

HOOKS ISD TEACHER INCENTIVE ALLOTMENT PLAN

In the 86th Legislative Session, HB 3 provided an avenue for districts in Texas to apply for additional funding through The Teacher Incentive Allotment (TIA). The allotment provides funding to pay additional salary amounts to highly effective teachers whose students show measurable improvement in academic growth. The increased compensation will help attract and retain highly effective teachers at traditionally hard-to-staff schools.

The Texas Education Agency has developed criteria for the components of the TIA. Creating a local designation plan is a rigorous process districts must undergo to gain approval for TIA funding. The plan must reflect an alignment between teacher performance and student outcomes. Our desire is to provide a transparent and equitable opportunity for ALL teachers, support a culture of excellence, and improve student achievement. This process must be valid, reliable and applied consistently across all courses, levels and campuses.

The exact amount of increased compensation available to each teacher is dependent on a formula, economically disadvantaged at each campus, and whether or not the campus is considered rural according to the state definition. You can learn more at tiatexas.org.

TIA OVERVIEW

How Does TIA Work?

TIA is a performance pay teacher evaluation system that may award additional compensation to teachers based on predetermined effectiveness criteria. This means that the most effective teachers in the district have an opportunity to earn additional compensation and that the District will carve out a growth trajectory for developing teachers to aim for the same goal.

TIA Eligibility

At a minimum, the teacher must have a valid SBEC certificate and be coded 087 (Teacher) per Public Education Information.

TIA Teacher Effectiveness Criteria

Based on TIA requirements, the evaluation criteria must include both a teacher observation and a student performance component. While we will create our own process for assessing observations and student performance, the state has established a set of guidelines for measuring exceptional effectiveness that we must adhere to.

Designations and Performance Incentives

The idea of using multiple criteria to measure teacher effectiveness, e.g. observations and student growth, is referred to as the use of multiple measures. For every TIA eligible teacher we will track progress against these measures over the course of the school year. Detailed TIA Texas [Designation System Requirements](#) are available on tiatexas.org.

- Teachers will receive regular development, feedback and progress updates to keep them abreast of their TIA status.
- Over the course of the school year TIA eligible teachers will receive multiple T-TESS observations and follow standardized student assessment protocol.

- When a full year of data, e.g. T-TESS observations and student growth scores have been collected, that information will be used to calculate a composite score for each eligible teacher. Based on the composite score, eligible teachers will be assigned a designation.
- Teachers may receive performance-based incentives based on their designation. The designation details and funding allocation have yet to be determined. Teachers will be engaged in exploring implementation options for both. Note that the final amount actually allocated to each campus depends on a number of variables.

TIA TIMELINE AND PROCESS

Timeline and Process

The work to secure TIA funding for the district is a multi-year process. TIA Texas established a rolling application process, whereby districts can apply in one of many cohorts. Hooks ISD is applying in [Cohort F](#). The timeline for our application and designations is noted below:

Cohort F

Data-Capture Year: 2023-2024

System Application Posted: Nov. 1, 2022

System Application due to TEA (no fee required for submission): April 15, 2023

System Application Result Final Notification: August 15, 2023

Data Review due to Texas Tech University (data processing fee required for each teacher put forth for designation): November 1, 2024

Final Approval Notification: Late February 2025

Final Designation and Allotment Notification: April 2025

Initial Payout with Reimbursements for Approved Systems: September 2025 or September 2026*
(*if the district chooses to [hold designations](#))

Stakeholder Feedback

While Texas has set a number of strict requirements, we have an opportunity to customize our TIA program so that it matches the culture, goals and needs of Hooks ISD. The application we submit in April 2023 will reflect the preferences and priorities of Hooks ISD teachers and leaders. Stakeholder feedback is critical to the development of our local designation plan for TIA. A committee has been established with representatives from every campus.

A committee will review stakeholder feedback and utilize it when making final decisions regarding the local plan.

Website/Email Updates

This TIA page will be updated regularly to share recent information on the status of the TIA work happening in Hooks ISD. At key milestones, website updates will be accompanied by districtwide email. All staff members are encouraged to visit the website often and review any email regarding TIA.

TIA FAQ *COMING SOON*