Teacher Incentive Allotment (TIA) 101

July 29, 2026

What is TIA?

- Additional performance-based compensation system from the Texas Legislature for teachers to be implemented at YISD starting in 2026-2027.

- Evaluated based on:
  - Attendance
  - Student Growth
  - T-TESS Rating

- Possible Designations
  - Acknowledged
  - Recognized
  - Exemplary
  - Master



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What is TIA?

- Only student-facing instructional staff is eligible for TIA.
- Participating teachers must be observed – no waivers.
- Participating teachers cannot opt-out.
- Teachers of record in Math and Resource Math courses with STAAR/EOC growth (grades 4 through 8 and Algebra I) are the first cohort to participate.

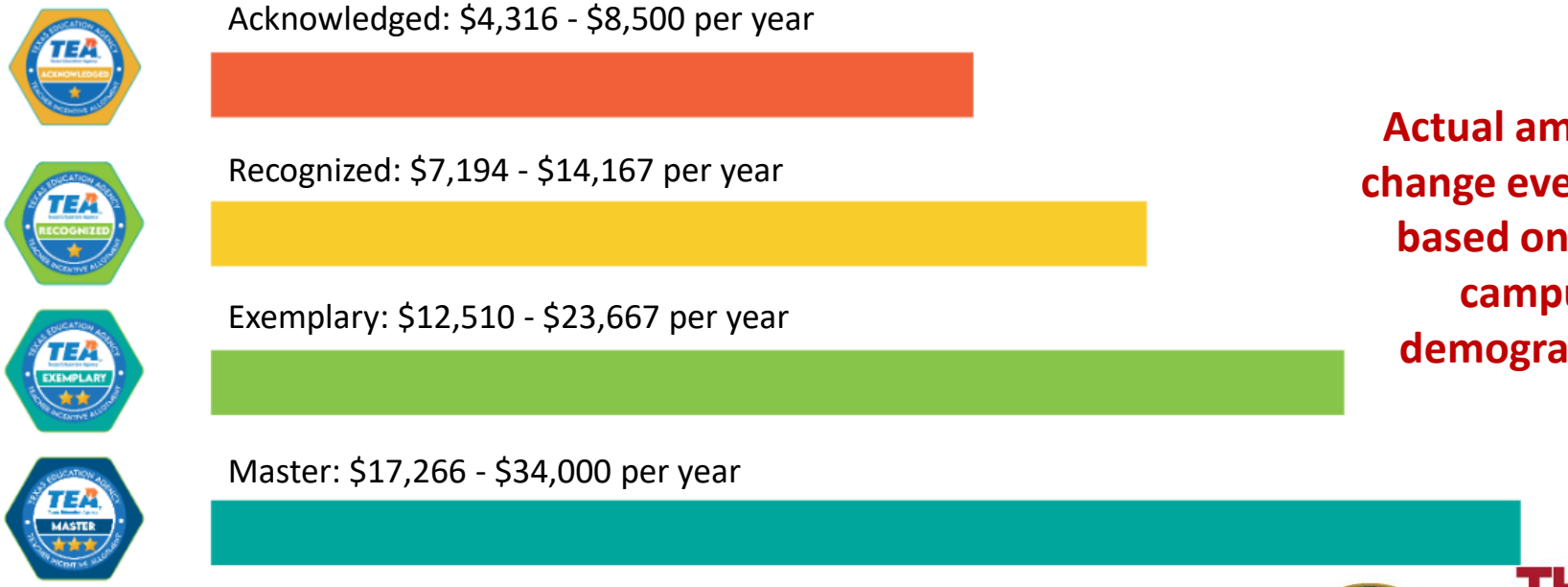


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What is TIA?

- Designations are good for 5 years.

- Each year, teachers with a designation can qualify for additional compensation based on their designation and the school they teach in.



Actual amounts change every year based on each campus demographics

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How will designations be awarded?

Attendance Requirement

- Teachers are eligible if they have **up to 9 non-discretionary absences** in the school year.
    - Non-Discretionary = Personal Illness (local/state)



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How will designations be awarded?

T-TESS Observations (Teacher Evaluations)

- Scores from Domain II (Instruction) and Domain III (Learning Environment) from summative evaluation.
- Ratings of Developing or Needs Improvement on any dimension in the summative evaluation automatically disqualify the teacher for designations.

