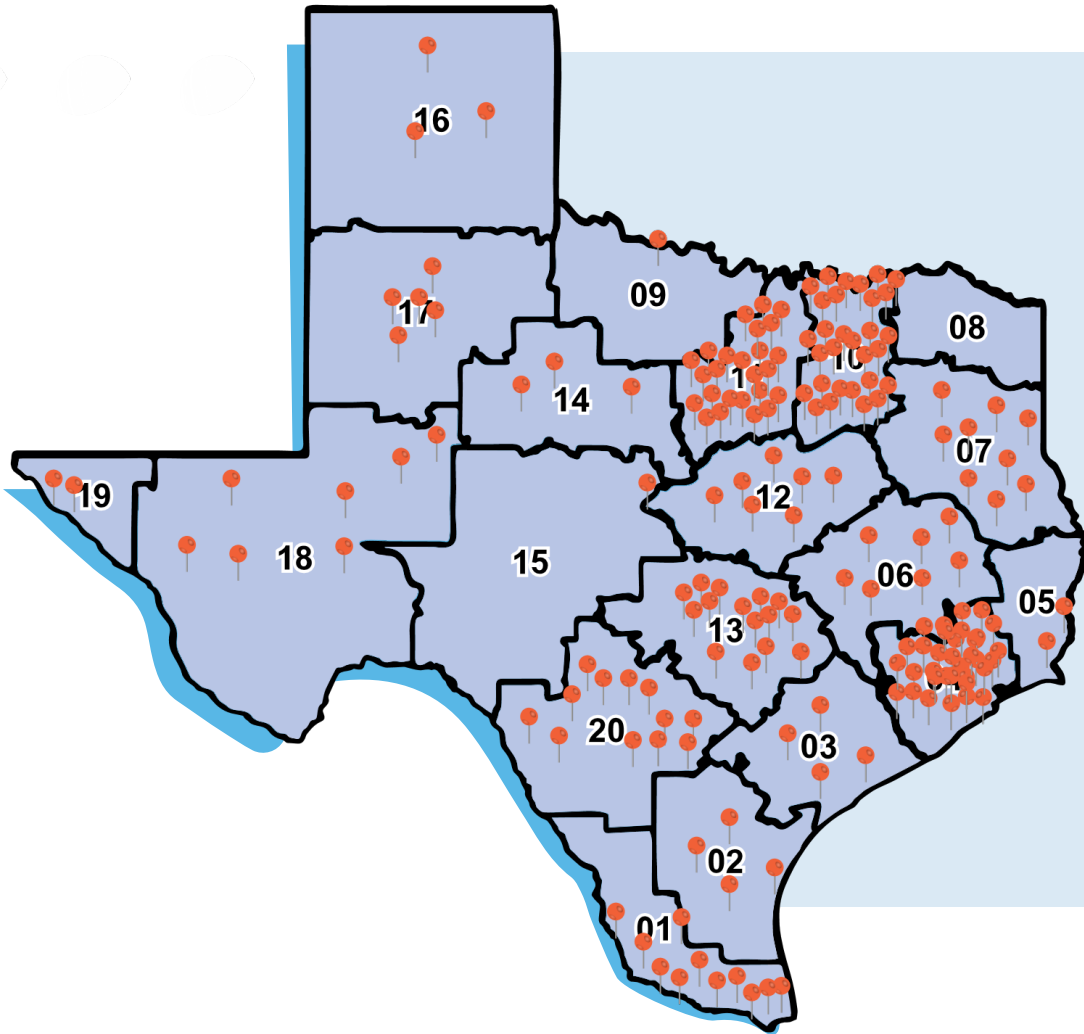


# Teacher Incentive Allotment Updates

*June 2024*

# Six-figure Salaries for Teachers in Texas



**While more must be done, many Texas districts are making compensation changes to reward great teachers.**

To support districts in building, expanding, and sustaining strategic compensation systems that are able to differentiate teacher effectiveness in all content and grade areas. These systems will **incentivize teachers to stay, support more robust recruitment, and make the profession more desirable.**



