

Hico ISD Teacher Incentive Allotment Compensation Plan



2025-2026

(Updated August 2025)

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Introduction and Rationale

Hico ISD takes great pride in having a low turnover rate and being able to retain qualified, experienced teachers by providing a positive working environment. However, in recent years, our small, rural district has had increasing difficulty filling teaching positions at both campuses. This can be attributed to the fact that it is difficult to recruit in a rural community and the inability to compete with the salaries of the larger schools in the area. Our goal is to overcome these recent struggles by implementing the Teacher Incentive Allotment to acknowledge and reward outstanding teachers in all content areas as well as add an additional incentive to recruit and retain effective teachers. We wish to continue to provide the effective learning opportunities such as dual credit, CTE certifications, etc. that our past graduates have experienced and carried on to their post-secondary lives. Our ultimate goal is to become an Early College, P-Tech High School in the next two years, which requires not only an effective middle and high school instructional program, but also a quality foundational program at Hico Elementary School. The Teacher Incentive Allotment will help us recruit the most effective teachers at all grade levels to help us reach that goal.

Goals

Implementing the Teacher Incentive Allotment will support our District Improvement Plan Goal #1, Objective 4: "Hico ISD will find ways to recruit and retain high quality teachers in every subject and grade level." In addition, the SLO training and implementation throughout the district will meet Goal #1, Objective 1 which states that "Hico ISD will provide appropriate training, curriculum and resources for teachers to insure improved academic performance of all students." Through the implementation of the Teacher Incentive Allotment, Hico ISD will continue to ensure that our students receive the most effective instruction, from the most qualified and effective teachers in a learning environment fueled by passion, pride and positivity.

System Development

The Hico ISD Teacher Incentive Allotment Development Team was formed in September of 2020. An open invitation to apply for the committee was made during the beginning of the year district zoom meeting and the committee was formed from the teachers who expressed interest in serving. We asked that those interested in serving on the team contact the assistant superintendent. Three teachers expressed interest in serving on the committee and represented the elementary campus, secondary campus, core subjects and electives. Because those teachers are lead teachers on their campus, they were selected as not only an accurate representation of our staff, but also as staff members with high teacher observation scores and who are respected by their peers. The campus principals were also asked to serve on the committee. The development committee was presented to the District

Site-Based committee and approved as an accurate representation of the teacher in our school district.

The TIA Development Committee meets regularly to evaluate the program and make revisions. The latest revision was to expand eligible teaching assignments for the 2025-2026 school year to include all STAAR tested grade levels and subject areas as well as PK, K, 1st and 2nd grade ELAR, 4th grade science, 7th Grade Science and Texas History.

Stakeholder Engagement

All stakeholder groups are included in the development and revisions of the Hico ISD TIA plan. Stakeholders are invited to participate through emails, faculty meetings, campus and district site-based committee meetings and school board presentations. The members of the District Site-Based Committee involved in the development process includes teachers, administrators, parents and community/business members.

Hico ISD surveyed staff members about the different components of the Teacher Incentive Allotment. Feedback was aggregated on a spreadsheet and shared with the TIA Development Team. Team members also solicited input through formal campus presentations and informal conversations with colleagues. Their input provided guidance to the team in the areas of growth measures, weights, allotment percentages, etc.

Communication Plan

Communication with staff members and the community will continue to be timely and specific. Video presentations, [Hico ISD TIA website](#), staff meetings and publications will continue to be used as a source of information for all stakeholders. The District TIA Administrator will keep a log of all TIA communication and will post videos and information on the Hico ISD TIA website. This information is accessible to the public. Campus administrators will provide TIA updates throughout the year through newsletters, faculty meetings, and individual conferences.

The Hico ISD Board of Trustees will be kept up to date on all TIA information through presentations at board meetings and the monthly superintendent reports.

Support for Designated Teachers New to a Campus/District

Designated teachers new to the campus will receive new teacher orientation during summer in-service. During that time those teachers will meet with the business and payroll managers to verify designations and allotment earnings. Campus principals will provide TIA orientation through face-to-face training or video presentations. Newly designated teachers will receive support from the campus principal as well as any other designated

teachers on their campus. Support meetings will be provided to teachers as needed throughout the year.