Rating	Score
Distinguished	100
Accomplished	85
Proficient	70
Developing	60
Needs Improvement	30

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How will designations be awarded?

Student Growth

- Classroom Growth
  - Measures teacher's direct impact on students
  - Students who were with teacher in October and during testing

- Grade Level Growth
  - Measures teacher's impact on the grade level as part of a PLT.
  - Students who were in that grade level at that campus at least 6 weeks before the testing window opens.

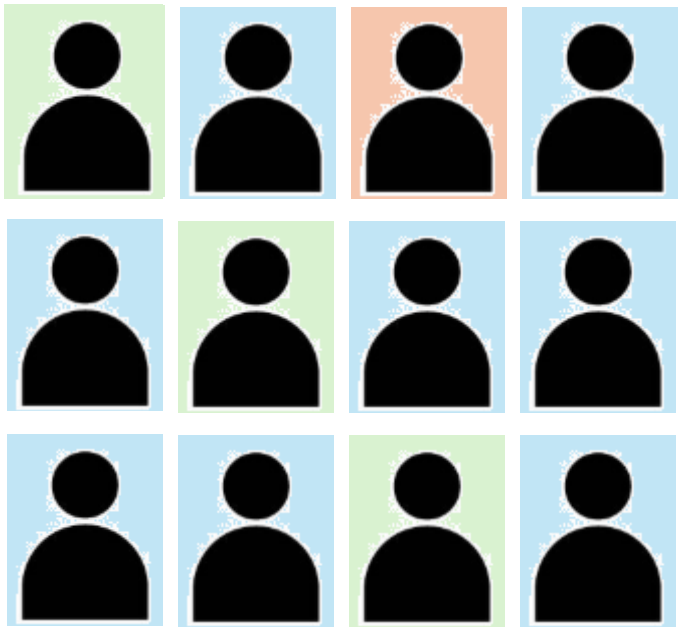
- Composite Growth
  - Weighted average of Classroom Growth and Grade Level Growth

Classroom Growth	Grade Level Growth
70%	30%



Classroom Growth vs Grade Level Growth





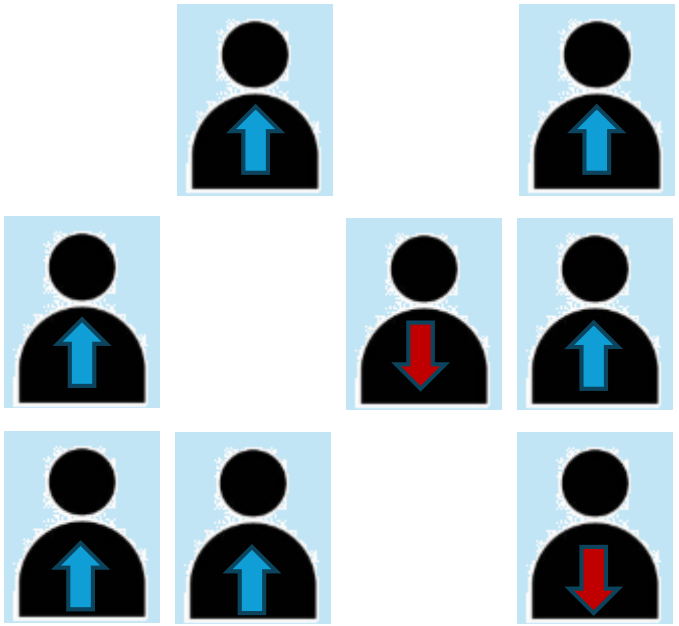
Student was in classroom in October and during testing.

Student was in classroom in January and during testing.

Student was in classroom 5 weeks before testing.

Classroom Growth





Student was in classroom in October and during testing.

Student was in classroom after October and during testing.

Student was in classroom 5 weeks before testing.