Prioritize Teacher  
Development and  
Student Outcomes



Connect to Campus and  
District Best Practices



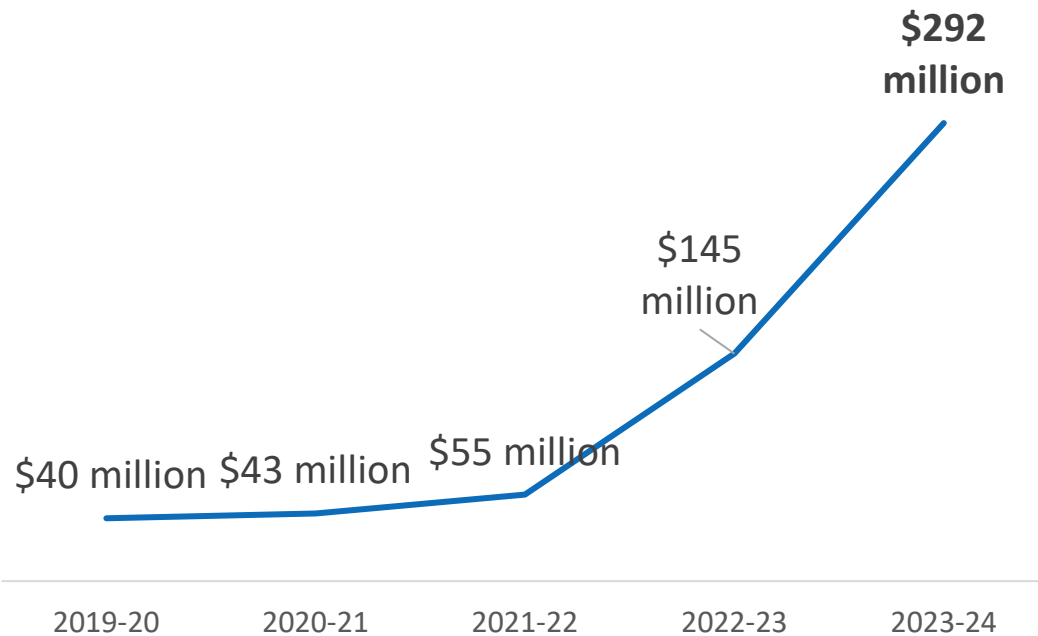
Incentivize Teachers  
to Stay



Make the Educator  
Profession More  
Desirable

# Teacher Incentive Allotment Funding Growth

TIA Allotment Funding by Year

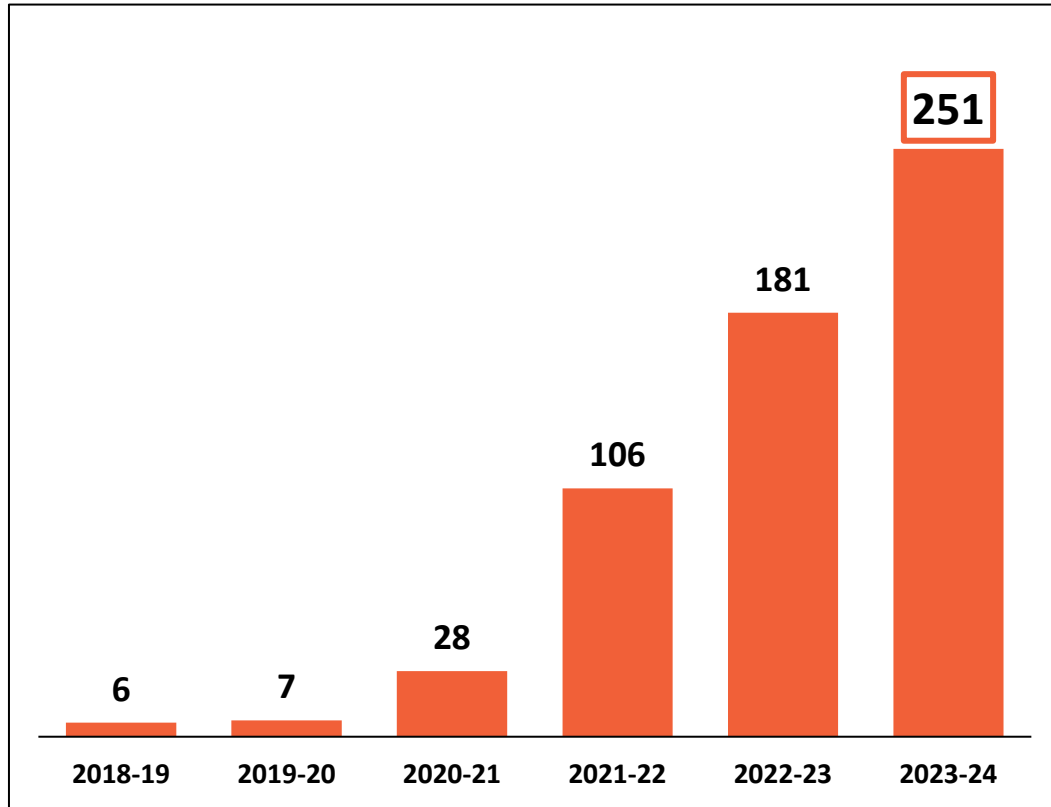


With funding from TIA and local systems changes to support strategic compensation, Texas will support teachers like never before.

