



Rural Cohort

Hooks ISD Teacher Incentive Allotment Program Guide

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 the campus is considered rural according to the state definition. You can see current funding amounts at <https://tiatexas.org/funding-map/>.

TIA OVERVIEW

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.

Eligibility

You must be employed by Hooks ISD as a teacher in a student-facing instructional role and be coded 087 (Teacher) per Public Education Information. You must meet TEA's creditable year of service requirement and be compensated for 90+ days at 100% of the day or 180+ days at 50% of the day, or the semester equivalents. In addition to these requirements, you must also be a teacher in one of the Hooks ISD eligible grade and subject areas. For the 2025-2026 school year, eligible subject areas are:

Hooks High School	Hooks Junior High	Hooks Elementary
English I -IV	5 th -8 th Reading	2 nd – 4 th Reading
Algebra I & II	5 th – 8 th Math	2 nd – 4 th Math
Geometry	5 th -8 th Science	3 rd & 4 th Science

Biology	8 th United States History	Special Education
Chemistry	Special Education	
Physics		
United States History		
Special Education		

We will continue to add subject areas until every teacher group is eligible.

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 <https://tiatexas.org/>.

- Teachers will receive regular professional 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. Note that the final amount actually allocated to each campus depends on a few variables.
- Hooks ISD will utilize the state recommended cut points for earning a designation. Student growth will count 60% of the composite score and T-TESS Evaluations will count 40% of the composite score. Teachers are not required to meet minimum cut points in both areas; designation determinations will be based on the overall composite score.
- Current state recommended cut points are:

Student Growth: 60%	T-TESS Evaluation: 40%
Master – 70%	Master – 4.5 %
Exemplary – 60%	Exemplary – 3.9%
Recognized – 55%	Recognized – 3.7%
Acknowledged – 50%	Acknowledged – 3.5%

State Requirements for TIA Funding

Funding for teachers designated as Recognized, Exemplary, and Master under the Teacher Incentive Allotment (TIA) will flow from the state to Texas school districts. Statute requires that 90% of the funds earned through the district's local designation system be spent on teacher compensation on the campus where the designated teacher works. The district should spend no more than 10% of the TIA funds at the district level to support rollout and implementation of TIA.

The state will calculate rural and socioeconomic tier funding status annually based on student enrollment. Allotment funds will be based on the socioeconomic status of the campus and not the individual students assigned to the designated teacher. Hooks ISD will track performance of designated teachers each year and support them to ensure they continue to perform at or above their designated levels.

Stakeholder Feedback

While Texas has set a number of specific requirements, we had the opportunity to customize our TIA program so that it matches the culture, goals and needs of Hooks ISD. District goals related to spending were identified to address the needs of recruiting and retaining highly effective teachers and to direct experienced teachers to students who need the most support. The application we submitted in April 2023 reflected the preferences and priorities of Hooks ISD teachers and leaders. A committee has been established with representatives from every campus.

During the district's Teacher Incentive Allotment stakeholder committee meetings, input was gathered for the development of Hooks ISD's TIA spending plan. The committee meetings included the district superintendent, other district-level personnel, teachers, and principals in the decision-making process. To retain the district's top talent, the stakeholders elected to provide the majority of the Teacher Incentive Allotment funds to the teacher who earned the designation. Therefore, Hooks ISD will provide 90% of the TIA funds to the teacher who earned a TIA designation, excluding TRS and Benefits. Hooks ISD will retain 10% of the funds for supporting the TIA initiative by providing campus T-TESS Appraisers with a stipend not to exceed \$2500 for Principals and \$2000 for Assistant Principals. Any remaining portion will be used to provide professional development in support of the TIA. The district will provide the TIA compensation to teachers through a lump sum payment (as a separate check/EFT from the district) no later than August 31 the first year the district has teachers earn a designation. The second year, teachers will receive payment twice a year, once in the Spring after winter roster and once in the summer. This plan was communicated widely to teachers and has strong teacher support.

- If a designated teacher moves campuses from one school year to another, the allotment that designated teacher generates will be recalculated based on the rural and socioeconomic tier funding of the new campus.
- If a designated teacher fulfills their yearly contract, TIA funds will be paid out following the district's regular payment procedure.
- If a designated teacher leaves the district prior to the winter roster verification date (generally in February of each year), the district understands that no allotment will be generated, and no compensation will be given to the teacher. The district will

- only pay out funds to designated teachers based on funds received for TIA.
- If a designated teacher breaks their contract or does not fulfill their contract, no TIA funds will be paid.
 - If a designated teacher moves campuses within the district during the school year, then Hooks ISD will provide the funding to the designated teacher based on the campus where the designated teacher worked during the winter roster (generally in February).
 - If a designated teacher moves to the district prior to the winter roster verification date, then the designated teacher will receive the allotment of funds generated by the state at the campus where the teacher is assigned during the winter roster verification. The spending plan will be the same for newly hired teachers.
 - Any TIA funds that need to be reallocated will be divided equally among the TIA designated teachers at the campus where the funds were generated.

Please note that Hooks ISD cannot recommend a teacher for a TIA designation if the teacher does not remain in an eligible teaching position the year following the data capture year or if the teacher leaves the district following the data capture year.