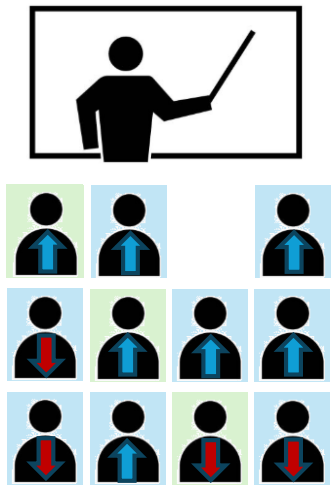
Growth

No Growth

$$Pct\ Growth = \frac{\sum Growth}{\sum Growth + \sum No\ Growth}$$

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Grade Level Growth



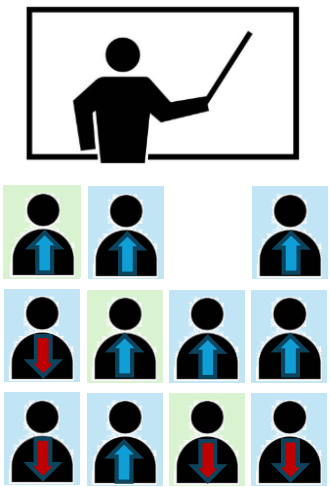
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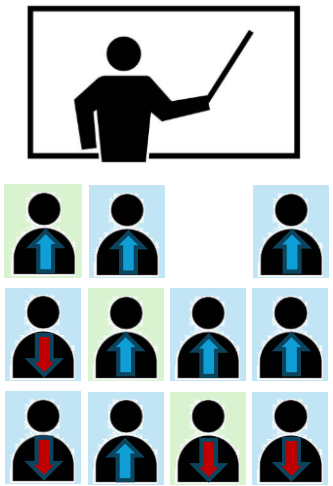
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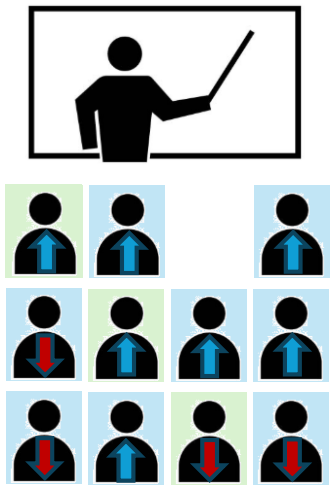
Student was in classroom 5 weeks before testing.

Growth

No Growth







$$Pct\ Growth = \frac{\sum Growth}{\sum Growth + \sum No\ Growth}$$

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How will designations be awarded?



Observation = 74%
and Growth = 73%



Observation = 85%
and Growth = 83%



Observation = 79%
and Growth = 77%



Observation = 90%
and Growth = 89%

Designation vs. Compensation

Designation

- Teachers are awarded a 5-year designation based on one year of data.
- Teacher designation can improve during the 5-year period using later data.
- Teacher designation cannot worsen during the 5-year period.
- Teachers do not lose their designation unless removed by TEA.

Compensation

- Compensation amounts are defined by the teacher's designation and campus of employment.
- Compensation amounts can change if the teacher's designation or campus changes.
- Compensation is earned each year based on the latest available data.
- Designated teachers must meet all requirements in order to qualify each year for compensation.



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Compensation

- Must meet all participation, attendance, teacher observation, and student growth requirements each year to qualify for compensation.
- Must be employed in the district by July 31st or retire at the end of the school year to be eligible for compensation.
- 10% of allotment will be used by the district to support the designation system (PD to help teachers reach designations, etc.)
- Individual and district contributions to taxes, TRS, and other deductions required by law will be deducted from the remaining 90%.
- Compensation after deductions will be in the form of a stipend. Stipend will be paid in a single disbursement in August.