TIA will provide over **\$1B per year** to school systems within 4 years

[Press Release 6/11/2024: TEA Awards Over \\$290 Million as Part of The Teacher Incentive Allotment](#)

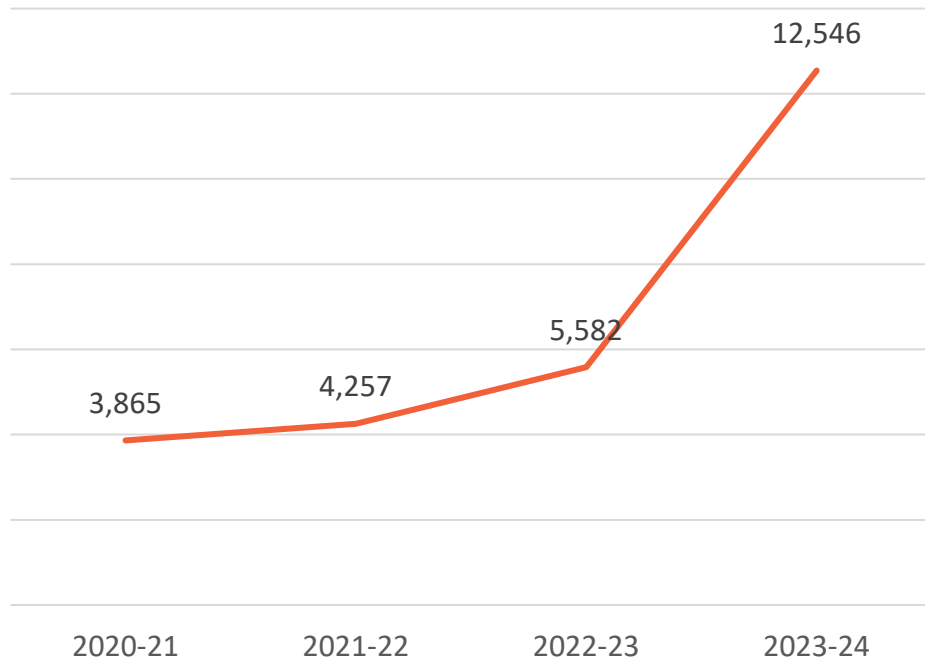
# Rural Districts Participating in TIA



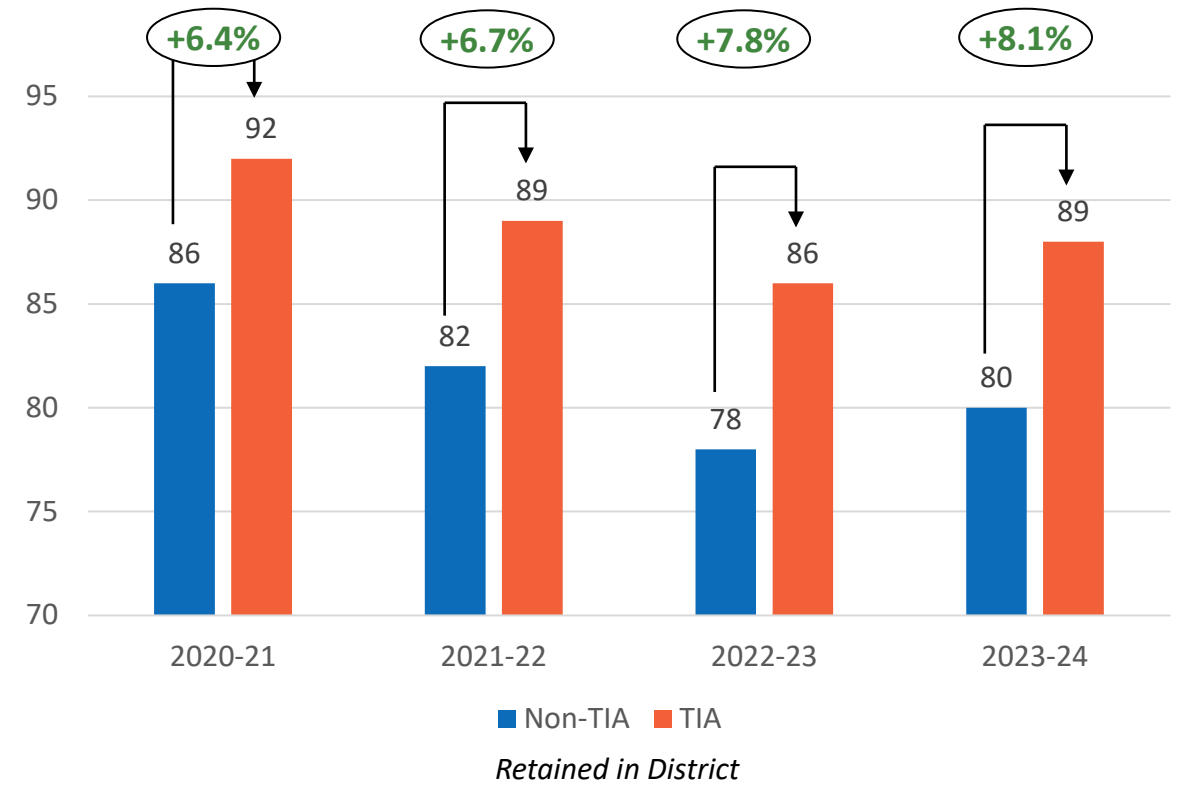
Rural districts earned over \$40 million for 2023-24 through the TIA allotment. Rural designated