



Teacher Incentive Allotment (TIA)

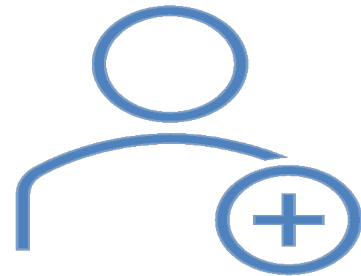
Update

Latisha Miles-Britton, Grant Manager

WHAT IS TIA?



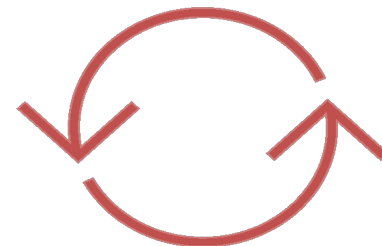
The Teacher Incentive Allotment, TIA, allows districts to identify and designate high performing teachers based on student growth and classroom observation. This is an opportunity to recruit, retain, and reward outstanding teachers. Greenville ISD has an approved Local Designation (application) for Cohort F.



Recruit



Reward

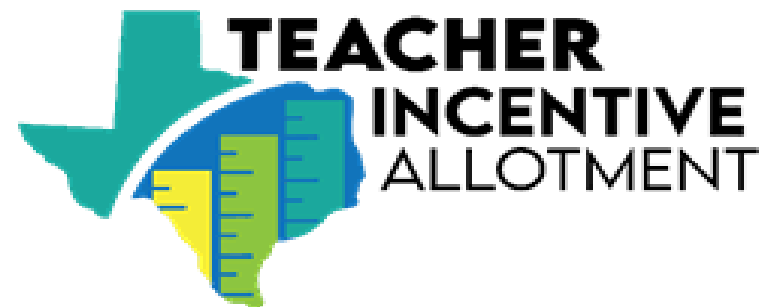


Retain

Greenville ISD's LOCAL DESIGNATION SYSTEM



- **Student Growth Measure:** Pre-test and Post-test will be used. Teachers whose students take CLI, MAP, STAAR, EOC, or CTE Industry-Based Certification assessments are eligible. Self contained teachers data will come from homeroom. Departmentalized teachers data will come from selected class period.
- **Teacher Observation:** T-TESS Appraisals and Teacher Attendance
- **Spending Plan:** 85% to designated teachers / 15% proficient teachers on designated teacher's campus for supporting learning, like those who teach GT, Dyslexia, SpEd, etc.
- **Designation Award:** The teacher maintains that designation for 5 years. The teacher receiving the designation will receive a one-time payout by the end of every August for a five year period, beginning August 2025.



Criteria for Teacher Designations



- **Recognized:**
 - 55% of students will show a minimum of one year's growth on STAAR/EOC/CTE/CLI/MAP
 - 74% in TTESS Domains 2 and 3
 - Attendance: 73.5% for 10+ absences
- **Exemplary:**
 - 60% of students will show a minimum of one year's growth on STAAR/EOC/CTE/CLI/MAP
 - 78% in TTESS Domains 2 and 3
 - Attendance: 86.7% or 6-9 absences
- * **Master:**
 - 70% of students will show a minimum of one year's growth on STAAR/EOC/CTE/CLI/MAP
 - 90% in TTESS Domains 2 and 3
 - Attendance: 100% or 0-5 absences

FUNDING FOR TEACHERS



The **Teacher Incentive Allotment** provides extra funding, from **\$3,000 - \$32,000** per teacher per year, for five years, with more money based on **teacher designation level**, **campus socioeconomic level**, and **campus rural status**.



RECOGNIZED | Base Salary \$3 - \$9K



EXEMPLARY | Base Salary \$6 - \$18K



MASTER | Base Salary \$12 - \$32K



How the funding works



The allotment formula takes three factors into account:



TEACHER
DESIGNATION LEVEL



CAMPUS
SOCIOECONOMIC LEVEL



CAMPUS
RURAL STATUS

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

Designation Level	Base Allotment	Multiplier Rate
Recognized	\$3,000	\$1,500
Exemplary	\$6,000	\$3,000
Master	\$12,000	\$5,000

