

TEACHER INCENTIVE ALLOTMENT GUIDEBOOK

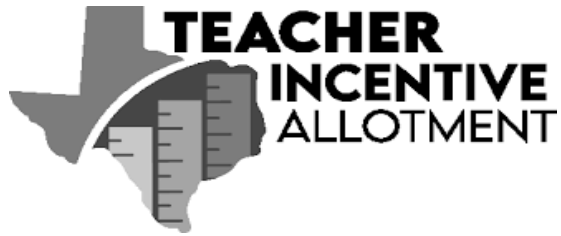


2025-2026

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What is the Teacher Incentive Allotment (TIA)?

The Teacher Incentive Allotment (TIA) was created in 2019 to help Texas teachers earn higher salaries—potentially reaching six figures—especially those working in high-need schools and rural districts. The program aims to attract, keep, and reward outstanding teachers across the state. HB 3 is one of the most transformative Texas education bills in recent history.

Why Participate in the Teacher Incentive Allotment?

Research has shown that **teachers are the leading contributors to student success**. Participation in TIA allows La Joya to be competitive by providing an incentive to attract high-performing teachers from surrounding districts to work in high-needs campuses. Furthermore, TIA helps incentivize teachers to remain in-district and in the classroom. La Joya recognizes the importance of compensating teachers for their instructional performance and desires to lead the region in this initiative.



What are high-need and rural factors?

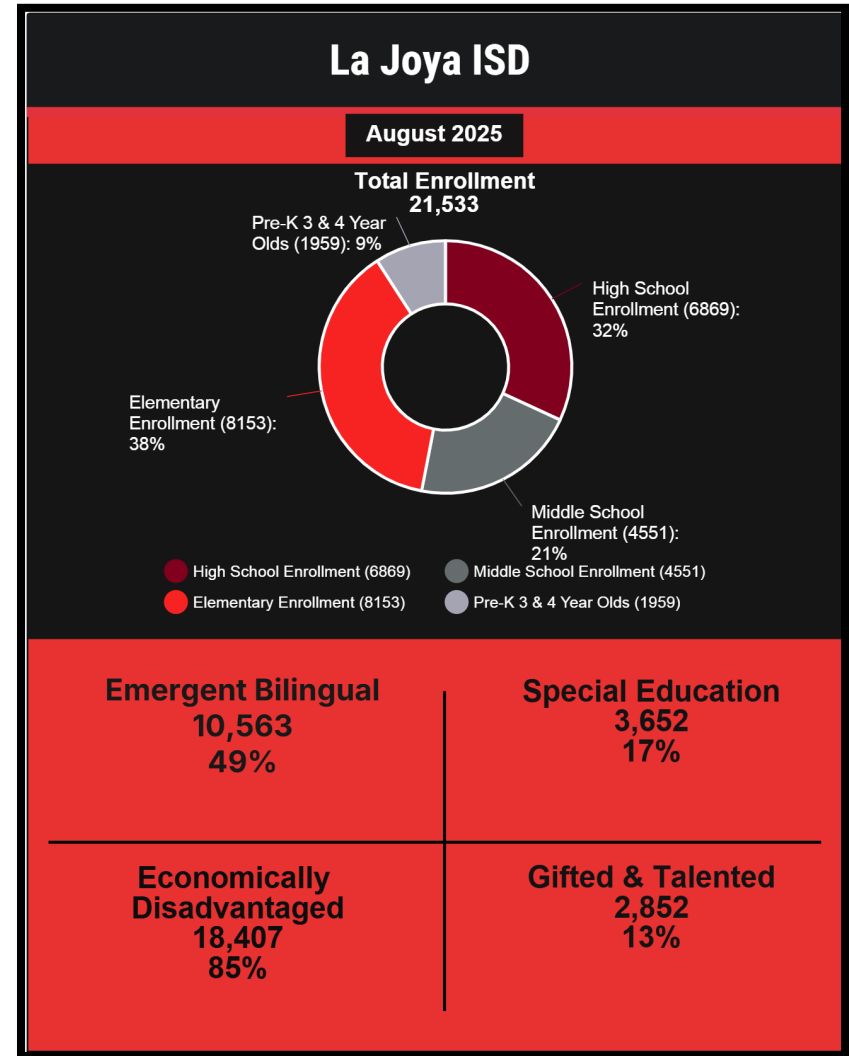
The state assigns point values to students based on the economic conditions of their neighborhoods. Students from areas with greater economic challenges receive higher point values (ranging from 0.5 to 4.0 points). If your school is in a rural area, students automatically get assigned two levels higher.