teachers generate **an average of over \$14,000 per teacher** for their district, about **\$4,000 higher** than the average TIA allotment per teacher for non-rural districts.

# Retention Rates of TIA Teachers Scale Directly with Their Numbers

### TIA Designated Teacher Retention



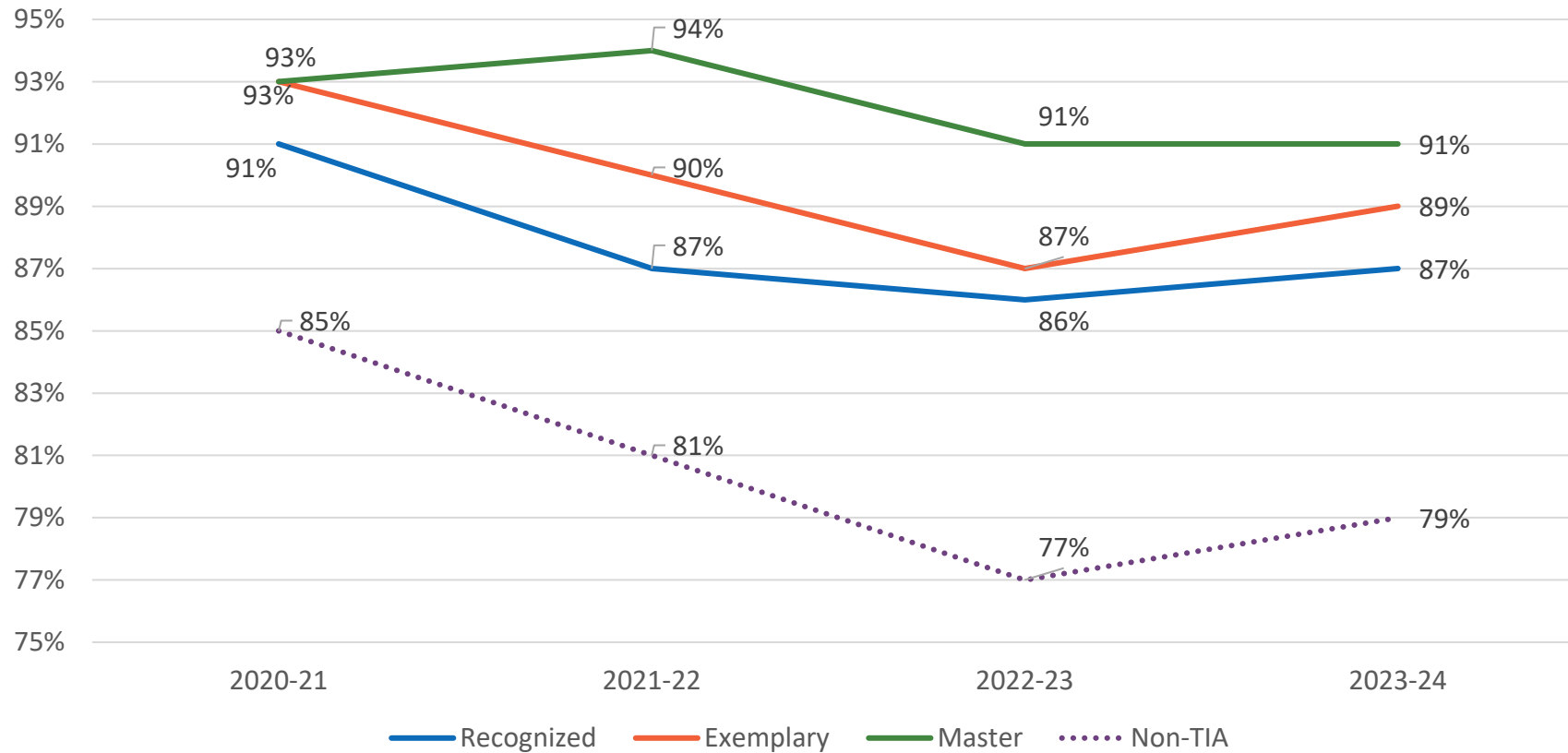
### Retention Rates (%) for TIA Designated vs. Non-Designated Teachers



