Reporting Teacher Incentive Allotment (TIA) Information

Winter Class Roster Submission

Staff

The Staff Category provides a wide variety of personnel, demographic, employment, assignment, teaching, and attendance information about staff of education organizations.

InterchangeStaffAssociationExtension

30310 - TeacherSchoolAssociation
30040 - StaffExtension
30305 - TeacherSectionAssociationExtension

30310 TeacherSchoolAssociation

Element ID	Data Element	XML Name	TSDS	FALL	MDYR	SUMR	EXYR	Length	Data Type	Code Table ID
TeacherSchoolAssociation										
**	StaffReferenceType	TeacherReference	M							
**	StaffIdentityType	StaffIdentity	M							
E1524	TX-UNIQUE-STAFF-ID	StaffUniqueStateId	M					10	Numeric	
**	EducationalOrgReferenceType	SchoolReference	M							
**	EducationalOrgIdentityType	EducationalOrgIdentity	M							
E0266	CAMPUS-ID	StateOrganizationId	M					9	Coded	

Legend:
Blank - Not used for Collection/Submission
Y - Optional for Collection/Submission
M - Mandatory for Collection/Submission
C - Conditionally Mandatory for Collection/Submission

Asterisks (**) indicate an element used as a reference or a complex type within a complex type.
Indented Element IDs identify elements in a complex type within a complex type.

30040 StaffExtension

Element ID	Data Element	XML Name	TSDS	FALL	MDYR	SUMR	EXYR	Length	Data Type	Code Table ID
Staff										
**	Reference Type	(a) id	M						String	
E1524	TX-UNIQUE-STAFF-ID	StaffUniqueStateId	M					10	Numeric	
**	StaffIdentificationCode	StaffIdentificationCode	M							
E1088	STAFF-IDENTIFICATION-SYSTEM	(a) IdentificationSystem	M					24	Coded	C191
E0505	STAFF-ID	ID	M					9	Numeric	
**	Name	Name	M							
E0703	FIRST-NAME	FirstName	M					60	NameField	
E0704	MIDDLE-NAME	MiddleName	Y					60	NameField	
E0705	LAST-NAME	LastSurname	M					60	NameField	
E1303	GENERATION-CODE-SUFFIX	GenerationCodeSuffix	Y					4	String	DC148
E1325	SEX	Sex	Y					6	String	DC119
E0006	DATE-OF-BIRTH	BirthDate	Y					10	Coded	
E1375	HISPANIC-LATINO-ETHNICITY	HispanicLatinoEthnicity	Y					5	Boolean	
**	RaceType	Race	Y							
E1343	RACIAL-CATEGORY	RacialCategory	C					34	String	DC097
E1460	HIGHEST-LEVEL-OF-EDUCATION-COMPLETED	HighestLevelOfEducationCompleted	Y					10	String	DC077
E1377	YEARS-OF-PRIOR-TEACHING-EXPERIENCE	YearsOfPriorTeachingExperience	Y					2	Numeric	
StaffExtension										
**	EducationalOrgReferenceType	TX-LEAReference	M							
**	EducationalOrgIdentityType	EducationalOrgIdentity	M							
E0212	DISTRICT-ID	StateOrganizationId	M					6	Coded	
E1073	STAFF-TYPE-CODE	TX-StaffTypeCode	Y					2	Coded	C181
E1721	CREDITABLE-YEAR-OF-SERVICE-INDICATOR-CODE	TX-CreditableYearOfServiceIndicator	Y					1	Coded	C088
**	TX-TeacherIncentiveAllotmentDesignation	TX-TeacherIncentiveAllotmentDesignation	Y							
E1722	TEACHER-INCENTIVE-ALLOTMENT-DESIGNATION-CODE	TX-TeacherIncentiveAllotmentDesignationCode	C					50	String	DC165

Legend:

Blank - Not used for Collection/Submission

Y - Optional for Collection/Submission

M - Mandatory for Collection/Submission

C - Conditionally Mandatory for Collection/Submission

Asterisks (**) indicate an element used as a reference or a complex type within a complex type.

Indented Element IDs identify elements in a complex type within a complex type.