The more high-need students at your campus, the larger the TIA funding your district receives for designated teachers.

Where can I find campus-specific information?

Each year, the Texas Education Agency publishes a list showing projected TIA amounts for each teacher designation at every qualifying campus, so you can see what potential earnings look like at your specific school.

The state has indicated that the purpose of this initiative is provide TIA Designations, and therefore increased compensation, to approximately the top 33% of teachers across the state of Texas.



Two Pathways to Earn a Designation

Local Designation System

- District-created system
- District system requires approval
- District determines and issues teacher designations



National Board Certification

(February 2024)

- Individual teacher achieves National Board Certification
- Districts may choose to support cohorts of National Board Candidates



Pathways to Designation

Master Teacher

The Master Teacher designation indicates that the teacher has achieved a performance level (on teacher observation and student growth) that places them in a level commensurate with the **top 5%** of teachers across the state.

Exemplary Teacher

The Exemplary Teacher designation indicates that the teacher has achieved a performance level (on teacher observation and student growth) that places them in a level commensurate with the **top 20%** of teachers across the state.

Recognized Teacher

The Recognized Teacher designation indicates that the teacher has achieved a performance level (on teacher observation and student growth) that places them in a level commensurate with the **top 33%** of teachers across the state.

National Board Certification

National Board Certification is available in 25 certificate areas across 16 disciplines, with emphasis on grade levels from Pre-K through 12th grade. La Joya ISD staff who possess a National Board Certificate should contact the district's Human Resources Department to provide the necessary documentation. For more information,

staff interested in pursuing National Board Certification are encouraged to consult the National Board for Professional Teaching Standards at www.nbpts.org. As part of the TIA, the state will reimburse Texas teachers for approximately \$2,000 in fees associated with earning National Board Certification. The reimbursement is contingent upon the teacher obtaining National Board Certification (passing all four exams), and the funds will flow from the state to the district to the teacher. National Board-Certified Teachers will maintain the Designation of Recognized as long as their National Board Certification remains active.

[National Board for Professional Standards website](http://www.nbpts.org)



How much can teachers earn through TIA?

If you earn a teacher designation, your district receives funding that can increase your salary:

Master Teachers can earn an additional:

- Base amount: \$12,000 per year
- With high-need/rural factors: up to \$32,000 per year



Exemplary Teachers can earn an additional:

- Base amount: \$6,000 per year
- With high-need/rural factors: up to \$18,000 per year



Recognized Teachers can earn an additional:

- Base amount: \$3,000 per year
- With high-need/rural factors: up to \$9,000 per year



TIA Eligibility Requirements – What Teachers Need to Know

Am I Eligible for TIA?

You ARE eligible if:

- You're coded as "087 (Teacher)" in PEIMS (the state's data system)
- You meet ONE of these time requirements:
 - **Full-time:** 90 days at 100% teaching load (about 4.5 months or one semester), OR
 - **Part-time:** 180 days at 50-99% teaching load
- You're compensated for your teaching role

You are NOT eligible if:

- You're a paraprofessional
- You're a campus administrator

What If I Change Roles?

Good news: If you already have a TIA designation and move to a non-teaching role (with a different PEIMS code), you'll keep your designation as long as your teaching certificate is valid.

However, you won't receive TIA funding for years when you're not in a teaching role (087 code).

Flexibility with Teaching Assignments

Unlike subject-specific teaching certificates:

- Your TIA designation appears on your teaching certificate but isn't tied to a specific subject or grade level
- You can change teaching assignments (different subjects/grades) and still receive TIA funding
- The same flexibility applies to National Board Certified Teachers (NBCTs)

TIA Designations

How Long Do They Last

Your Designation Lasts 5 Years

Once you earn a TIA designation (Recognized, Exemplary, or Master), you keep it for **five full years**. Here's what that means:

The district CANNOT:

- Take away your designation
- Lower your designation level
- Revoke it for any reason during those 5 years

Important note: Some districts may adjust funding based on your continued performance, but your official designation stays the same.

Can I Move Up During Those 5 Years?

