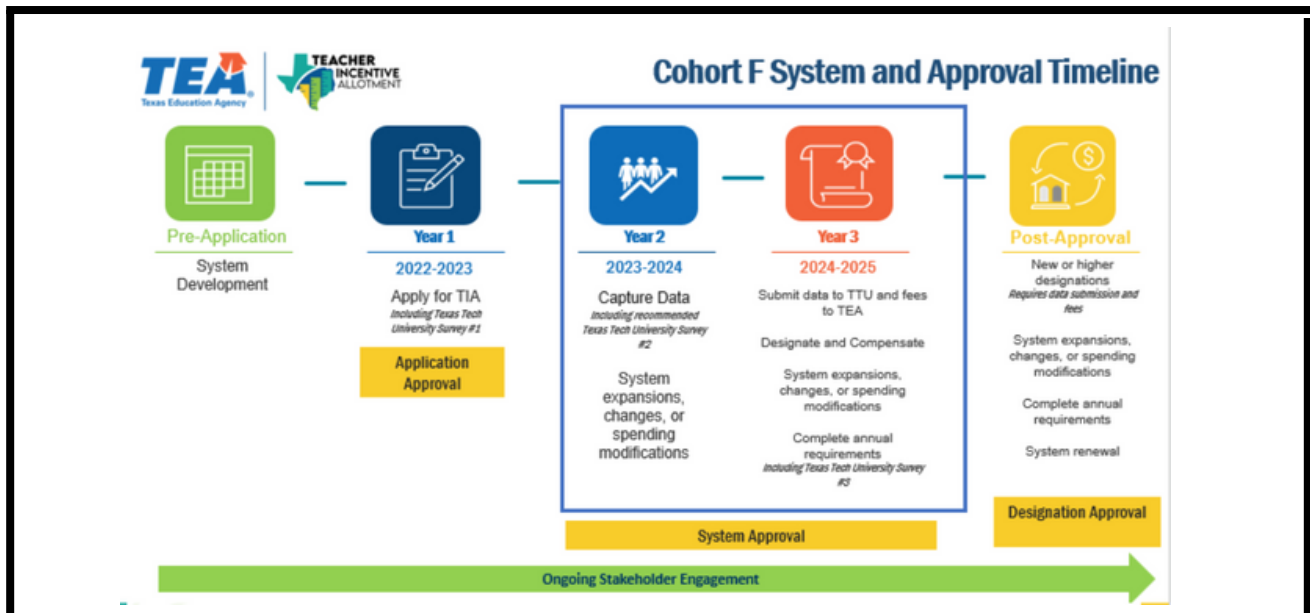


TIA was created as part of HB 3 in 2019 during the 86th Texas legislative session.

TIA established a stated goal of a six-figure salary for teachers in an effort to recruit and retain highly effective teachers.

Funding prioritizes high needs and rural campuses.

Districts can create local designation systems, or teachers can seek national board certification.



	Teacher Observation	Observation based on T-TESS or aligned rubric. District application must show evidence of calibration and data analysis.
	Student Growth	Student growth measured at the individual student level that can be linked to the applicable teacher. District application must show evidence of validity & reliability of development, administration, and scoring.
	Spending Plan	Districts must spend at least 90% on teacher compensation for student-facing instructional roles and may reserve up to 10% for supporting the TIA system or in supporting teachers in earning a designation by 8/31 each year.
	Optional Components	Districts may consider additional factors in make designations (e.g., mentoring other teachers, teacher leadership, family surveys, student surveys, etc.).