50300/30305 TeacherSectionAssociationExtension

Element ID	Data Element	XML Name	TSDS	FALL	MDYR	SUMR	EXYR	Length	Data Type	Code Table ID
TeacherSectionAssociation										
**	StaffReferenceType	TeacherReference	M							
**	StaffIdentityType	StaffIdentity	M							
E1524	TX-UNIQUE-STAFF-ID	StaffUniqueStateId	M					10	Numeric	
**	SectionReferenceType	SectionReference	M							
**	SectionIdentityType	SectionIdentity	M							
E0266	CAMPUS-ID	StateOrganizationId	M					9	Coded	
E1056	CLASS-ID-NUMBER	UniqueSectionCode	M					14	NameField	
E1454	CLASSROOM-POSITION	ClassroomPosition	Y					18	String	DC143
E1065	ASSIGNMENT-BEGIN-DATE	BeginDate	M					10	Coded	
E1066	ASSIGNMENT-END-DATE	EndDate	Y					10	Coded	
TeacherSectionAssociationExtension										
E0948	COURSE-SEQUENCE-CODE	TX-CourseSequence	M					2	Coded	C135
E0721	ROLE-ID	TX-StaffRole	Y					3	Coded	C021

Legend:

Blank - Not used for Collection/Submission
Y - Optional for Collection/Submission
M - Mandatory for Collection/Submission
C - Conditionally Mandatory for Collection/Submission

Asterisks (**) indicate an element used as a reference or a complex type within a complex type.
Indented Element IDs identify elements in a complex type within a complex type.

Element ID	Data Element	Date Issued	Date Updated
E1722	TEACHER-INCENTIVE-ALLOTMENT-DESIGNATION-CODE	3/1/2021	

XML Name
TX-TeacherIncentiveAllotmentDesignationCode

Definition
TEACHER-INCENTIVE-ALLOTMENT-DESIGNATION-CODE indicates a teacher (ROLE-ID 087) is an Active National Board Certified Teacher, holds a current designation (Recognized, Exemplary, or Master) and/or has been submitted by an LEA for a new or change of designation in the Teacher Incentive Allotment.

Special Instructions

Code Table ID	Length	Data Type	Pattern	Domain of Values
DC165	50	String	*...	

Used in Complex Types
StaffExtension, TX-TeacherIncentiveAllotmentDesignation

Code Table Id	Name	XML Name	Date Issued	Date Updated
DC165	TEACHER-INCENTIVE-ALLOTMENT-DESIGNATION-CODE	TX-TeacherIncentiveAllotmentDesignation	03/01/2021	

Code	Translation
01	Active National Board Certified Teacher
02	Active Teacher Incentive Allotment Designation
03	LEA Submitted Designation Pending
	NOTE: Active Teacher Incentive Allotment Designation – indicates a teacher holds an active Recognized, Exemplary, or Master Designation LEA Submitted Designation Pending – indicates a teacher has been submitted for a new or change of current designation

This code table is used in the following data element(s):   This code table is used in the following complex type(s):

E1722 TEACHER-INCENTIVE-ALLOTMENT-DESIGNATION-CODE   30040 StaffExtension

Element ID	Data Element	Date Issued	Date Updated
E1721	CREDITABLE-YEAR-OF-SERVICE-INDICATOR-CODE	3/1/2021	

XML Name

TX-CreditableYearOfServiceIndicator

Definition

CREDITABLE-YEAR-OF-SERVICE-INDICATOR-CODE indicates a teacher (ROLE-ID 087) who currently qualifies for the TIA allotment or has been submitted by the LEA for a new or change of designation, and has been employed by the LEA and compensated or will be compensated by the LEA for a creditable year of service. (§153.1021)

Special Instructions

Code Table ID	Length	Data Type	Pattern	Domain of Values
C088	1	Coded	*	

Used in Complex Types

StaffExtension

Code Table Id	Name	XML Name	Date Issued	Date Updated
C088	PARTICIPATION-INDICATOR-CODE	TX-ParticipationType	04/10/1989	3/1/1995

Code	Translation
0	Not Receiving Services, Or Condition Or Situation Not Applicable To This Person Or Campus
1	Participant In Program Or Service, Or Condition Or Situation Applicable To This Person Or Campus

This code table is used in the following data element(s):

This code table is used in the following complex type(s):

E1721 CREDITABLE-YEAR-OF-SERVICE-INDICATOR-CODE

30040 StaffExtension

Allotment Funding for Districts Employing Designated Teachers

Allotment Eligibility

Once a designation is earned and awarded, TEA verifies allotment eligibility annually in April using data from the Class Roster Winter Submission. Districts employing designated teachers in a teaching role must ensure they are reported accurately in the Class Roster Winter Submission. This requires coordination between district TIA Leads, human resources personnel, and the district PEIMS designee. TEA hosts annual training for districts employing designated teachers.

Districts receive allotment funds when they employ designated teachers who meet the following criteria:

→ Employed by the district as a teacher (087 Role ID)

→ Met or will meet the creditable year of service requirement by the end of the school year

Creditable Year of Service: the teacher was employed and compensated (or will be by the end of the school year) in a teaching role (087 role ID) for:

→ 50% or more of the day for a minimum of 180 days; or

→ 100% of the day for a minimum of 90 days, or, the equivalent of one semester.

For districts issuing designations, the district receives an allotment for all teachers in their first year of a new or higher designation.

