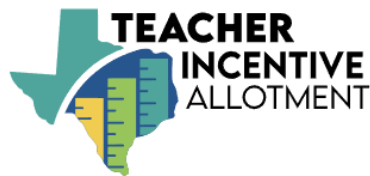


Jarrell ISD

TIA Guidebook



2025-26 Data Capture Year

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Message from Superintendent Dr. Toni Hicks

I am pleased to share some exciting news regarding teacher compensation in our district. We recognize the invaluable contributions our educators make every day in shaping the future of our students, and we are committed to ensuring that their dedication and hard work are appropriately recognized and rewarded.

After thorough discussions and planning, Jarrell ISD is part of the Teacher Incentive Allotment. The TIA is a program established by the Texas Education Agency to help teachers earn up to six figures. Over the past year, we have met the requirements to become an approved TIA district. This initiative is part of our effort to attract and retain top teaching talent, enhance job satisfaction, and ensure our educators feel supported and valued.

Thank you for your commitment to education and for making a difference in the lives of our students.



TIA Overview

The Teacher Incentive Allotment (TIA) was established by the Texas Education Agency (TEA) to reward and incentivize high-performing teachers. The goal is for effective teachers to potentially earn six-figures with the allotment portion of the salary funded by TEA.



Once highly effective teachers are identified using the approved local system application, a designation can be earned in one of three levels: *Master*, *Exemplary*, and *Recognized*. National Board Certified Teachers (NBCT) are rewarded at the *Recognized* level.



An annual allotment from TEA is provided to districts who employ a designated teacher. Once designated, a teacher who remains in the classroom (087) will receive 90% of the TEA allotment funds for five consecutive years based on the designation level. The socioeconomic needs of the campus in which the teacher is assigned, combined with the TEA campus rural status, determine the annual allotment amount.

Eligibility for TIA Designation & Compensation

A Jarrell ISD teacher must:

1. be coded as a teacher (087) within Ascender, which is reported to TEA through the Public Education Information Management System (PEIMS); and
2. receive district salary compensation that mirrors PEIMS teacher coding for a minimum of 90 days at 100% of the day or 180 days at 50-99% of the day.

After a data collection year, the district must submit T-TESS and Student Growth data on each TIA eligible teacher in alignment with the JISD TIA approved local system application. If JISD passes validation, then eligible teachers who were identified as “high performing” will receive 90% of allotment funds, less the TRS deduction (both employee and district) and any other applicable payroll taxes or deductions, by August 31st based on their designated level and campus assignment from the previous February. The remaining 10% will be used by the district to support the TIA program in the areas of training, expansion, administrative expenses, and professional development.

Payout Dates for Designated Teachers:

2023-24 Data Capture Year: *August 31, 2025*

2024-25 Data Capture Year: *August 31, 2026*

2025-26 Data Capture Year: *August 31, 2027*

Allotments are based on teacher designation level, campus socioeconomic level, and campus rural status. A TEA TIA campus funding map which is updated each year is linked [here](#).
Amounts below are estimates based on the 2024-25 JISD student/school data.



\$6,376



\$12,752



\$23,254

Starting in 2025-26 Employees who resign or retire*: If JISD receives funding for a teacher who is no longer employed with the district, the district will forward payment to a retired teacher who notified the district prior to the end of their contract, but not to former employees who resign or are terminated. In these cases, JISD will redistribute allotment funds to other designated teachers (in 087 roles) on the campus where the departing designated teacher worked. *Pending TEA Approval of the 2026 Expansion/Modification Application

