

TEACHER INCENTIVE ALLOTMENT NOVEMBER 2022



The Goals | Teacher Incentive Allotment (TIA)

RETENTION

To ensure top teachers have a **realistic** path to a competitive annual salary

RECRUITMENT

To **attract** and **keep** effective educators in the classroom and **incentivize** teaching at challenged campuses

Key Points: Teacher Incentive Allotment (TIA)



Districts will develop a local designation system and designate high-performing teachers (Master, Exemplary, or Recognized).



Districts will receive additional funding (**\$3-32K per year**) for every designated teacher they employ.



Districts will receive greater funding for designated teachers who work on **rural and/or high needs campuses**.

90%

At least 90% of TIA funds must be used on **teacher compensation** on the campus where the designated teachers work.



TEA in partnership with Texas Tech University will approve the local designation systems.



Recognized

\$3-\$9K

Top 30% in the state

**National Board
Certification**

\$4469 - \$8473



Exemplary

\$6-\$18K

Top 20% in the state

\$8938 - \$ 16945

***The TIA designation is added to a teacher's
SBEC certificate and is valid for five years.***



Master

\$12-\$32K

Top 5% in the state

\$16897 - \$30242

Requirements for TIA

- **Pathway 1:** National Board Certification Program
- **Pathway 2:** Development of local teacher designation system
 - Must measure teacher effectiveness, based on:
 - Teacher observation
 - Student growth data
 - May include additional requirements (mentoring, teacher leader positions, surveys, etc.)
- Designation systems are submitted to TEA for approval
- Data validation process, conducted by Texas Tech University

District Timeline

Participating in Cohort F