Movement of Designated Teachers

Once awarded, designations remain active until the expiry date regardless of the teacher's district, role, or employment status. TEA checks designated teacher placement and allotment eligibility annually using data from the Class Roster Winter Submission.

If a teacher moves districts prior to the snapshot date in late February and works a creditable year of service with the new district, the new district is awarded the funds. If the designated teacher leaves after the snapshot date and worked a creditable year of service prior to leaving, then the previous district receives the funds. All funding updates are handled through the Foundation School Program (FSP). No funds are transferred between districts.

Timing Matters

Allotment values are determined by each designated teacher's campus as of the last Friday in February. Funds do not follow designated teachers in real time, and allotments are not prorated. For eligible teachers, allotment funding is awarded to the district where the designated teacher worked as of the last Friday in February. For designated teachers moving districts, the time that a teacher moves is paramount to determining which district will receive funds.

TIA – Information

House Bill 3 (HB 3), passed by the 86th Texas Legislature in June of 2019, established an optional Teacher Incentive Allotment with a stated goal of a six-figure salary for teachers who prioritize teaching in high needs areas and rural district campuses.

For more information about the Teacher Incentive Allotment, please visit www.TIATexas.org.

346 Districts Receiving Funds

13,774 Designated Teachers

Benefiting Texas Teachers

The Teacher Incentive Allotment (TIA) gives teachers an accessible pathway to earning a higher income while remaining in the classroom, allowing them to make a greater difference in the lives of Texas students. TIA elevates the teaching profession and allows districts to celebrate their top performing teachers with compensation and recognition through teacher designations.

Not a Grant

Teachers do not apply for TIA. Unlike previous education programs, the Teacher Incentive Allotments are additional state funding written into statute allowing for sustainable funding. There are no caps on teacher designations or allotment funds.

What are Teacher Designations?

Designations are distinctions awarded to highly effective teachers. TIA established three levels of designation: Recognized, Exemplary, and Master. Designations are awarded to teachers either through their district's local designation system or by achieving National Board Certification. A local designation system can designate teachers at any level. Teachers with an active National Board certification may be designated as Recognized be the Texas Education Agency (TEA).

Once a teacher is designated, they may generate an annual allotment for their employing school district based on their campus of employment.

Earn a Designation Through Your District's Local Designation System −

Districts have the option to build a local designation system to designate teachers as Recognized, Exemplary, or Master. Before applying for a local designation system, districts develop evaluation criteria based on teacher observation and student growth data to identify their most effective teachers. A local designation system must be approved by TEA before the district can issue designations. This requires a two-step application and approval process.
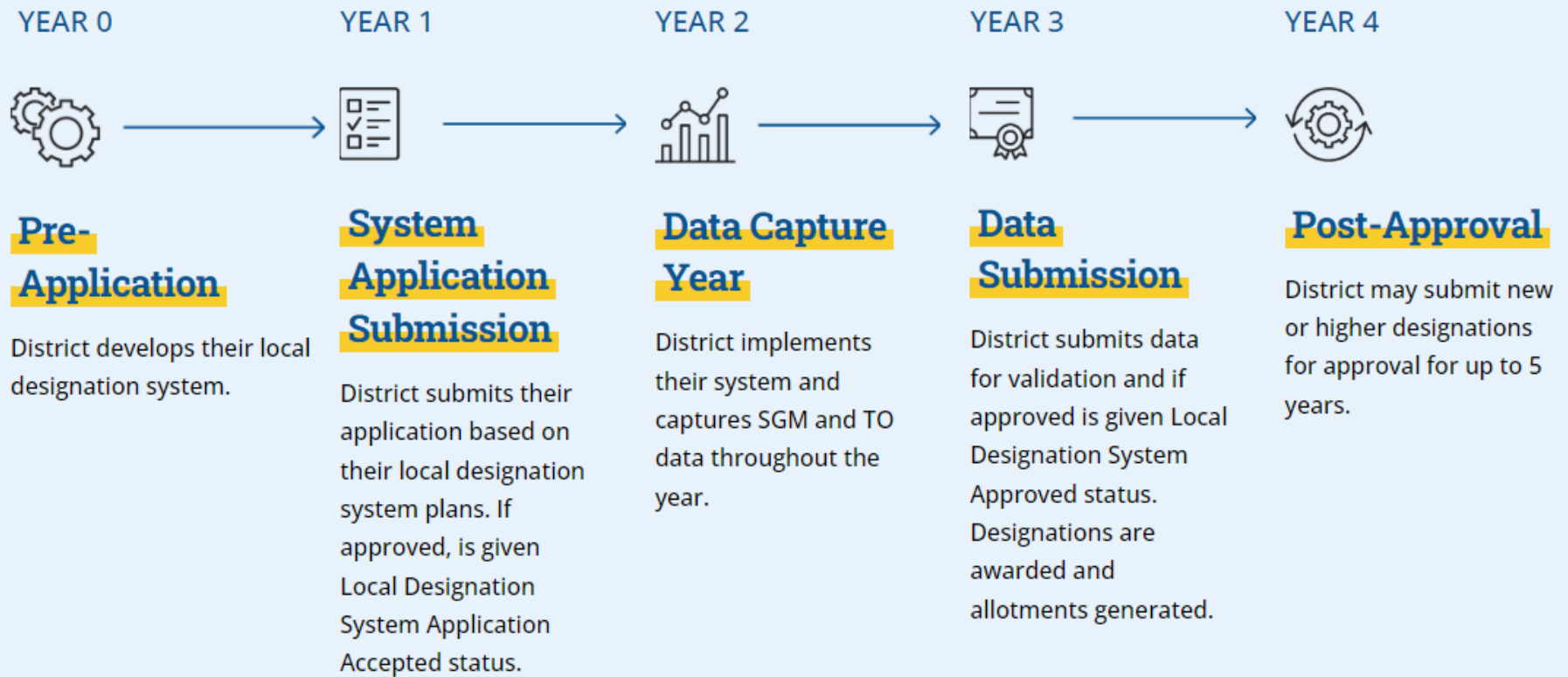
While TEA places no restrictions on which teaching assignments are eligible for designations, building a local designation system is complex, and each district has their own unique needs. Districts implementing a local designation system may choose to start with specific campuses, subject areas, and/or grade levels. Many districts begin their system with a subset of teaching assignments, and expand their system to include most or all teaching assignments in subsequent years.

