



- 1. What is TIA?** The Teacher Incentive Allotment is a way for ACA to allow teachers to earn a one-time incentive payment paid in the summer IF the teacher earns a designation of recognized, exemplary, or master teacher.
- 2. How much money can a teacher earn?** The amount of money that can be earned by a teacher depends on the campus they are assigned and changes each year. Currently, the gross amount ranges from \$3,413 to \$14,032. Please see the adopted spending plan for more detail on how the money is distributed to teachers. ([LINK](#))
- 3. What does a teacher have to do to receive a designation?** Based on ACA's application, teachers will be designated based on TTESS domains 2 and 3 scores and the percentage of students that demonstrate growth on a pre/post assessment from beginning of the year to end of the year. The types of pre/post assessments used are strategically determined based on assignments of teachers and are designed to limit the amount of additional paperwork or data mining that a teacher would have to do in order to demonstrate evidence of earning a designation. For more information, please see the "Understanding TIA at ACA" video online. ([LINK](#))
- 4. How can I evaluate my own data to see if I am may become eligible?** ACA has designed a tool to help individual teachers better evaluate their data and/or play out scenarios to see how a designation is earned. Teachers can access the tool online ([LINK](#)) and can learn more about the tool in the "Understanding TIA at ACA" video online. ([LINK](#)).
- 5. When do we begin?** Now. ACA administration is working to ensure all staff members have valid and reliable pre/post assessment question banks and will begin working with teachers now . The 2022-23 school year will be ACA's data capture year. The student performance data on MAP and locally developed assessments as well as the TTESS data for 22-23 will be submitted to TEA through Texas Tech University after the 22-23 school year is completed. Designations will be determined, awarded, and the first payouts will go to teachers in summer of 2024. "That's a long time from now." Yes, it is. However, any delay in the plan will only delay the payouts to teachers.
- 6. Isn't this all just extra work for teachers?** Actually, not really. The ACA stakeholder committee worked all year to develop the TIA local designation plan and was made up of campus teachers, administrators, and a board member. The approach of the committee was to reward every teacher for fulfilling the board adopted ends policies and student graduate profile while minimizing additional work on the teacher. In other words, it is the work we already do. Apart from beginning of year and end of year assessments that must be developed in all areas not served by MAP, TIA should reward the work already being done and incentivize our growth as professionals and growth in student learning.

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