

## **Teacher Incentive Allotment: Overview**

The Teacher Incentive Allotment (TIA) was funded in House Bill 3 (HB 3) by the 86th Texas Legislature in June 2019. HB 3 established an optional Teacher Incentive Allotment with a stated goal of a six-figure salary for teachers who prioritize teaching in high needs areas and rural district campuses. The state hopes to recruit, retain, and reward exceptional teachers through TIA.

The Teacher Incentive Allotment goal was established by HB3 with a stated goal to provide a realistic pathway to pay outstanding teachers six-figure salaries. This initiative is meant to help attract, recruit, and retain highly effective teachers and provide incentives for them to teach at challenging campuses.

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The TIA is a program created by the Texas Legislature as part of House Bill 3 to provide increased compensation for our most effective teachers and to help attract and retain highly effective teachers at traditionally hard-to-staff schools. TIA will help us to identify top teachers here in Brazosport by looking at a variety of measures of instructional excellence, including student learning and classroom observations. When looked at in combination, these measures will help recognize and reward highly effective teachers, some of whom will be eligible for increased compensation. The exact amount available to each teacher is dependent on a formula determined at the state level, which also takes into account the number of students who are economically disadvantaged. You can learn more at [tiatexas.org](http://tiatexas.org).

### **Teacher Eligibility**

The teacher must have an active, eligible SBEC teaching certificate.

- Eligible types of certification include Standard, Professional, and Provisional.
- Eligible classes include: K-12 Reading, 1-8 Math, Algebra 1, Geometry, & Algebra 2

The teacher must be coded 087 (Teacher) per the Public Education Information Management System (PEIMS) description of codes for 90 days at 100% of the day or 180 days required at 50-99% of the day and compensated for that employment.

### **TIA Designations**

Teachers may receive one of three ratings based on T-TESS, Student Growth Measures, and Attendance: Recognized, Exemplary, or Master. Once district criteria has been developed, a teacher's T-TESS, Student Growth Measures, and Attendance data will be evaluated based upon the developed formula and rubric. Texas Tech University will verify the process and the validity of the data. If approved, that teacher will receive one of the three ratings listed above, along with the additional state determined compensation for that campus. Also, the designation will be placed on their teaching certificate.

A teacher's designation is valid for five years, at which time that teacher will be re-evaluated. Based on performance during the 5-year designation, a teacher can be recommended for a higher designation but not a lower designation.

### **District Designations**

The local school district will use teacher observations and student growth measures for evaluating the overall impact of the teacher evaluation.