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

Tier	0	1	2	3	4	5
Point Value	0	.5	1	2	3	4

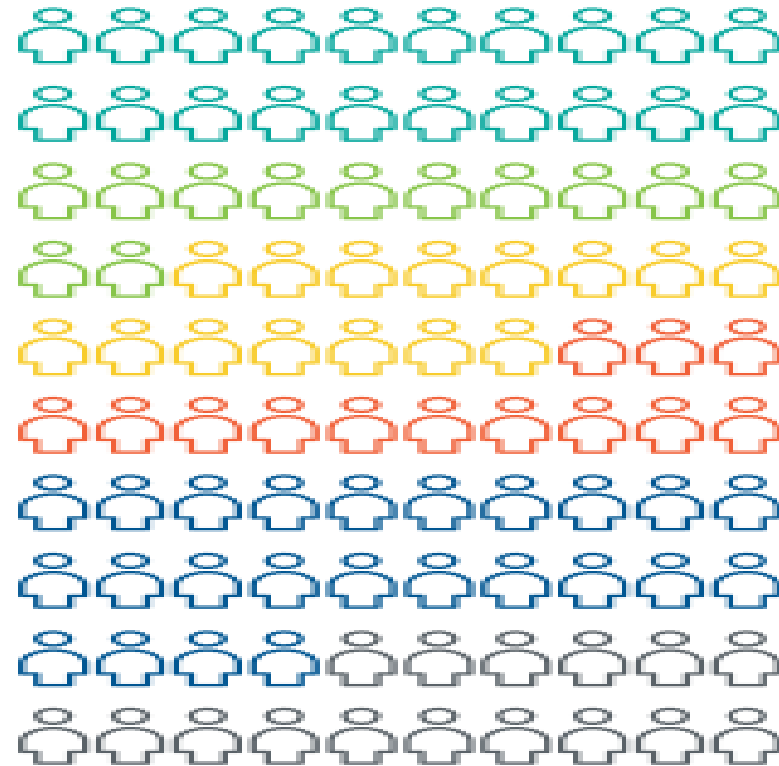
Students at rural campuses receive a two-tier boost to their point value with a maximum value of Tier 5.

Base Tier	0	1	2	3	4	5
Tier with Rural Boost	2	3	4	5	5	5



An average student point value for each campus is calculated by adding all student tier numbers and then dividing by the total number of students. The average point value is then multiplied by the designation's multiplier rate. That value is added to the designation's base allotment, resulting in the total incentive allotment. The allotment values are updated annually.

$$\begin{array}{c} \text{BASE} \\ \text{ALLOTMENT} \end{array} + \begin{array}{c} \text{MULTIPLIER} \\ \text{RATE} \end{array} \times \begin{array}{c} \text{AVERAGE STUDENT} \\ \text{POINT VALUE} \end{array} = \begin{array}{c} \text{ALLOTMENT PER} \\ \text{DESIGNATED TEACHER} \end{array}$$



Key

- Tier 0 = 0 points
- Tier 1 = .5 points
- Tier 2 = 1 point
- Tier 3 = 2 points
- Tier 4 = 3 points
- Tier 5 = 4 points

Non-Rural Campus

- Tier 0 = 20 Students → +2
- Tier 1 = 12 Students → +2
- Tier 2 = 15 Students → +2
- Tier 3 = 13 Students → +2
- Tier 4 = 24 Students → +2
- Tier 5 = 16 Students → +2

Average Student Point Value:
1.83

RECOGNIZED: \$5,745
\$3,000 + (\$1,500 × 1.83)

EXEMPLARY: \$11,490
\$6,000 + (\$3,000 × 1.83)

MASTER: \$21,150
\$12,000 + (\$5,000 × 1.83)

Rural Campus

- Tier 2 = 20 Students
- Tier 3 = 12 Students
- Tier 4 = 15 Students
- Tier 5 = 13 Students
- Tier 5 = 24 Students
- Tier 5 = 16 Students

Average Student Point Value:
3.01

RECOGNIZED: \$7,515
\$3,000 + (\$1,500 × 3.01)

EXEMPLARY: \$15,030
\$6,000 + (\$3,000 × 3.01)

MASTER: \$27,050
\$12,000 + (\$5,000 × 3.01)

What could it look like at LP Waters?



LPW	Number of students in tiers	Point Value	Students x Point Value	Average Student Point Value
Tier 1	64	0.5	32	
Tier 2	44	1	44	
Tier 3	64	2	128	
Tier 4	39	3	117	
Tier 5	151	4	604	
Total	362		925	2.555

Average Payout

Recognized	\$6,832.50
Exemplary	\$13,665.00
Master	\$24,775.00

What could it look like at Bowie?



Bowie	Number of students in tiers	Point Value	Students x Point Value	Average Student Point Value
Tier 1	77	0.5	38.5	
Tier 2	87	1	87	
Tier 3	88	2	176	
Tier 4	53	3	159	
Tier 5	122	4	488	
Total	427		948.5	2.221

Average Payout

Recognized	\$6,331.50
Exemplary	\$12,663.00
Master	\$23,105.00

What could it look like at Carver?



