



Pasadena ISD Teacher Incentive Allotment (TIA) Pathways and Scaling Teacher Eligibility

Pathways for Teacher Eligibility

There are two primary pathways for teachers to earn designation and additional compensation through TIA: 1) **earn National Board Certification**, or 2) **through Pasadena ISD’s local designation system**.

National Board Certification is an intensive process taken on by teachers in addition to their normal instructional responsibilities.

The district also wanted to create a pathway for teachers to have the opportunity to earn TIA designation through their regular instructional work, which is why we developed a local designation system. **By providing two pathways, teachers can determine which option is best for them.**



National Board Certification

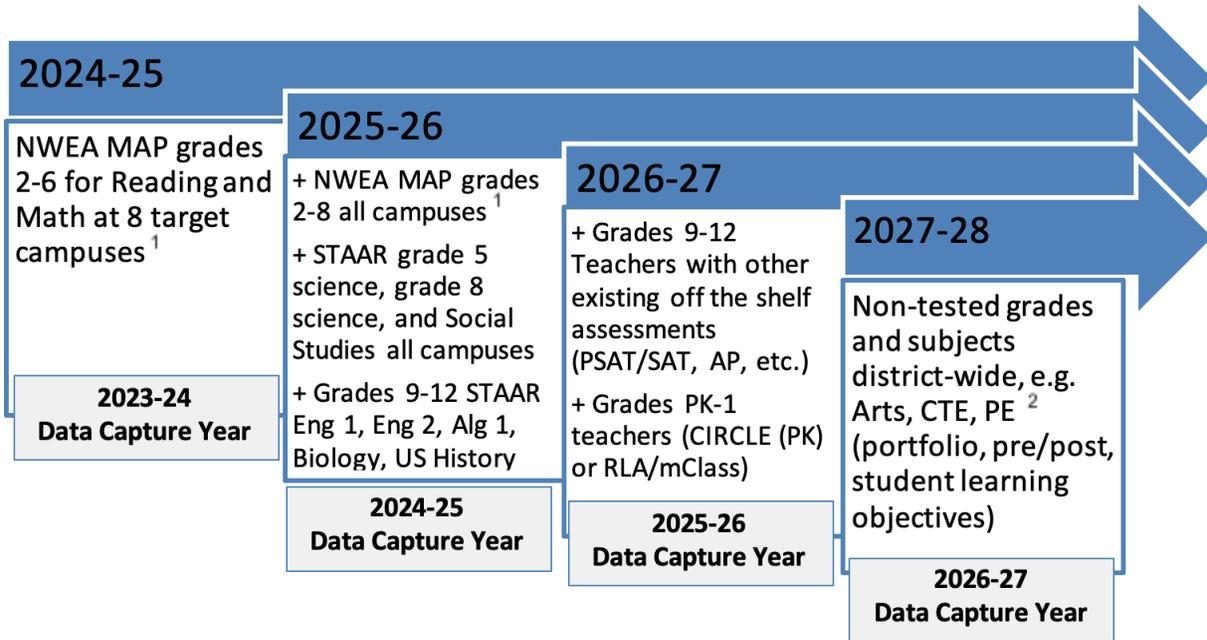
The Texas Education Agency (TEA) has determined **teachers who earn National Board Certification will automatically earn a teacher the Recognized designation**. Earning National Board Certification, on average, takes two to three years. Teachers interested in pursuing this pathway are encouraged to learn more about TIA and the National Board Certification process by clicking [here](#) and a guide to National Board Certification by clicking [here](#). Financial assistance may be available to cover fees for teachers successfully completing the certification process. The district is investigating additional options to provide support to teachers pursuing National Board Certification.

Local Designation System

As a part of the local designation system, Pasadena ISD intends to **expand access to earning a designation through the Teacher Incentive Allotment to all teachers by phasing in additional teacher groups over the next five years**. The plan, outlined below, will scale teacher eligibility by adding more teacher groups each year, beginning with those with current assessments, and provides adequate time to develop and test high quality student growth measures for courses without current assessments or other standard measures. See the illustration below.



Scaling Teacher Eligibility for TIA at Pasadena ISD



Percent of Pasadena Teachers Eligible Each Year



~30%



~50%



100%

Notes:

1. Social Studies and Science teachers in grades 4-6 who co-teach with an English or Math teacher, may be eligible for TIA using the same student growth measure assessment data (i.e. MAP) as their co-teacher. The feasibility of this is being discussed with potential value-added vendors and more information will be available in the next few months.
2. In the year before teachers are eligible for designation, they will participate in the full TIA process during the data capture year. Student growth measures will be developed and tested in the years leading up to the data capture year for subjects and grades without traditional standardized assessments.