Plan to Retain Designated Teachers

Hico ISD provides campus level training specifically targeted toward gaining TIA designations, incorporating student growth measures and using that data to drive instruction. Curriculum and instruction support will be provided through staff development and inservice days built in throughout the year. Early release days at the end of each six weeks will also be utilized to provide TIA training, updates and support. Designated teachers will have access to Region 12 training as well as annual meetings as a cohort for recognition, feedback, and support. For retention purposes, the district will offer teacher experience surveys to gather data for areas of need with particular emphasis on perception of support by campus & district administration.

District admin teams along with the site-based committees will evaluate teacher experience & perception as well as inform decision making for continuous improvement to the TIA system.

Highly effective teacher data will be used to inform decisions specifically about which classes will be taught by these teachers in order to provide access to these teachers to our students in need. At-risk students will have access to highly effective teachers, particularly in high-stakes testing areas.

Designation System Weighted Components

Teacher Group	Teacher Observation	Student Growth
STAAR Subjects; PK-2 ELAR; 4th Science; 7th Texas History and Science	40% T-TESS	60% Student Growth

Student Growth Measures - Updated April 2025

Hico ISD will use the Pre/Post Test method of data collection. STAAR subjects will use STAAR released tests and STAAR test results as the measure. PK will use Circle Testing; K-2nd Grade ELAR will use NWEA MAPS; 4th Science, 7th Science and Texas History will use District created DMAC assessments.

The district plan incorporates the 55%, 60%, and 70% minimum standards for Recognized, Exemplary and Master teacher designations. We will calculate the percentage of students who meet or exceed expected growth using the number of students who met or exceeded divided by the total number of students who complete the final assessment. District Leaders in collaboration with campus principals will compute these statistics.

Hico ISD will utilize STAAR released tests as the beginning of the year pre-tests and the official end of year STAAR results as the post-test. For non-STAAR tested subject, pre-tests and post-tests will be teacher-created and administered through DMAC.

Hico ISD will use STAAR testing protocols for all pre and post test administrations.

Student Growth Performance Calculations

In order to be eligible for a TIA-designation, teachers must earn a minimum student growth outcome. TEA established these minimum expectations based on statewide performance expectations:

Recognized	Exemplary	Master
55% of students meet or exceed expected growth	60% of students meet or exceed expected growth	70% of students meet or exceed expected growth

More information can be found in TEA's Student Growth Performance Standards document.

This chart assigns the number of points a teacher will earn for the Student Growth Composite Score based upon the percentage of the teacher's students who met or exceeded growth.

Student Growth % Range		Points Earned
Lowest	Highest	
0%	54%	0
55%	59%	36
60%	64%	39
65%	69%	42
70%	74%	45
75%	79%	48
80%	84%	51
85%	89%	54
90%	100%	60

Teacher Observation Performance Standards

A main component of the Teacher Incentive Allotment designation plan is teacher observation performance. In order to ensure reliable and comparable designations across the state, TEA requires the setting of “performance and validity standards” as part of the identification process.

Validity of T-TESS Appraisals and Observation Data

Hico ISD uses the state developed T-TESS program for evaluating teacher performance and effectiveness. Campus and District Administrators will ensure the validity of teacher evaluations through annual analysis and comparison of teacher evaluation results and student growth data. Appraiser observation trends will be analyzed using T-TESS reports in DMAC. If the analysis does not show congruence between the two, an action plan to correct appraisal effectiveness will be put in place.

The campus principals serve as the appraiser for all teachers on their campus. In accordance with the Hico ISD Appraiser Calibration Calendar, campus principals receive a minimum of one T-TESS review training per year in August to insure appraiser effectiveness. This training is provided through the modules available on the teachfortexas.org website. Campus appraisers complete T-TESS recertification requirements every three years prior to the first day of school and meet in September and January for the purpose of calibration of T-TESS appraisals. Calibration activities may include watching videos or doing in-person calibration observations together on each campus. Throughout the calibration process, Hico ISD adheres to the Teacher Observation Calibration Protocols developed by TEA and shared in the TEA Teacher Incentive Allotment Convening. Through conversations at weekly admin meetings, the superintendent and assistant superintendent support the campus principals and ensure that calibration activities align with the T-TESS rubric and that appraisers have a clear understanding of their expectations.

