



Rural Cohort

Hooks ISD Spending Plan for Teacher Incentive Allotment

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. The 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. TEC Section 48.114(i)(1)(A) states that: "A district shall annually certify that funds received under this section were used as follows: At least 90% of each allotment received was used for the compensation of teachers employed at the campus at which the teacher for whom the district received the allotment is employed."

The statute states that TIA funds are not considered a property right. 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. 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. 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.

District Goals Related to Spending

- Recruit and retain highly effective teachers.
- Direct experienced teachers to students who need the most support.

Hooks ISD's Plan for TIA Funding Cohort

F Spending Timeline

School Year	Month	Action Item
2022-2023	December 2022-March 2023	The district finalizes the TIA spending plan in compliance with statute
	April 17, 2023	The district will submit the final TIA application, including the TIA Spending Plan
	June 30, 2023	If needed, the district will resubmit the TIA application, including the TIA Spending Plan, based on feedback
2023-2024	Full Year	The district will capture data based on the approved Local Designation System

HISD Spending Plan

2024-2025	October 17, 2024	The district will submit local designation system teacher data to TTU and the designated teacher fee to REA (\$500 per designated teacher). Fees are held in escrow if the system is not approved.
	February 2025	The district will receive notification of Step 1 Data Submission Review. This includes whether they are able to designate submitted teachers.
	April 2025	The district will receive notification of allotment generated by teacher and campus, based on the TSDS Winter Class Roster data
	August 31, 2025	The district must spend all TIA funds generated for the previous school year and submit certification to TEA.
Ongoing Post-Approval	September 2025	The district will receive funds through FSP. In the first year, this will be through the settle-up process. Moving forward, it will be part of monthly FSP payments and based on prior year estimates.
	Annually, the district will submit data each October to designate new teachers and will receive a notification each April on the total generated allotment. Each year, the district will use all generated funds by August 31st.	

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. In an effort 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 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 fulfills their yearly contract, TIA funds will be paid out following the districts 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 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 snapshot (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 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 school board will approve the expenditure of TIA funds as part of the annual budgeting process. The district may propose a budget amendment to the school board in April or May of each year after the final allotment amount has been determined for the district by TEA. The TIA compensation will be TRS eligible and the district will send a copy of the compensation plan to TRS, if requested.

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 active status of the NBPTS National Board Certification.

The district's spending plan is included in the district's TIA Handbook. The spending plan is also reviewed during the TIA faculty presentations where the district's overall TIA plan is communicated to staff.

The TIA funding map for each district and campus is located at www.tiatexas.org.