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Compensation

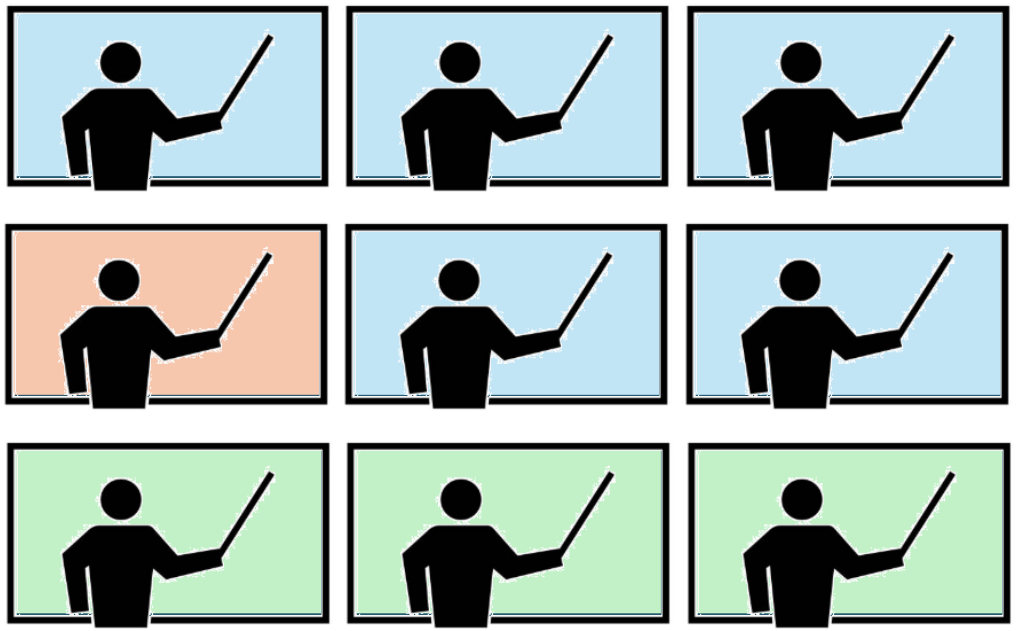
- If a designated teacher in an elementary school is not eligible to receive compensation, the allotted amount will be divided equally among the teachers of record of the teacher's grade level who do not participate in TIA.

- If a designated teacher in a secondary school is not eligible to receive compensation, the allotted amount will be divided equally among the teachers of record of the teacher's department who do not participate in TIA.

- If a designated teacher does not qualify for their compensation level, but qualifies for a lower compensation, the teacher will receive the lower compensation.