Yes! If your performance qualifies you for a higher level: 6

- You can be promoted (Recognized → Exemplary → Master)
- When this happens, your 5-year clock **restarts** from the new, higher level
- Your district must nominate you, and the state must approve

Maximum Flexibility - Take Your Designation Anywhere

Your TIA designation travels with you:

- Change subjects or grade levels → Keep your designation
- Move to a different campus → Keep your designation
- Transfer to another district → Keep your designation

- Switch teaching assignments → Keep your designation

What If I Leave Teaching Temporarily?

If you move to a non-teaching role (like assistant principal or instructional coach):

- You **keep** your designation for the full 5 years
- You **don't receive** TIA funding while in the non-teaching role
- If you return to teaching within 5 years, your TIA funding **automatically resumes**

Renewing Your Designation

In your 5th year:

- You can apply for a new designation if you meet performance standards
- Your district can nominate you for renewal
- If approved, you get another 5 years

If you don't renew:

- Your designation is removed from your teaching certificate
- TIA funding stops
- You can always reapply later if you meet the qualifications again

Bottom Line

TIA designations give you recognition, funding, and career flexibility for 5 solid years - no matter where your teaching journey takes you!

La Joya ISD's Local Designation System

State Requirements for Locally Designed TIA Plans

By law, two measures must be used as part of the locally designed Teacher Designation System:

Teacher Observations:

Teachers in eligible TIA subject areas will receive complete evaluations using the Texas Teacher Evaluation & Support System (T-TESS), including walkthroughs and one formal observation. The teacher performance component is based on results in Domains 2 and 3 of the Summative End-of-Year Conference. Teachers with ratings below the minimum performance criteria will not be considered for TIA eligibility.

Student Growth Measures

Student growth measures track how much your students learn and progress during the time they're in your classroom. These are a required part of the Teacher Designation System and must be **valid and reliable** - meaning they accurately measure what they're supposed to measure and give consistent results

Teacher Evaluation

T-TESS
Summative
Conference
Score for
Domains 2 and 3

Student Growth

Student Growth
measures differ
by eligible
subject areas

Districts may apply minimum thresholds and requirements when calculating data and determining cut points to ensure validity and reliability in the data.

La Joya ISD can choose from several options:

 **Pre and Post Tests**

- Students take the same (or similar) test at the beginning and end of a period
- Shows how much they've learned during that time

 **Student Learning Objectives (SLOs)**

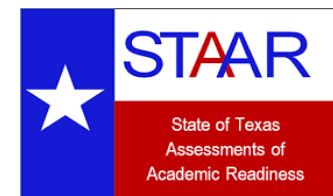
- Specific, measurable goals you set for your students
- Track progress toward those goals over time

 **Student Portfolios**

- Collections of student work showing progress
- Demonstrates growth through actual student products

 **STAAR or Vendor Assessments**

- State tests, NWEA Map, &
- Uses existing test data to measure growth
- End of Year to End of year results when applicable



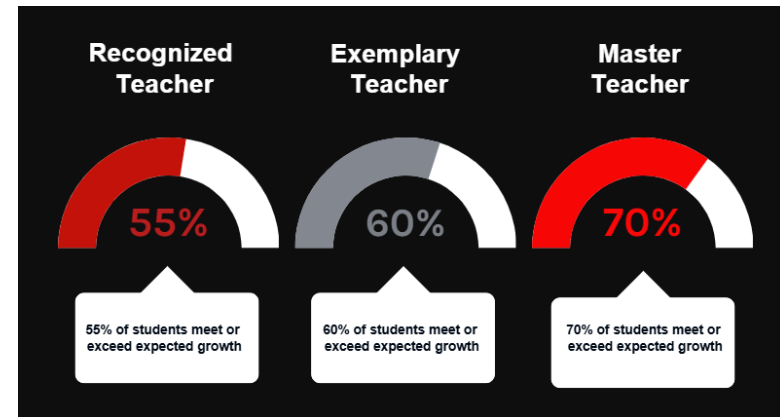
TEA's Statewide Performance Standard for TIA

In an effort to guide districts to develop a TIA plan with rigorous standards, TEA has released Statewide Performance Standards for the two required TIA measures. Districts are not required to utilize these metrics but should use them as a guide to develop the locally designed TIA system. The stakeholder groups in La Joya ISD studied these performance standards when developing the district's TIA criteria for earning designations. The Statewide Performance Standards for Teacher Observation (using T-TESS) and Student Growth (using STAAR) are as follows:

Designation Level	Statewide Percentages	Teacher Observation Performance Standards	Student Growth Performance Standards
Recognized	Top 33%	3.7	55% met or exceeded
Exemplary	Top 20%	3.9	60% met or exceeded
Masters	Top 5%	4.5	70% met or exceeded

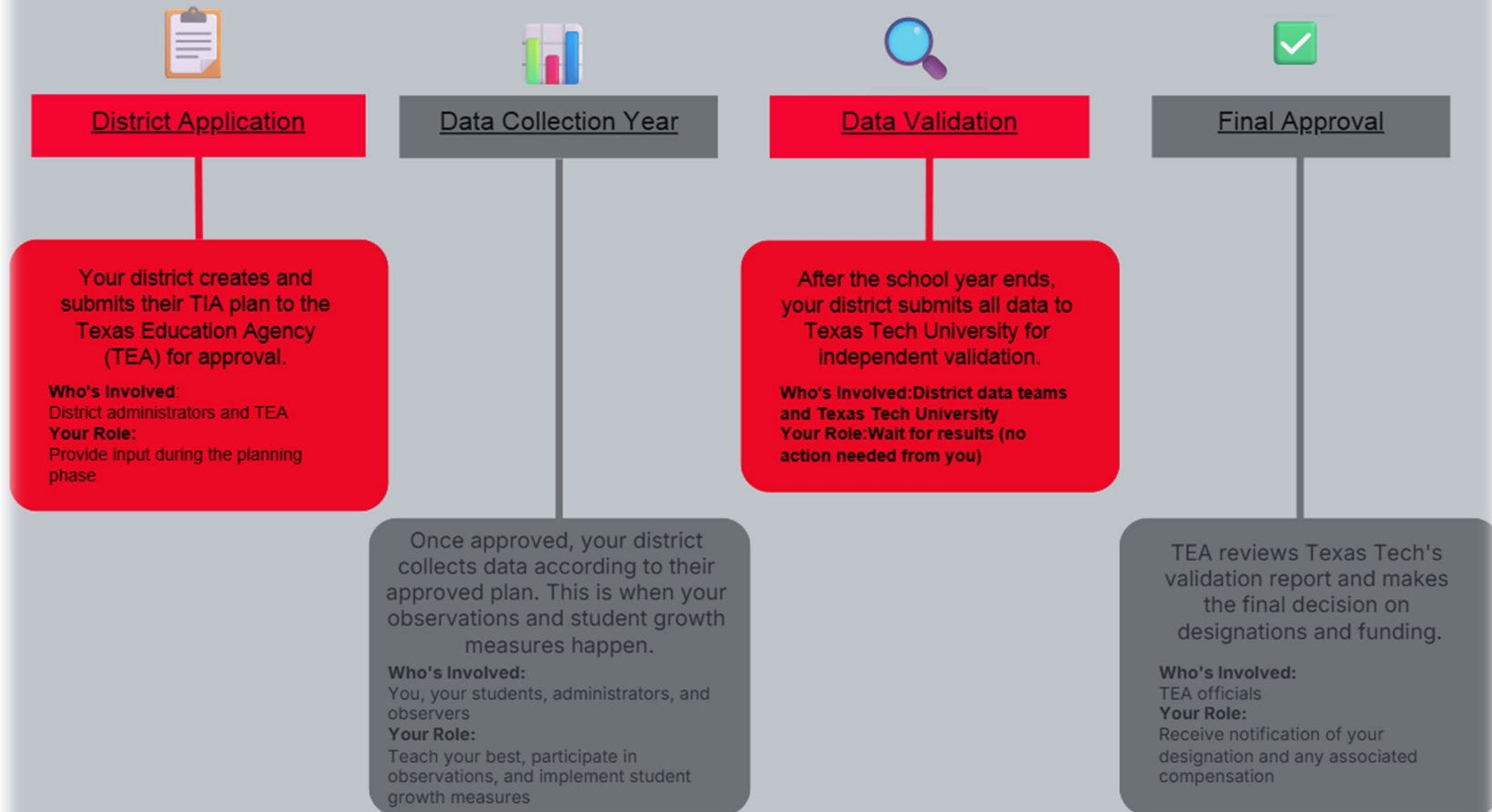
La Joya ISD annually reviews how to incorporate the statewide performance standards when determining designation criteria. Before establishing designation cut points and/or the inclusion of performance minimums in each area, La Joya ISD analyzes how teachers perform in comparison to teachers across the state.