As recommended by TEA, the following minimum average ratings in T-TESS domains 2 and 3 are recommended in order to qualify for a designation:

Designation Level	Minimum Average Score Across Domains 2 and 3
Recognized	3.7 (74% of possible points)
Exemplary	3.9 (78% of possible points)
Master	4.5 (90% of possible points)

Calculating the Final TIA Score

The chart below shows the minimum final TIA score (T-TESS Composite Score + Student Growth Composite Score) a teacher must receive in order to earn a designation.

Designation Final TIA Scoring Guidelines

Recognized Designation	Exemplary Designation	Master Designation
70-79	80-89	90-100

Spending Plan

Distribution of Allotment Funds

Distribution of Teacher Incentive Allotment funds will comply with state law and Texas Education Agency guidelines. Funding for teachers designated as Recognized, Exemplary, and Master under TIA will flow to districts, which in turn must spend at least 90% of the funds on teacher compensation on the campus where the designated teacher is employed. Statute states that allotment funds are not considered a property right. Hico ISD will retain 10% of the designation funds to be used for Teacher Incentive Allotment support expenses. The designated teacher will receive the full 90% of the designated funds.

Allotment funds will be paid as stipends in addition to the current salary schedule. Funds are TRS eligible and distribution methods will be communicated to staff through faculty meetings, the Hico ISD TIA website documents and within the district TIA compensation plan. The designated teacher will receive 100% of the 90% of the funds earned. Hico ISD will not split the allotment among other teachers on the campus.

Compensation will be received in May following their designation by TEA.

[Allotment Funding Table for Hico ISD \(tiatexas.org\)](http://tiatexas.org)

Allotment funding amounts are determined by TEA with regard to a campus' rural status and socio-economic student population. These amounts will be recalculated annually.

2024-2025	Recognized	Exemplary	Master
Hico Elementary School	\$5932	\$11,865	\$21,774
Hico Secondary School	\$5769	\$11,537	\$21,228
2025-2026	Recognized	Exemplary	Master
Hico Elementary School	\$5932	\$11,865	\$21,774
Hico Secondary School	\$5769	\$11,537	\$21,228

Eligibility

Hico ISD allows and encourages all teachers to apply for a designation. The Hico ISD TIA Development Team, with input from all stakeholders, has developed a plan in which all certified teachers are eligible to apply for designation. Designations are added to a teacher's SBEC certificate for five years.

Movement of Teachers

Designated teachers who move from one campus to the other within the district will receive the stipend amount assigned to the campus on which they were assigned at the time of the Winter Class Roster PEIMS submission.

When a designated teacher moves to another district **prior to** Class Roster Winter Submission, the district will recover as much as possible of those non-reimbursable funds through the contract settlement with the teacher.

Designated teachers who move into the district **prior to** Class Roster Winter Submission will be paid funds generated by the state according to the campus where the teacher is teaching during Winter Roster Submission. Those funds will be distributed in accordance with the district spending plan for all designated teachers.

When a designated teacher moves to another district **after** Class Roster Winter Submission, the remaining balance of funds earned from the designation that are owed to the teacher will be forwarded to the teacher's new district for distribution.

Designated teachers who move into the district **after** the Class Roster Winter Submission will receive any funds forwarded to Hico ISD from the previous district in accordance with the Hico ISD Spending Plan. Those funds will be paid upon receipt by Hico ISD. Should the previous district decide to keep the designation funds, Hico ISD will not pay the designated teacher. **Hico ISD will not distribute funds that will not be reimbursed by the state.**

Teachers who leave the district or retire after Class Roster Winter Submission will receive their TIA payout in their contract settlement.

National Board Certification

Teachers qualifying for an automatic Recognized designation as a result of National Board Certification will receive their stipend following the same procedures as those qualifying for Recognized designation under the local designation plan. It is the responsibility of the teacher to notify the district upon receipt of NBCT certification. The district will verify and process the needed changes as soon as the certification is reported by the teacher.

Program Evaluation

Program evaluation surveys will be a part of end-of-year checkout procedures for teachers at each campus. In addition, campus leaders will provide twice-per-year feedback at the district level meetings. These meetings will include business and payroll managers and gather information to determine how program implementation could be improved.