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Compensation





Designated, participating teacher

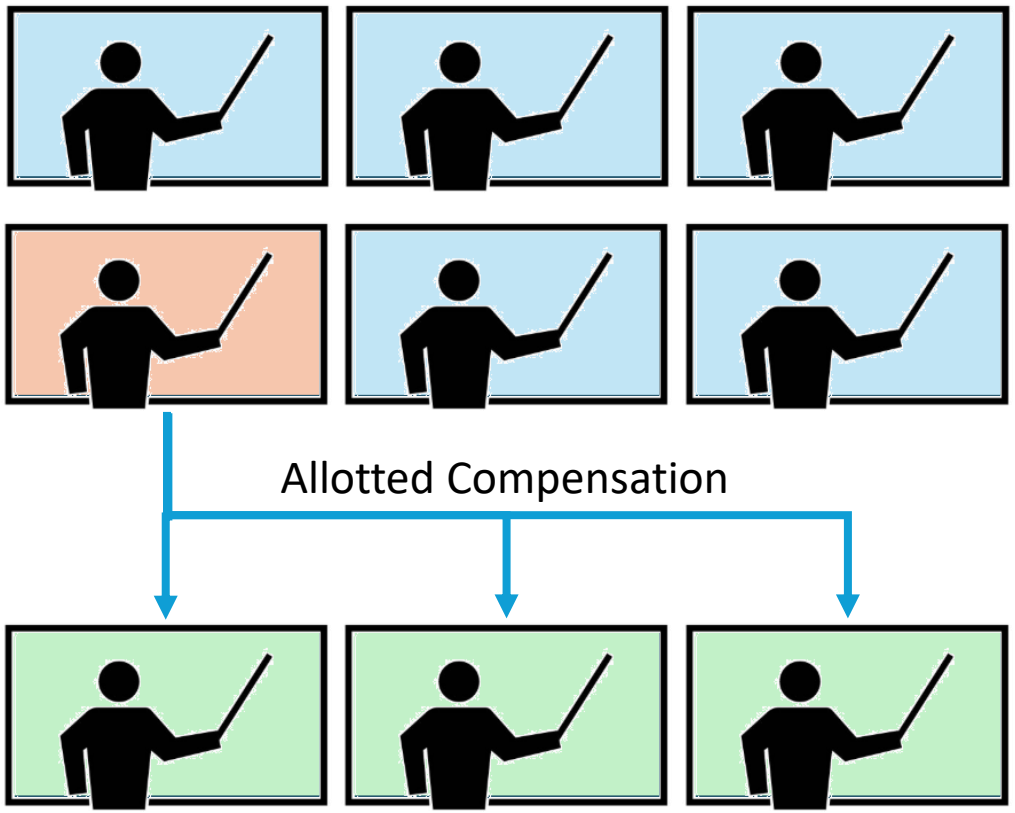


Non-participating teacher



Designated, non-eligible teacher

Compensation





Designated, participating teacher



Non-participating teacher



Designated, non-eligible teacher

Scenarios

Case 1

- Teacher has an Exemplary designation.
- This year, teacher meets requirements for Recognized only.
- Teacher receives compensation at the Recognized level.
- Teacher continues to be designated as Exemplary.

Case 1

Master

Exemplary

Recognized

Acknowledged

Possible Designations

Exemplary

Current Designation

Exemplary

Recognized

Acknowledged

Possible Compensation

Recognized

Requirement Met

Exemplary

Current Designation

Recognized

Compensation



Scenarios

Case 2

- Teacher has an Exemplary designation.
- This year, teacher meets requirements for Master.
- Teacher receives compensation at the Exemplary level.
- Teacher is submitted to TEA for Master Designation for following year.