TEA and/or La Joya ISD reserves the right to adjust and/or modify the statewide performance standards and to include or remove a minimum performance requirement for both student growth and observations to earn an overall TIA designation level



T.E.A.s Four-Step Process

to Determine TIA Designations



State Requirements for TIA Funding

How TIA Funding Works for Teachers

When you earn a TIA designation (Recognized, Exemplary, or Master), funding comes directly from the state to our district. Here's what that means for you:

Your Campus Gets the Money. At least 90% of the funding you generate must be spent on teacher compensation at your specific campus. This ensures the money stays where you work and benefits you and your colleagues directly.

District Support: The district can use up to 10% of TIA funds to help implement and support the program district-wide—things like professional development and program coordination.

If You Change Schools, if you move to a different campus, your TIA funding amount may change based on your new school's rural status and student economic needs. The state recalculates this annually for each campus.

Finding Your Campus Amount: Want to know exactly how much funding your campus generates? Check the state's TIA website at <https://tiatexas.org/> for specific allotment amounts by campus.

Bottom Line: The state ensures that TIA funds follow effective teachers and remain on their campuses to support teacher compensation directly.

Note: The state has indicated that the purpose of this initiative is to provide TIA Designations and, therefore, increased compensation to approximately the top 30% of teachers across the state of Texas.



Development of the TIA Plan for La Joya ISD

La Joya ISD engaged stakeholders in feedback and input on the locally designed teacher designation system. Including teachers representing all campuses and teaching assignments, campus leadership, and district administrators, as a planning committee, to provide input and feedback on the design of its TIA Local Designation System (LDS). The district stakeholder committee made the final decisions on the district's TIA plans, as they were the system's primary architects. The district stakeholder committee met numerous times during the 2024-2025 school year to discuss decision points on the expansion of the system.

There was a series of key decisions that the district needed to make in expanding a TIA plan for the 2025-2026 school year.

What is the validity and reliability of the district's teacher observation data?

1. In what grades and subjects does the district currently measure student growth? How valid and reliable is that data? How do we know?
2. Who will be eligible to earn a designation?
3. Will the district include teachers at all campuses and teaching assignments in the TIA plan? If not, will the district expand in future years?

4. How will the district determine who receives a designation?
5. Will the district use additional factors in addition to teacher observations and student growth measures to determine designations?
6. How will the district weigh the measures included in the plan?
7. How and when will the district provide TIA funding to teachers?

All feedback was incorporated into key decisions of the TIA plan, including the measures to be included, weights, and cut scores for designations. The committee continued to revise the plan until there was consensus among stakeholders. After many meetings and intensive discussions, the District Strategic Planning Committee decided to include a subset of teaching assignments in the TIA Plan for the 2025-2026 school year. This decision was ultimately agreed upon because valid and reliable student growth measures were available for all grades and subjects in the district.

La Joya ISD's Locally Designed TIA Designation System

For the 2025-2026 school year, the TIA plan for La Joya ISD includes the following teaching assignments:

- Pre-Kinder Teachers
- K-8 Math, ELAR/SLAR, Reading Teachers
- 5th-8th Science and Biology Teachers
- 8th grade Social Studies & US History Teachers
- English I, English II, English III, English IV Teachers
- Algebra I, Geometry, Algebra II Teachers
- AP Human Geography, AP Pre-Calculus, AP Spanish Language, AP World History

La Joya ISD will utilize the state-adopted Texas Teacher Evaluation and Support System (T-TESS) for the Teacher Incentive Allotment to ensure a valid and reliable teacher observation instrument.

La Joya ISD will utilize NWEA MAP, CIRCLE, STAAR, and Advanced Placement assessments to measure classroom student growth in eligible teaching assignments. The NWEA MAP includes a built-in growth target for each student based on their performance on the beginning-of-year assessments for each subject. The CIRCLE assessment provides growth reports for each of the three waves, which will be used to set the district-level average growth. The district will use a locally developed quartile/quintile growth model for STAAR assessments and a TEA-approved model for

Advanced Placement assessment calculations.

