

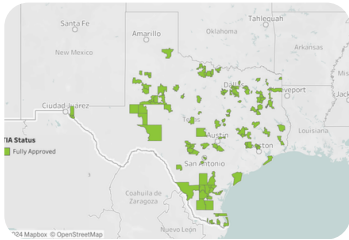


Texas Should Continue to Invest in and Expand the **Teacher Incentive Allotment**

The Teacher Incentive Allotment (TIA) was designed to attract and retain highly effective educators at hard-to-staff campuses with realistic pathways to earn six-figure salaries as the average salary for Texas teachers is between \$54k-\$74k. Six years after HB 3's passage (86R), **Local Education Agencies (LEAs) serving more than 3.5 million Texas students** now have an approved TIA system and **early adopters are seeing promising impacts on student achievement**. As of SY23-24, there are **over 26K designated teachers**, drawing down **\$292 million in TIA funding, 90% of which is going directly into educator salaries**.

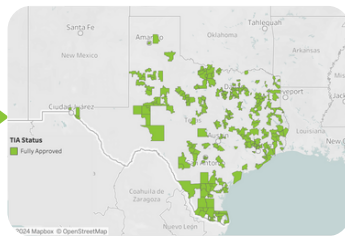
TIA IMPLEMENTATION STATEWIDE HAS SKYROCKETED

Cohorts A-D



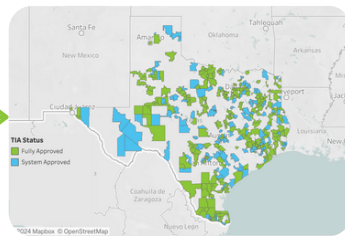
LEAs: 173
Students: 1.4 Million

Cohorts A-E



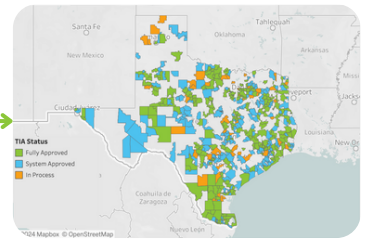
LEAs: 377
Students: 2.5 Million

Cohorts A-F



LEAs: 481
Students: 3.1 Million

Cohorts A-G

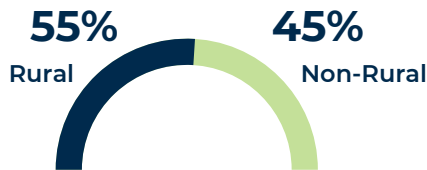


LEAs: 599
Students: 3.7 Million

The majority of Texas students (~58%) attend a school system implementing TIA.



TIA RETAINS GREAT TEACHERS ACROSS VARIOUS TYPES OF SCHOOLS



Over 300 rural school districts participate in TIA, representing more than half of total participants.

In-District Retention

Non-TIA	80.4%
TIA	88.5%

Between SY22-23 & SY23-24, TIA designated teachers were 8% pts more likely to continue teaching in their district.

75%
Eco-Dis



Across the state, TIA designated teachers teach on campuses with more students classified as Economically-Disadvantaged (75% on average) compared to their non-designated peers who teach on campuses with lower number of Eco-Dis students (66% on average) for SY22-23.

What's Next for TIA?

Strengthening TIA will help recruit and retain Texas' most effective educators to improve student outcomes. This can be achieved by **increasing funding across designation levels**, adding a fourth designation tier to **expand eligibility**, and **creating a grant program** to increase the number of eligible teachers. Additionally, **expanding a state technical assistance program** would enable more top teachers to benefit. Finally, the state should incentivize school systems to adopt **comprehensive strategic staffing models to maximize resources, sustain results, and drive student outcomes where needed most**.

Sources: The Commit Partnership, HB 3 Implementation Dashboard; TEA, Teacher Incentive Allotment Annual Report 2024; The 2024 Texas Impact Network Annual Report