JISD Performance Standards



| Teacher Evaluation | Student Growth |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 35% | 65% |
| <p>In Domains 2 & 3, the primary appraiser uses walkthrough data and the 45-minute formal observation to provide a cumulative rating using the T-TESS rubric.</p> <p>The TIA T-TESS score for JISD eligible teachers is the average of the eight dimension scores in Domains 2 and 3.</p> <p>A teacher must score proficient or higher on dimensions 2.1, 2.2, 2.3, 2.4, 2.5, 3.1, 3.2, and 3.3 to be considered for TIA designation.</p> | <p>Student growth is measured from Beginning of Year (BOY) to End of Year (EOY) using the JISD TIA approved local system application assessments.</p> <p><i>TIA Growth is not the same as meeting an achievement level at the EOY. Growth is calculated based on the JISD TIA approved local system application growth measure for each TIA assessment.</i></p> <p>The % of students who met their growth target for each TIA eligible teacher will be calculated as follows: Numerator = # of students who met their TIA growth target; Denominator = total # of TIA assessments</p> <p>Student Growth calculations will be rounded to the nearest tenth. A teacher must have a minimum of six assessments to be considered for TIA designation.</p> |

JISD considers the TIA Statewide Performance Standards when determining designation levels.

| TIA Statewide Performance Standards | | | |
|-------------------------------------|--------|----------------|-------------------|
| | T-TESS | Student Growth | Designation Level |
| Top 33% of Teachers in Texas | 3.7 | 55% | Recognized |
| Top 20% of Teachers in Texas | 3.9 | 60% | Exemplary |
| Top 5% of Teachers in Texas | 4.5 | 70% | Master |

Student Growth and TIA Categories

| TIA Eligible Teachers | Assessment | How is Growth Measured? | TIA Teacher Category |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------|------------------------------------------------------------------|----------------------|
| Grades 1-5 Math & ELAR | <i>iReady English iReady Spanish</i> | <i>iReady Typical Growth Move up a Level</i> | 1 |
| Grades 6-8 Math & ELAR English I & English II Algebra I | <i>STAAR/EOC</i> | <i>STAAR Growth Measure</i> | 2 |
| 5th grade Science 8th grade Social Studies & Science US History & Biology | <i>District-Created/EOC</i> | <i>% Increase Model</i> | 3 |
| Advanced Placement AP Calculus AB AP Statistics AP Human Geography AP World History AP Psychology AP Spanish IV | <i>District Created/AP</i> | <i>Move up a Level</i> | 4 |
| CTE Certification Courses Adv Animal Science Adv Culinary Arts Adv Floral Design Adv Plant Science Equine Science Vet Medical Applications | <i>iCEV/Certification Test</i> | <i>% Increase Model</i> | 5 |
| CTE Non-Certification Courses Accounting II Ag Equip & Fab Ag Mech & Metal Tech Ag Structures Construction Tech Eng Design & Pres Eng Science Fam & Comm Svcs Floral Design Health Sci & Theory Prac in Health Sci Audio/Video Pro I Audio/Video Pro II Business Management Comp Sci II Graphic Des & Illust I Graphic Des & Illust II Robotics II Social Media Marketing Sports Enter Mark II | <i>Precision/Precision</i> | <i>% Increase Model</i> | 6 |

TIA Assessments and Growth Measures

- **Advanced Placement:** “The [Advanced Placement Program® \(AP\)](#) enables willing and academically prepared students to pursue college-level studies while still in high school. The program consists of college-level courses developed by the AP Program that high schools can choose to offer, and corresponding exams that are administered once a year.” Growth is measured using a [Move up a Level](#) model.
- **District-Created:** The JISD curriculum and instruction department selects a STAAR-released EOC for both US History and Biology beginning-of-year (BOY) assessments. Growth is measured using a [% Increase Model](#).
- **iCEV:** “[iCEV](#) is offering pre- and post-testing for both industry certifications hosted on the iCEV Testing Platform and iCEV state-approved TEKS-aligned courses.” Growth is measured using a [% Increase Model](#).
- **iReady:** “*i-Ready Standards Mastery* is a digital assessment for Grades 2–8 that gives educators immediate insight into student understanding, progress, and needs in Reading and Mathematics. After using *i-Ready Diagnostic* for an overall picture of student performance, educators can use two prebuilt *i-Ready Standards Mastery* assessment forms—each known as a “Mastery Check”—to evaluate students’ performance on key academic standards” Curriculum Associates (2024) <https://www.curriculumassociates.com/programs/i-ready-assessment/standards-mastery>. English growth is measured using the iReady Typical Growth [diagnostic model](#). Spanish growth is measured using the [Move up a Level](#) model.
- **Precision:** “[YouScience](#) Industry Certifications validate educational outcomes for career and technical education (CTE) programs through industry-recognized certifications.” Growth is measured using a [% Increase Model](#).
- **STAAR/End-of-Course (EOC):** “The State of Texas Assessments of Academic Readiness (STAAR®) is a standardized academic achievement test designed to measure the extent to which a student has learned and can apply the defined knowledge and skills in the Texas Essential Knowledge and Skills (TEKS) at each tested grade, subject, and course. Every STAAR question is directly aligned to the TEKS currently in effect for the grade and subject or course being assessed” TEA (2024), <https://tea.texas.gov/student-assessment/staar>. Growth for Category 3 Teachers is measured using the JISD [% Increase Model](#) approved by TEA that measures a student’s growth from a district-created BOY to the STAAR EOC. The STAAR Growth Measure is used to determine growth for Category 2 Teachers.