The district has a board approved compensation plan that provides approval for the TIA payments. The TIA compensation will be TRS eligible, and the district will send a copy of the compensation plan to TRS, if requested.

All teachers with a TIA designation have access to a virtual designation certificate. This can be found on the Designated Teacher Public Search webpage at:

<https://tealprod.tea.state.tx.us/Tea.Scoms.Web/External/Search>

Teachers who hold a teaching certification will also see their designation displayed on their virtual teaching certificate. Newly designated teachers can anticipate their certificates to be updated in May of each year.

The district will request that teachers currently employed with the district notify the HR Director upon completion of the National Board Certification process. For new hires, this will be a question asked during the intake process. The teacher will be required to show proof of the active status of the NBPTS National Board Certification.

The district's TEA approved spending plan is posted on the Hooks ISD website along with this guide at www.hooksisd.net. The TIA funding map for each district and campus is located at <https://tiatexas.org/funding-map/>. The funding map is updated in April of each year.

This information is current as of September 2025 and covers a period of five years, expiring in May 2029. It will be updated to reflect current district practices and state laws as

necessary.

TIA 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:

Fully Approved Cohort F Districts																									
<div><div></div><div>Text shown in red indicates key dates and actionable deadlines</div></div>	2022-2023 School Year		2023-2024 School Year	District Approval Year 1 (2024-2025 School Year)				District Approval Year 2 (2025-2026 School Year)				District Approval Year 3 (2026-2027 School Year)				District Approval Year 4 (2027-2028 School Year)				District Approval Year 5 (2028-2029 School Year)				Continues same trend but cannot issue any new designations unless district is reapproved	
Designation Year	April-2023	June-2023	September-2023– August-2024	September-2024	November-2024	April-2025	August-2025	September-2025	November-2025	April-2026	August-2026	September-2026	November-2026	April-2027	August-2027	September-2027	November-2027	April-2028	August-2028	September-2028	November-2028	April-2029	August-2029	September-2029	
New Designations Year F1	Apply for TIA.	Notified of System Approval.	Data Capture Year	Retroactive Designation Start Date (contingent on approval)	Submit Designations to TTU/TEA	Notified of Approved Designations. District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 1st Year of designation.	Settle-up of Teacher Designation Year 1 & First payment of designation year 2. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 2nd year of designation	Settle-up of Teacher Designation Year 2 & First payment of designation year 3. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 3rd year of designation	Settle-up of Teacher Designation Year 3 & First payment of designation year 4. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 4th year of designation	Settle-up of Teacher Designation Year 4 & First payment of designation year 5. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 5th year of designation	Settle-up of Teacher Designation Year 5. All based on previous year February winter class roster.	
New Designations Year F2				Data Capture Year				Retroactive Designation Start Date (contingent on approval)	Submit Designations to TTU/TEA	Notified of Approved Designations. District notified of calculated allotment based on teacher location from February winter class roster	Deadline to Spend allotment funds for 1st Year of designation.	Settle-up of Teacher Designation Year 1 & First payment of designation year 2. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 2nd year of designation	Settle-up of Teacher Designation Year 2 & First payment of designation year 3. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 3rd year of designation	Settle-up of Teacher Designation Year 3 & First payment of designation year 4. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 4th year of designation	Settle-up of Teacher Designation Year 4 & First payment of designation year 5. All based on previous year February winter class roster.	
New Designations Year F3								Data Capture Year				Retroactive Designation Start Date (contingent on approval)	Submit Designations to TTU/TEA	Notified of Approved Designations. District notified of calculated allotment based on teacher location from February winter class roster	Deadline to Spend allotment funds for 1st Year of designation.	Settle-up of Teacher Designation Year 1 & First payment of designation year 2. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 2nd year of designation	Settle-up of Teacher Designation Year 2 & First payment of designation year 3. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 3rd year of designation	Settle-up of Teacher Designation Year 3 & First payment of designation year 4. All based on previous year February winter class roster.	
New Designations Year F4												Data Capture Year				Retroactive Designation Start Date (contingent on approval)	Submit Designations to TTU/TEA	Notified of Approved Designations. District notified of calculated allotment based on teacher location from February winter class roster	Deadline to Spend allotment funds for 1st Year of designation.	Settle-up of Teacher Designation Year 1 & First payment of designation year 2. All based on previous year February winter class roster.	NA	District notified of calculated allotment based on teacher location from February winter class roster.	Deadline to Spend allotment funds for 2nd year of designation.	Settle-up of Teacher Designation Year 2 & First payment of designation year 3. All based on previous year February winter class roster.	
New Designations Year F5																Data Capture Year				Retroactive Designation Start Date (contingent on approval)	Submit Designations to TTU/TEA	Notified of Approved Designations. District notified of calculated allotment based on teacher location from February winter class roster	Deadline to Spend allotment funds for 1st Year of designation.	Settle-up of Teacher Designation Year 1 & First payment of designation year 2. All based on previous year February winter class roster.	
																Re-Apply for TIA (Cohort K)			Notified of System Approval	Data Capture Year					