Carver	Number of students in tiers	Point Value	Students x Point Value	Average Student Point Value
Tier 1	33	0.5	16.5	
Tier 2	12	1	12	
Tier 3	68	2	136	
Tier 4	32	3	96	
Tier 5	356	4	1,424	
Total	501		1,684.5	3.362

Average Payout

Recognized	\$8,043.00
Exemplary	\$16,086.00
Master	\$28,810.00

What could it look like at Crockett?



Crockett	Number of students in tiers	Point Value	Students x Point Value	Average Student Point Value
Tier 1	17	0.5	8.5	
Tier 2	5	1	5	
Tier 3	97	2	194	
Tier 4	1	3	3	
Tier 5	80	4	320	
Total	200		530.5	2.652

Average Payout

Recognized	\$6,978.00
Exemplary	\$13,956.00
Master	\$25,260.00

What could it look like at KGJ STEM?



KGJ	Number of students in tiers	Point Value	Students x Point Value	Average Student Point Value
Tier 1	5	0.5	2.5	
Tier 2	6	1	6	
Tier 3	26	2	52	
Tier 4	4	3	12	
Tier 5	30	4	120	
Total	71		192.5	2.711

Average Payout

Recognized	\$7,066.50
Exemplary	\$14,133.00
Master	\$25,555.00

What could it look like at Lamar?



Lamar	Number of students in tiers	Point Value	Students x Point Value	Average Student Point Value
Tier 1	76	0.5	38	
Tier 2	110	1	110	
Tier 3	72	2	144	
Tier 4	72	3	216	
Tier 5	16	4	64	
Total	346		572	1.653

Average Payout

Recognized	\$5,434.50
Exemplary	\$10,959.00
Master	\$20,265.00

What could it look like at Travis?



Travis	Number of students in tiers	Point Value	Students x Point Value	Average Student Point Value
Tier 1	93	0.5	46.5	
Tier 2	94	1	94	
Tier 3	129	2	258	
Tier 4	85	3	255	
Tier 5	237	4	948	
Total	638		1,601.5	2.510

Average Payout

Recognized	\$6,765.00
Exemplary	\$13,530.00
Master	\$24,550.00

What could it look like at GMS?



GMS	Number of students in tiers	Point Value	Students x Point Value	Average Student Point Value
Tier 1	77	0.5	38.5	
Tier 2	64	1	64	
Tier 3	135	2	270	
Tier 4	58	3	174	
Tier 5	236	4	944	
Total	570		1,490.5	2.614

Average Payout

Recognized	\$6,921.00
Exemplary	\$13,842.00
Master	\$25,070.00

What could it look like at NHHS?



NHHS	Number of students in tiers	Point Value	Students x Point Value	Average Student Point Value
Tier 1	6	0.5	3	
Tier 2	6	1	6	
Tier 3	15	2	30	
Tier 4	10	3	30	
Tier 5	27	4	108	
Total	64		177	2.765

Average Payout

Recognized	\$7,147.50
Exemplary	\$14,295.00
Master	\$25,825.00

What could it look like at GHS?



GHS	Number of students in tiers	Point Value	Students x Point Value	Average Student Point Value
Tier 1	135	0.5	67.5	
Tier 2	126	1	126	
Tier 3	246	2	492	
Tier 4	115	3	345	
Tier 5	416	4	1,664	
Total	1,038		2,694.5	2.595

Average Payout

Recognized	\$6,892.50
Exemplary	\$13,785.00
Master	\$24,975.00

Sustainable Funding



TIA funding was built into Texas state law as part of House Bill 3 during the 86th Texas Legislature. It is a Tier 1 allotment through the Foundation School Program (FSP), the system through which the state provides funding to districts. This system, grounded in the Texas Education Code, creates a sustainable funding source for districts implementing TIA. Unlike previous state incentive programs, there is no cap on TIA allotment funds or the number of teachers who may earn a designation.

Updates



Completed:

- Cohort F application approved July 2023
- Pre-test administered within first nine weeks of school
- Eligible teachers verified in PEIMS

Next Steps:

- If approved, submit an Expansion/Modification Application to include other teaching categories April 2024.
- Spring 2024- Post-test administration
- 2023-2024 School Year data will be collected, verified, and submitted Fall 2024, along with the \$500 fee for each teacher being put up for a designation.
- Spring 2025- district notification of the designated teachers and the total amount of funds generated
- Teachers will receive the first payout August 2025.
- Districts will be reimbursed September/October 2025 for designation fees and allotment payouts.



Questions?