The weights and measures to determine TIA designations for La Joya ISD for the 2025-2026 school year are provided below:

Weights and Measures for La Joya's TIA Designation System

School Year TIA Weights and Measures		
	Teacher Observation Rubric	Student Growth Measure
2025-2026	T-TESS	NWEA MAP, Circle, Release/STAAR Assessment, STAAR Alt 2 and AP
	40%	60%

The district will use a teacher's Teacher Observation and Classroom Student Growth, and apply the weights using percentages as described above to determine a final score based on a point system. At the end of the school year, the campus principal will use the scores from all observations and walkthroughs to assign a summative T-TESS score to the teacher.

Note: A teacher must have at least 5 unique student growth records across assigned students and content areas in order for a student growth component score to be calculated. Teachers with a student growth score below 10 will not be eligible for a TIA designation.

T-TESS: What Every Teacher Should Know

What is T-TESS Really About?

T-TESS isn't just an evaluation system—it's designed to help you grow as a teacher through continuous improvement. Think of it as a tool that focuses on the **real connection between your teaching and your students' learning.**

Continuous Growth

T-TESS is all about building habits that help you improve over time, not just checking boxes during evaluation season.

Evidence-Based

Your evaluator will look for specific evidence of your teaching practices and give you feedback you can actually use to get better.

Collaborative Process

This should be an ongoing conversation between you and your evaluator—not a one-time "gotcha" moment.

Student-Centered

Everything focuses on how your teaching affects student learning. Your students' responses to your instruction are key indicators.

The 5 Performance Levels

Every dimension is rated on these five levels:

Improvement
Needed

Needs Support

Developing

Getting There

Proficient

Meeting
Expectations

Accomplished

Exceeding

Distinguished

Exceptional

The 4 Domains & 16 Dimensions

T-TESS looks at your teaching through these four main areas:

1

Planning

4 Dimensions

2

Instruction

5 Dimensions

3

Learning
Environment

3 Dimensions

4

Professional
Practices

4 Dimensions

REMEMBER: T-TESS sees teaching as a whole experience where you and your students are constantly learning from each other. The goal is to help you become the best teacher you can be!

How Your T-TESS Score is Calculated

The Big Picture

Your final T-TESS score combines two main things: **how you teach in your classroom** (from observations) and **how much your students learn** (student growth data). Think of it as a complete picture of your teaching effectiveness.

Formal Observation

- **One 45-minute observation** per teaching assignment
- Includes a **pre-conference** (planning meeting before)
- Includes a **post-conference** (reflection meeting after)
- This is your main evaluation observation

Walkthrough Visits

- **Four 20-minute visits** throughout the year
- **2 in the fall** semester
- **2 in the spring** semester
- Used to give you helpful feedback
- Supports your final score

All walkthroughs and observations inform the Summative, which is the score used for TIA

How the Numbers Work

For TIA purposes, only Domains 2 & 3 count (that's 8 specific dimensions of your teaching)

Performance Level	What It Means	Number Score
Distinguished	Exceptional teaching	5
Accomplished	Exceeding expectations	4
Proficient	Meeting expectations	3
Developing	Getting there	2
Needs Improvement	Needs support	1

Once districts receive final system approval, teachers are notified annually of a **pending** TIA designation through a score card. TEA requires a final verification process before awarding the designation (which occurs in the summer). Score cards provide teachers information about how they scored on T-TESS and on student growth.

Score card design and information may vary annually.

Teachers CANNOT be moved after October 30, 2025

How Your Final Score is Calculated

It's actually pretty simple! Here's how it works:

1. You get a rating (1-5) on each of the 8 dimensions in Domains 2 & 3
2. All 8 scores are added together
3. The total is divided by 8 to get your average
4. The result is rounded to two decimal places

$$\frac{(\text{Score 1} + \text{Score 2} + \text{Score 3} + \text{Score 4} + \text{Score 5} + \text{Score 6} + \text{Score 7} + \text{Score 8})}{8} = \text{Final Score}$$

Example: If you get mostly 3s and 4s, your final score might be 3.25 or 3.67

Important: For the 2025-2026 school year, there will be no T-TESS waivers. Everyone follows the same process!

Former scorecards and the methodology used to calculate scores can and may change from year to year. Refrain from using the prior year's score cards to calculate current year outcomes, as they may not provide accurate information.