TIA Eligible Teacher Annual Review Process

TIA eligible teachers will have the opportunity to review their data at various points throughout the data capture year.

1. BOY student data is available in Eduphoria and/or 3rd-party platforms. Teachers are encouraged to differentiate instruction based on the individual needs of student content knowledge.
2. At the beginning-of-year (BOY) T-TESS conference, teachers and primary administrators are encouraged to review previous T-TESS and Student Growth data as well as VAM, if available. Goals are set based on T-TESS Domains 2 and 3.
3. Walkthrough data, specifically ratings in the 8 dimensions of T-TESS Domains 2 and 3, are available in Eduphoria.
4. MOY student data is available in Eduphoria and/or 3rd-party platforms. Teachers are encouraged to differentiate instruction based on the individual needs of student content knowledge. Intervention is provided to students who do not meet their mid-year growth goal.
5. Final T-TESS dimension scores, based on walk-throughs and the 45-minute formal observation, are shared with teachers at the end-of-year (EOY) T-TESS conference.
6. EOY student data is available in Eduphoria and/or 3rd-party platforms.

Student Verification Reports:

Teachers will verify their student rosters at their end-of-year (EOY) T-TESS conference. Teachers will sign a student roster after crossing through any student(s) not enrolled from the first Monday in October to the last Friday in April.

Teacher Scorecards:

Each TIA eligible teacher will receive a JISD TIA Scorecard by mid-September with component scores (T-TESS and Student Growth) from the previous data capture year. The scorecard will note whether JISD is recommending a teacher for designation and if so, the designation level. Teachers will have the opportunity to review their scorecard with their primary administrator at the BOY T-TESS conference. *If a teacher feels the data reported on the scorecard is miscalculated, he/she must notify their primary administrator in writing on or before the first Monday in October.*

TIA Stakeholder Committee

Purpose:

The purpose of the TIA Stakeholder Committee is to review and ensure the JISD TIA approved local system application is implemented with fidelity. District leaders will provide committee members with TIA updates and ask for feedback regarding implementation. The committee will review TIA survey data and make recommendations for improvement, including any modifications and/or expansions needed to ensure as many teachers as possible *over time* are eligible for TIA in JISD.

Committee Members:

