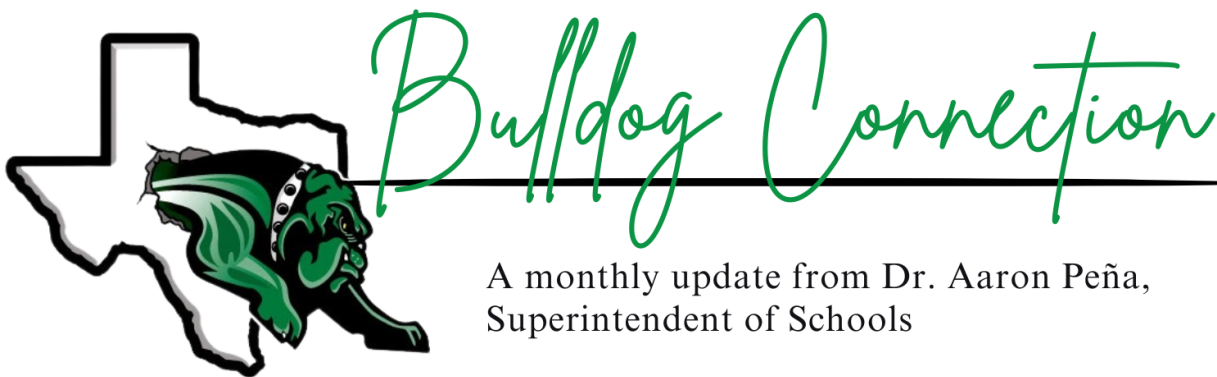




February 2025

Dear Burnet CISD Families,

At BCISD, we know that investing in great teachers means putting our students first. That's why we're excited about the Teacher Incentive Allotment (TIA)—a state-funded program that rewards highly effective teachers for their impact on student success, all without using local district funds. This month's [One Minute Video](#) goes into a little more detail on the program.

What is the Teacher Incentive Allotment?

The TIA provides teachers the opportunity to earn additional compensation based on their impact in the classroom. There are three designation levels: Recognized, Exemplary, and Master, with teachers at these levels able to earn anywhere from \$6,000 to \$22,000 per year added to their salary. However, it's important to understand that this level of compensation is reserved for teachers who demonstrate the highest levels of student learning growth and receive the strongest evaluations—essentially, our very best teachers as measured through a rigorous and validated process.

We are excited to share that Burnet CISD will be submitting our application to the Texas Education Agency (TEA) in April. Next year will be our data capture year, where we will carefully track teacher performance and student growth to certify that our evaluation process is valid, reliable, and aligned with student success.

Phase 1 and Future Expansion

To get started, we will begin Phase 1 with teachers in subjects where we already have established, valid pre- and post-assessments in place. However, our goal is to expand the program in the future to include all teaching areas so that more

teachers have the opportunity to participate. While we have to start somewhere, we are committed to growing this opportunity to benefit as many educators as possible.

This is a long-term investment in our teachers, and the TIA program is here to stay. In fact, legislation is currently being considered to expand funding and opportunities for even more teachers to benefit from the program.

We look forward to keeping you updated as we move forward in this process. Thank you for your continued support as we work to elevate and celebrate the outstanding teachers of Burnet CISD.

One Team, One Dream!



Superintendent, Burnet CISD



From: Burnet CISD Parent

To: Cindy Alford, RJ Richey Elementary

Mrs. Alford has made science so fun for my daughter! She has taken the time to build a relationship with my daughter, which makes her feel valued and loved. Mrs. Alford is helping to rebuild her love of learning and school.

From: Burnet CISD Parent

To: Anita Kneese, Burnet Middle School

Mrs. Kneese is a model of patience and kindness. She cares about the success of her students. She goes above and beyond to make sure her students understand the concepts and provides ample opportunities for students to improve their grades. She offers after school tutoring and allows students to come to her room for extra help before school as well. This is the first time my child has felt successful in math and it is because of Mrs. Kneese.

From: Burnet CISD Employee

To: Courtney Lambert, Shady Grove Elementary

Courtney Lambert will be an amazing teacher someday. When she steps into a classroom to support students, she is simply incredible. Not only does she do an outstanding job guiding and assisting her students, but she is always willing to help any student in need.

Courtney goes the extra mile to make every student feel loved and heard. She is a daily reminder that being a teacher is about more than just lesson plans and checking off boxes. She reminds me that these little people need to be seen, heard, and cared for as individuals.

BCISD is truly fortunate to have Courtney Lambert on our team.

From: Burnet CISD Student

To: Mrs. Schwin, Burnet High School

She is always going out of her way for other students and tries her best to make them pass and she has good energy for the classroom.

From: Burnet CISD Parent

To: Mr. Lange, Burnet High School

He is a good teacher to my kid.