📌 Teacher Incentive Allotment (TIA) 2025–2026 Update

We are excited to share that the **Texas Education Agency (TEA)** has **approved La Joya ISD’s TIA Local Designation System Expansion and Modification Application** for the **2025–2026 school year!**

This means more teaching assignments are now eligible for the **Teacher Incentive Allotment (TIA)**.

✅ What’s New?

- The **2025–2026 plan** includes expanded teaching categories (see chart below).
- **Important:** The data we submit in **October 2025** will still be based on **2024–2025 eligible teaching assignments**.
- A detailed presentation was shared in the **April 2025 TIA Talks** and can be found on the district website (TIA Local Designation Tab).

2025-2026 Eligible Teaching Categories				
NWEA MAP	STAAR Release and 2026 STAAR	Circle	Advance Placement	STAAR Alternate 2
<ul style="list-style-type: none"> • K-8 Math • K-8 ELAR • K-8 SLAR • K-8 Reading • 5th-8th Science • English I • English II • English III • English IV • Algebra I • Geometry • Algebra 2 • Biology 	<ul style="list-style-type: none"> • 8th Grade Social Studies • US History 	<ul style="list-style-type: none"> • Pre-K 	<ul style="list-style-type: none"> • AP Human Geography • AP Precalculus • AP Spanish Language • AP World History 	<ul style="list-style-type: none"> • 4th-8th Mathematics • 4th-8th Reading Language Arts • Algebra I • English I • English II

✦ Key Reminders

- **Eligibility is tied to Service ID codes in PEIMS.** (Full list available below)
- Data submitted in **October 2025** will be based on **2025-2026 teaching assignments.**
- Teachers in **newly approved categories** will be recognized and rewarded for their classroom impact in the 2026-2027 school year.

👏 Thank you for your dedication! Together, we are building a stronger system that rewards excellence in teaching.

Complete Service ID Reference List

English Language Arts

Science & Social Studies

Mathematics

Spanish (Foreign Languages) & Self-Contained

Complete List of La Joya ISD Eligible Teacher Assignments and Service Codes

Classroom Student Growth Score Flowchart

Step 1:
Assessments Used
NWEA MAP, CIRCLE, STAAR

Step 2:
How Growth is Measured
• EOY to EOY
• BOY to EOY if no prior data
• MAP or pre/post test

Step 3:
How Scores Are Calculated
1. % meeting growth
2. Counts for 60% of TIA score

Step 4:
Rules for Rosters
• Students must be enrolled start to finish
• Teachers verify rosters

Step 5:
Minimum Number of Students
At least 10 unique growth records required

Step 6:
Teachers with Multiple Subjects
• Growth combined across all courses
• Example: Algebra I + English II

Example Calculation:
Algebra I: 66/84 met
English II: 49/67 met
Total = $115/151 = 76.15\%$

How Your Final TIA Score is Calculated

The Simple Truth

Your final TIA score combines your T-TESS observation results with your student growth data. It's like a report card that shows both how well you teach AND how much your students learn.

40%

T-TESS Observations

How you teach in the classroom based on formal observations and walkthroughs

60%

Student Growth

How much your students learn and grow academically during the year

TIA Designation Levels

Recognized

62.6

Points Needed

Exemplary

67.2

Points Needed

Master

78.0

Points Needed

Below is an Example of a Final TIA Score calculation using weights and performance standards

 **Real Example: Meet Ms. Johnson**

1 Ms. Johnson's T-TESS Score: 3.7 out of 5

$$\text{T-TESS Points} = (3.7 \div 5) \times 40\% \times 100 = 29.6 \text{ points}$$

Her classroom observations earned her 29.6 points out of a possible 40 points.

2 Student Growth: 55% met their targets

$$\text{Student Growth Points} = 55\% \times 60\% \times 100 = 33 \text{ points}$$

Her students' growth earned her 33 points out of a possible 60 points.

3 Final Score Calculation

$$\text{Total Score} = 29.6 + 33 = 62.6 \text{ points}$$

Adding both parts together gives her final TIA score.