Case 2

Master

Exemplary

Recognized

Acknowledged

Possible Designations

Exemplary

Current Designation

Exemplary

Recognized

Acknowledged

Possible Compensation

Master

Requirement Met

Master

Submit for Next Year Designation

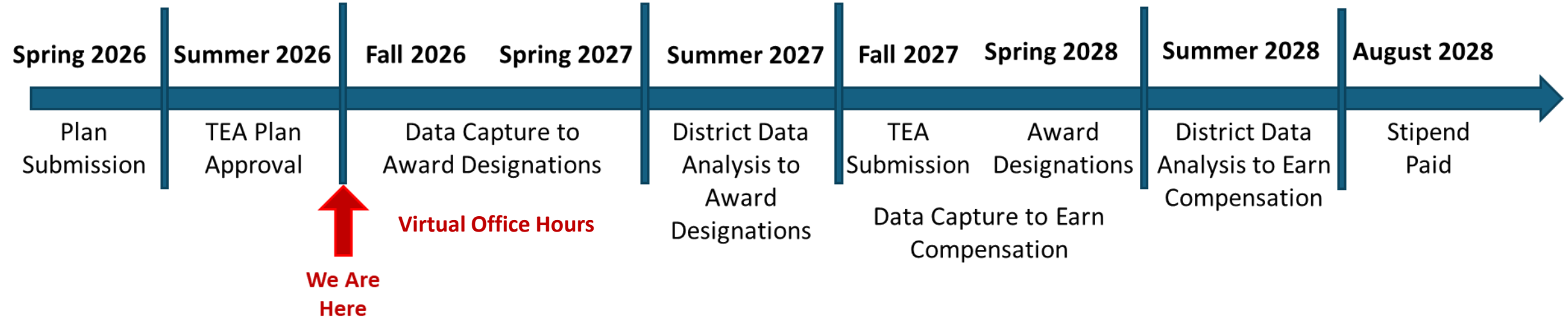
Exemplary

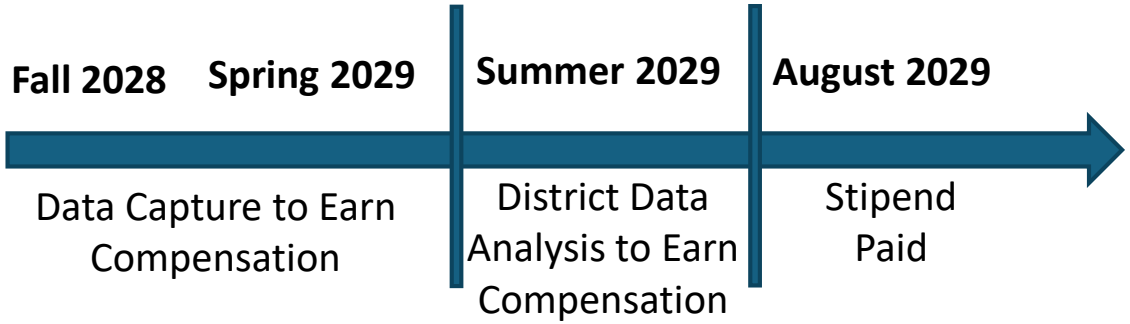
Compensation





Implementation Timeline





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QUIZ Time

- Are TIA allotments TRS eligible?
  - Yes. Because TIA funds are considered creditable compensation for the Teacher Retirement System(TRS), the payment is subject to standard payroll deductions.
- If I earn a higher designation, does the 5-year "Designation Clock" reset?
  - Yes. However, it does not restart if you earn the SAME designation.
- Can I lose my designation?
  - Yes! The Texas Education Agency (TEA) can revoke a designation if it was issued incorrectly or if the educator's certificate is sanctioned.



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QUIZ Time

- Is it optional to participate in TIA?
  - No.
- Do I qualify if I am co-teaching with another math teacher?
  - No.
- Can state/local absences affect eligibility?
  - Yes! If you exceed 9 non-discretionary absences in the school year, you are ineligible.



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QUIZ Time

- Do FMLA days affect eligibility?
  - No.
- Is growth measured BOY and EOY or does MOY factor in?
  - No. Growth is measured by student growth on STAAR.
- Can I opt out of TIA?
  - No.



QUIZ Time

- Do teachers receive incentive money all 5 years?
  - Designation and compensation have separate requirements. A designation is valid for five years. Compensation must be earned yearly.
- Do teachers receive incentive money if they move into a different position?
  - Depends. If you stay as teacher of record in the eligible subject, then funding will continue. If you receive a promotion — such as an instructional coach — you will not be eligible for compensation but your designation remains.



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Year-Long Help

Open Office Hours

- Every Wednesday from 3:00 PM – 4:00 PM
- Every Thursday from 4:00 PM – 5:00 PM
- Link: https://meet.google.com/vmy-fptt-kdb
- Use the same link for all of them



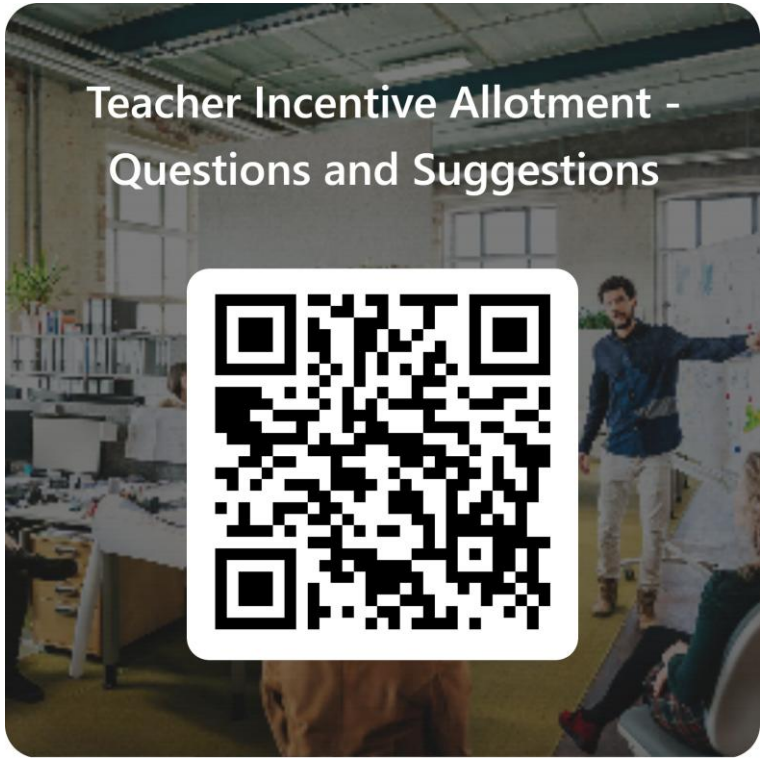
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Resources

- District's TIA Manual (link)
- District's TIA Website (link)
- Office Hours virtual office (link)
- TIA Dashboard (link)
- Contact Information
  - Ms. Naomi Esparza – nesparza8@yisd.net
  - Dr. Raul Medellin – rmedellin@yisd.net







Feedback / Questions