Districts with approved systems may submit teachers for designation each fall using appraisal data from the previous year. **The teacher must remain employed in a teaching role with the designating district to be awarded the designation in the spring. Teachers who leave a district before earning a designation will not qualify.**

For more information about your district's plans for a local designation system, please reach out to your district's administration.

Application and Approval of Local Teacher Designation System

The process of building a local designation system for TIA can take up to 3 years and is not always a clear linear path. Some districts may submit their System Application in Year 1 and begin the process of expanding or modifying their system from year 2 on.

YEAR 0	YEAR 1	YEAR 2	YEAR 3	YEAR 4

Pre-Application

District develops their local designation system.

System Application Submission

District submits their application based on their local designation system plans. If approved, is given Local Designation System Application Accepted status.

Data Capture Year

District implements their system and captures SGM and TO data throughout the year.

Data Submission

District submits data for validation and if approved is given Local Designation System Approved status. Designations are awarded and allotments generated.

Post-Approval

District may submit new or higher designations for approval for up to 5 years.

National Board Certified Teachers —

National Board Certification is a voluntary, advanced professional certification for Pre-K-12 educators that identifies teaching expertise through a performance-based, peer-reviewed assessment. Teachers are certified based on standards set by the National Board for Professional Teaching Standards (NBPTS) NBPTS requires three years of experience as a certified teacher before registering as a candidate for National Board certification. Some exceptions may apply.

Classroom teachers who achieve National Board certifications may be designated as Recognized, even if their district does not have a local designation system. The designation will be awarded in the same school year in which they achieved National Board certification. National Board Certified Teachers (NBCTs) must be listed in the NBCT DIRECTORY as a Texas teacher and have an active National Board certificate to be eligible for TIA.

Districts are required to spend 90% or more of the annual funds on teacher compensation on the campus where the designated teacher worked.

The remaining 10% may be used for costs associated with implementing a local designation system or supporting teachers in getting designated. Districts create their own spending plans based on local needs; the percentage awarded to the designated teacher will vary by school district. Some districts award TIA compensation through single or multiple stipends, whereas other districts incorporate TIA funds into an elevated salary schedule for designated teachers.

90%

10%
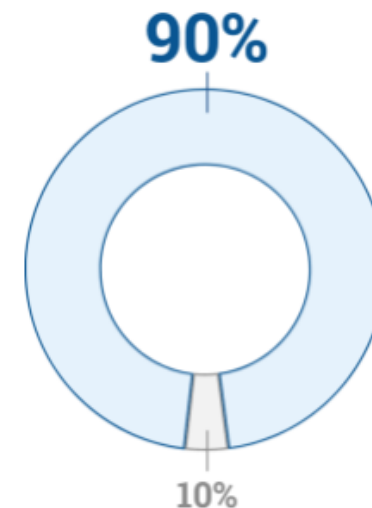
The amount of funding the designated teacher earns will vary by campus based on their designation, the socioeconomic needs at a campus, the rural status of a campus, and the spending plan created by the district. **Designated teachers are encouraged to reach out to their campus or district administration to learn how they plan to spend funding from the Teacher Incentive Allotment.**