 **Ms. Johnson earned "Recognized" designation with 62.6 points!**

La Joya ISD's Spending Plan for TIA Funding

During the district's Teacher Incentive Allotment stakeholder committee meetings, input was gathered on the development of La Joya ISD's TIA spending plan. The district included the Superintendent, other district 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, La Joya ISD will provide 90% of the TIA funds to the teacher who earned a TIA Designation and reserve 10% of the funds for supporting the TIA initiative at the district level. The district will provide TIA compensation to teachers as a lump-sum payment (as a separate check/EFT from the district) in August of each year in which a teacher generates funding for a TIA designation. The teacher must be employed with La Joya ISD at the time of payout. A teacher cannot be on FMLA or administrative leave and receive a distinction for TIA. The teacher must have a 90% attendance rate.

Note that La Joya ISD cannot recommend a teacher to the state for a TIA Designation if they do not remain in an eligible teaching position the year following the data capture year. For example, suppose a teacher is designated based on data collected in the 2024-2025 school year but moves into an Assistant Principal position

in the 2025-2026 school year. In that case, the state will not approve the TIA Designation.

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. As previously mentioned, the TRS contributions and fringe benefits will be deducted from the 90% in part to ensure the TIA compensation is considered creditable compensation under TRS.

The district will request that teachers currently employed with the district notify the Human Capital and Talent Development Chief upon completion of National Board Certification. For new hires, this will be a question asked during the intake process. The teacher will be required to show proof of active status with the NBPTS National Board Certification. To look up the TIA allotment for each campus under this initiative, please visit www.TIATexas.org.

Note: *If a TIA-designated teacher is not employed by La Joya ISD at the TEA winter roster date (typically in February of each year), then La Joya ISD will not be responsible for paying the TIA funds to the Designated Teacher. For a Designated Teacher to receive funds under the TIA in this instance, the Designated Teacher will need to work with the new Texas school district or charter school to be compensated under TIA. In this case, the amount of funds earned under TIA would follow the new district's TIA spending plan and allotments provided by the state for the particular campus based on "rural/non-rural" and "economically disadvantaged" Tier status.*

La Joya ISD's SUPPORT OF TIA PLAN

La Joya ISD has ensured that there is a system of support for the TIA plan. This includes human resources support for teacher recruitment and retention, and budget and finance support for managing the allotment funds the district receives each year, including planning for potential changes to the allotment funds the district might receive from year to year. La Joya ISD ensures that curriculum instruction and assessment support are tied to valid and reliable student growth measures. Professional development support is also tied to earning TIA designations, reviewing and using student growth data, etc. The district's payroll system provides a clear payment system for teachers and clear communication of that system. The district has a plan for ensuring that there is technology support for tracking student growth measures and teacher observation data. The district has also ensured that there is legal support for meeting all statutory requirements.

La Joya ISD will ensure that teachers receive support to improve their practice and increase their potential to earn a designation. To support teacher professional growth, the district will continue to implement the following practices:

- Professional Learning Communities
- Professional Development

In addition, La Joya ISD has a detailed plan to support designated teachers new to the campus to ensure they are as highly effective at the new campus as they were at the campus where they earned their designation. La Joya ISD will support designated teachers in their new roles to ensure that they maintain high levels of performance. La Joya ISD will continue to support teachers through PLCs. With this ongoing support, we anticipate more teachers to earn a designation each year and designated teachers to move up in their designation level over time.

District leaders will use data on TIA Designated Teachers to inform staffing plans and professional development, and to improve equitable access to effective teachers. La Joya ISD will actively seek opportunities to move designated teachers to hard-to-staff campuses and teaching positions to meet this goal.

As part of La Joya ISD's commitment to continuously improving the TIA plan, the district will survey teachers at the end of each school year regarding TIA. La Joya ISD will encourage participation in the TIA initiative surveys and use the feedback to make necessary modifications to the TIA plan and processes. The district will also conduct annual analyses of teacher and student data to ensure congruence. The district will utilize evidence from these two processes to guide future enhancements to the TIA plan.

Next Steps for La Joya ISD's TIA Plan

Although all teachers in La Joya ISD are eligible for a TIA designation through National Board Certification, the district is committed to providing an opportunity for all teachers in the district to earn a designation under the local designation system. To meet this goal, the district is

actively working to implement student growth measures in every grade and content area. Once the district can ensure the validity and reliability of student growth data across additional grades and content areas, the district will expand the TIA plan to include additional teaching assignments. La Joya ISD values the work of all educators in the district and will continue to provide opportunities for stakeholder input as the TIA plan evolves.

