



# Recognize. Elevate. Compensate.

## Texas Teacher Incentive Allotment (TIA)

### The Opportunity: Build a District-Wide Program to Increase Teacher Compensation

Texas House Bill 3 provides funding for districts to create a performance-based compensation system designed to recruit and retain top teacher talent in classrooms. Qualifying districts will receive additional funding for every teacher designated as master, exemplary, or recognized. Teachers in rural and/or high-need schools are eligible for the largest increases.

### Core Beliefs

Teachers are the single-greatest in-school factor influencing student outcomes. RTI's Center for Education Services and Safal Partners—two national leaders in educational innovation—are seeking to partner with driven districts that are committed to recognizing, elevating, and compensating excellent teaching and that share these four core beliefs:

- 1 Great teaching is the lifeblood of excellent schools.
- 2 Teaching quality should be assessed with a rich set of measures.
- 3 Great teachers are not paid enough, and that needs to change.
- 4 Compensation matters for recruitment and retention.

### Our Partnering Approach

We will use a strategic co-design process to help districts plan and implement a TIA-aligned teacher designation system and secure state funding to compensate classroom excellence.

#### Phase I: Plan and Prepare

**Objectives:** Agree on co-designed goals; develop vision for district system; explore aligned measures; gather stakeholder input; finalize pilot model with designations; and communicate relentlessly.

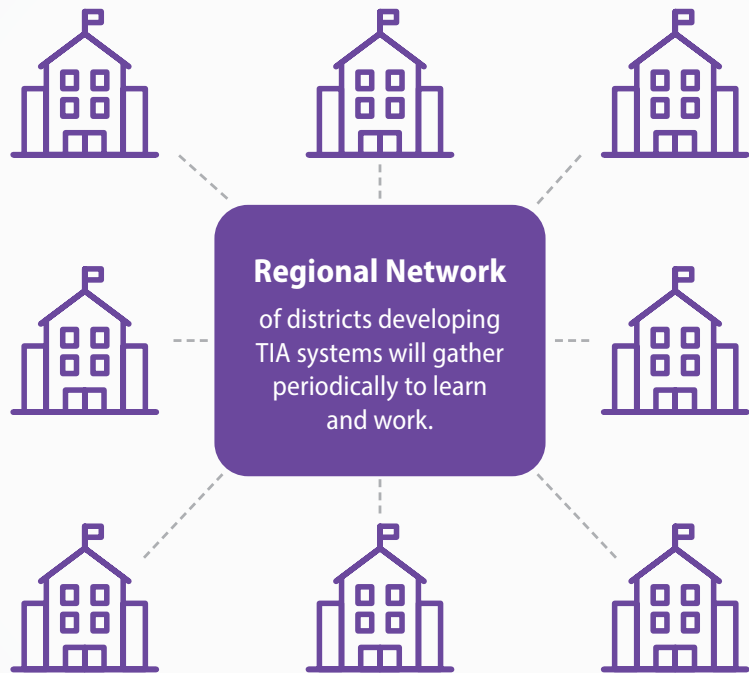
#### Phase II: Launch and Designate

**Objectives:** Launch operational compensation system; manage implementation; adjust practices to strengthen model; designate and compensate first cohort of master, exemplary, and recognized teachers; and communicate relentlessly.



## Developing a TIA Network

We believe districts are supported and strengthened by developing a regional network of districts to share tools and best practices.



## Partnering to Co-Design with Texas Independent School Districts

### RTI Center for Education Services

RTI International is an independent, nonprofit research institute dedicated to improving the human condition. We combine scientific rigor and technical expertise in social and laboratory sciences, engineering, and international development to deliver solutions to the critical needs of clients worldwide. Our work in education aims to advance equitable, high-quality teaching and learning to improve outcomes for educators and students.

### Safal Partners

Safal Partners is a Texas-based education consulting firm with a team of education professionals who are former teachers, subject and grade-level coaches, and administrators. We are driven by our passion as educators to provide creative and candid advice to planning and implementing transformative initiatives through both executive guidance and technical assistance. Safal is a leader in effectively guiding Texas education agencies and service centers, major foundations, and traditional districts and charter schools of all sizes in rural, urban, and suburban settings in making transformative and lasting change and improvement.

## Contact

**Stacy Costello, MS** | Research Education Analyst  
RTI Center for Education Services  
scostello@rti.org | 919.604.3288

**Adrianna Chrestopoulos**  
Project Director | Safal Partners  
tia@safalpartners.com | 713.955.2727

[www.rti.org/texas-teacher-incentive-allotment](http://www.rti.org/texas-teacher-incentive-allotment)

RTI International is an independent, nonprofit research institute dedicated to improving the human condition. Clients rely on us to answer questions that demand an objective and multidisciplinary approach—one that integrates expertise across the social and laboratory sciences, engineering, and international development. We believe in the promise of science, and we are inspired every day to deliver on that promise for the good of people, communities, and businesses around the world. For more information, visit [www.rti.org](http://www.rti.org).

RTI International is a registered trademark and a trade name of Research Triangle Institute. The RTI logo is a registered trademark of Research Triangle Institute.