**Approximately 25K Designated Teachers for 2024-25**

# Districts Retain Their Most Effective Teachers at Higher Levels

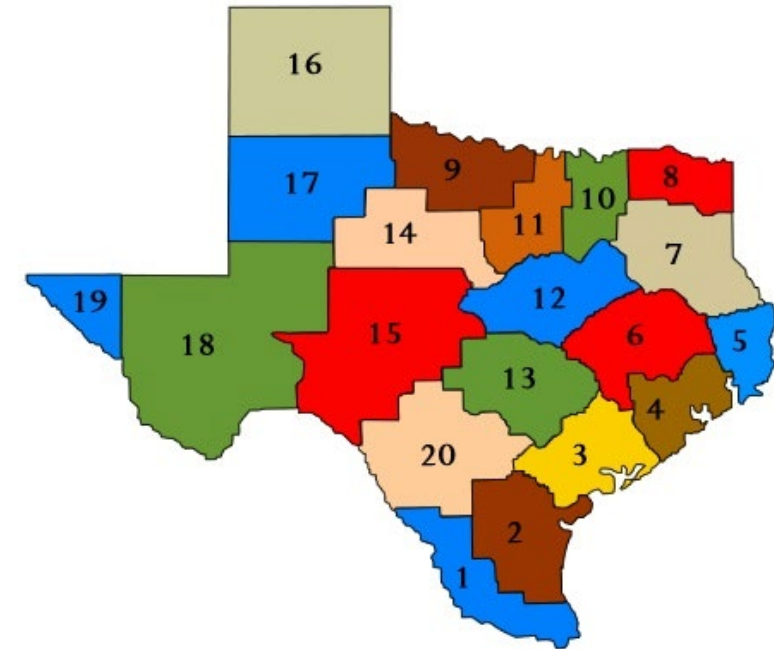
## Retention Rates (%) for TIA Designated vs. Non-Designated Teachers



\*NON-TIA teachers are defined as teachers that are not designated in TIA Fully Approved or Provisional Approved Districts in the year of snapshot(or previous years). All teachers in this dataset are in this category of districts, including TIA designated teachers. TIA teachers in this dataset does not include National Board teachers. Retention shown for teachers with fte  $\geq 0.5$ . Retention shown is retention in district in an 087 role.

# New: Launch of TIA Regional Support

1. **More districts** with TIA systems
2. **More teachers** eligible for TIA within local systems
3. **Increased success rates** with implementation and validation
4. **Increasing retention** for TIA Designated teachers



For the 2024-25 school year, ESCs will be equipped with dedicated staff to support districts with developing and implementing TIA to meet the above goals. These supports will prioritize rural and small districts. Additionally, ESCs will serve to provide state-wide supports in key areas for TIA.

If you are interested in starting or expanding TIA in your district, contact your ESC:  
<https://tiatexas.org/for-districts/regional-support-at-education-service-centers/>





*TIA Designated Teachers at Vidor ISD*

- 37 designated teachers generated \$425K for the TIA allotment in 2023-24
- Retained 95% of designated teachers from 2022-23 to 2023-24 school year.

**Thank you**