Laura Buckley, Assistant Superintendent of Student Services

Bob Mabry, Assistant Superintendent. of Human Resources

Carla Clegg, District Representative

Lara Hutchinson, JES Campus Admin Representative

Josh Curtis, JMS Campus Admin Representative

Andrew Maddox, JHS Campus Admin Representative

Nakoacha Brown, Teacher Elementary Representative

Kimmie Gingerich, Teacher Elementary Representative

Paige Ramirez, Teacher Middle School Representative

Middle School: Curtis Earle, Teacher Middle School Representative

Anne Dyer, Teacher High School Representative

Paula Cole, Teacher High School Representative

2025-26 Course, Service ID, TIA Assessment, and Category

| Course Name: | Service ID: | TIA Assessment: | Category: |
|------------------|-------------|----------------------------------------|-----------|
| Math 1 | 02640010 | iReady | 1 |
| Math 2 | 02640020 | iReady | 1 |
| Math 3 | 02640030 | iReady | 1 |
| Math 4 | 02640040 | iReady | 1 |
| Math 5 | 02640050 | iReady | 1 |
| Math 6 | 02820000 | STAAR | 2 |
| Math 7 | 03103000 | STAAR | 2 |
| Pre-Algebra | 03103100 | STAAR | 2 |
| Algebra I | 03100500 | STAAR EOC | 2 |
| ELAR 1 | 02625010 | iReady | 1 |
| ELAR 2 | 02625020 | iReady | 1 |
| ELAR 3 | 02625030 | iReady | 1 |
| ELAR 4 | 02625040 | iReady | 1 |
| ELAR 5 | 02625050 | iReady | 1 |
| ELAR 6 | 03200510 | STAAR | 2 |
| ELAR 7 | 03200520 | STAAR | 2 |
| ELAR 8 | 03200530 | STAAR | 2 |
| Science 5 | 02650500 | District created pre-assessment/EOC | 3 |
| Science 8 | 03060800 | District created pre-assessment/EOC | 3 |
| Social Studies 8 | 03343100 | District created pre-assessment/EOC | 3 |

| | | | |
|--------------------------|----------|------------------------------------------------------|---|
| English I | 03220100 | STAAR EOC | 2 |
| English II | 03220200 | STAAR EOC | 2 |
| Biology | 03010200 | District created pre-assessment/EOC Biology | 3 |
| US History | 03340100 | District created pre-assessment/EOC US History | 3 |
| AP Calculus | A3100101 | District created/AP | 4 |
| AP Statistics | A3100200 | District created/AP | 4 |
| AP Human Geography | A3360100 | District created/AP | 4 |
| AP World History | A3370100 | District created/AP | 4 |
| AP Psychology | A3350100 | District created/AP | 4 |
| AP Spanish IV | A3440100 | District created/AP | 4 |
| Adv Animal Science | 13000700 | iCEV/Certification Exam | 5 |
| Adv Culinary Arts | 13022650 | iCEV/Certification Exam | 5 |
| Adv Floral Design | N1300270 | iCEV/Certification Exam | 5 |
| Adv Plant Science | 13002100 | iCEV/Certification Exam | 5 |
| Equine Science | 13000500 | iCEV/Certification Exam | 5 |
| Vet Medical Applications | 13000600 | iCEV/Certification Exam | 5 |
| Accounting II | 13016700 | Precision/Precision | 6 |
| Ag Equip & Fab | 13002350 | Precision/Precision | 6 |
| Ag Mech & Metal Tech | 13002200 | Precision/Precision | 6 |
| Ag Structures | 13002300 | Precision/Precision | 6 |
| Construction Tech | 13005100 | Precision/Precision | 6 |
| Eng Design & Pres | 13036500 | Precision/Precision | 6 |
| Eng Science | 13037500 | Precision/Precision | 6 |
| Fam & Comm Svcs | 13024900 | Precision/Precision | 6 |

| | | | |
|-------------------------|----------|---------------------|---|
| Floral Design | 13001800 | Precision/Precision | 6 |
| Health Sci & Theory | 13020400 | Precision/Precision | 6 |
| Prac in Health Sci | 13020500 | Precision/Precision | 6 |
| Audio/Video Pro I | 13008500 | Precision/Precision | 6 |
| Audio/Video Pro II | 13008600 | Precision/Precision | 6 |
| Business Management | 13012100 | Precision/Precision | 6 |
| Comp Sci II | 03580300 | Precision/Precision | 6 |
| Graphic Des & Illust I | 13008800 | Precision/Precision | 6 |
| Graphic Des & Illust II | 13008900 | Precision/Precision | 6 |
| Robotics II | 13037050 | Precision/Precision | 6 |
| Social Media Marketing | 13034650 | Precision/Precision | 6 |
| Sports & Enter Mark II | N1303422 | Precision/Precision | 6 |