will NOT duplicate, record, electronically capture (photograph or screenshot), post, or distribute any part of a secure test instrument. |

Signature: _____

Date: _____

Smithville's Next Steps

2026-2027 School Year

Next Steps

Student Growth

- Administer all Student Growth Assessments following secure testing protocols
- Set/Monitor Student Growth Targets with each student
- BOY testing: ≤ 2 class periods for Gr 3-12; ≤ 5 class periods for PreK-2

T-TESS & Observations

- On-going Training for Teachers & Leaders
- Walkthroughs & Observations per the calendar
- Data Tracking, Analysis, and Action planning after each data point

For Acknowledged (NEW)

- Ensure all eligible teachers have a full appraisal AND student growth data in 2025-26
- Districts propose Acknowledged candidates in Fall 2026
- Performance standards aligned to top 50% — aim for consistent Proficient+ in Domains 2 & 3

Disclaimers: (1) Doing nothing → TIA will not happen. (2) Violating code of ethics → TIA will not happen. (3) Not trying → TIA will not happen.

Questions or Comments?

Use this FORM to ask



Submit a question and receive a response on the Tracking Sheet

Check first!

Review the Tracking Sheet before submitting — your question may already be answered

Response time

You can expect a response within 24-48 hours on school days

TIA Guidebook

TIA Guidebook and all resources available on the SISD TIA webpage (updated Summer 2026)

bit.ly/SmithvilleTIA

Thank You!

You are very much appreciated.