



Teacher Incentive Allotment

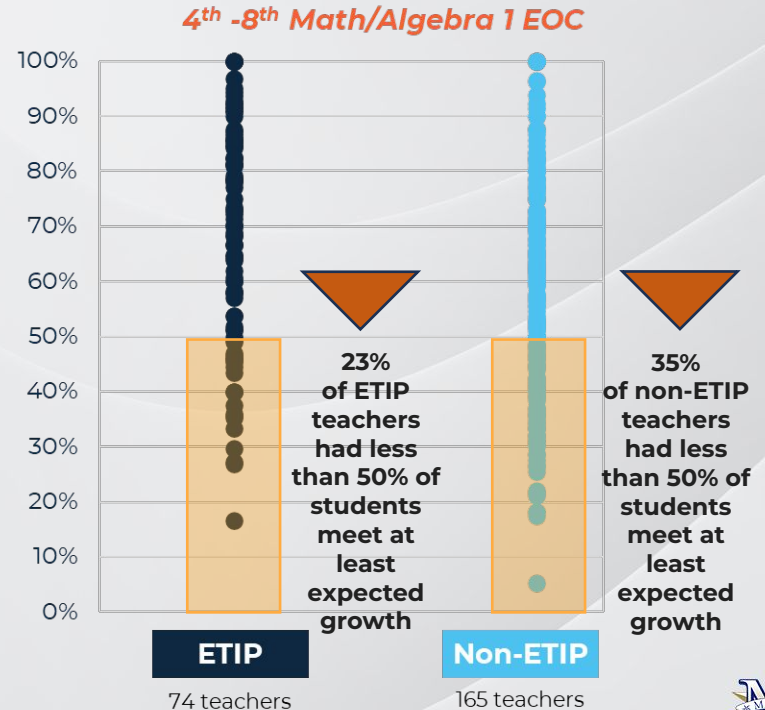
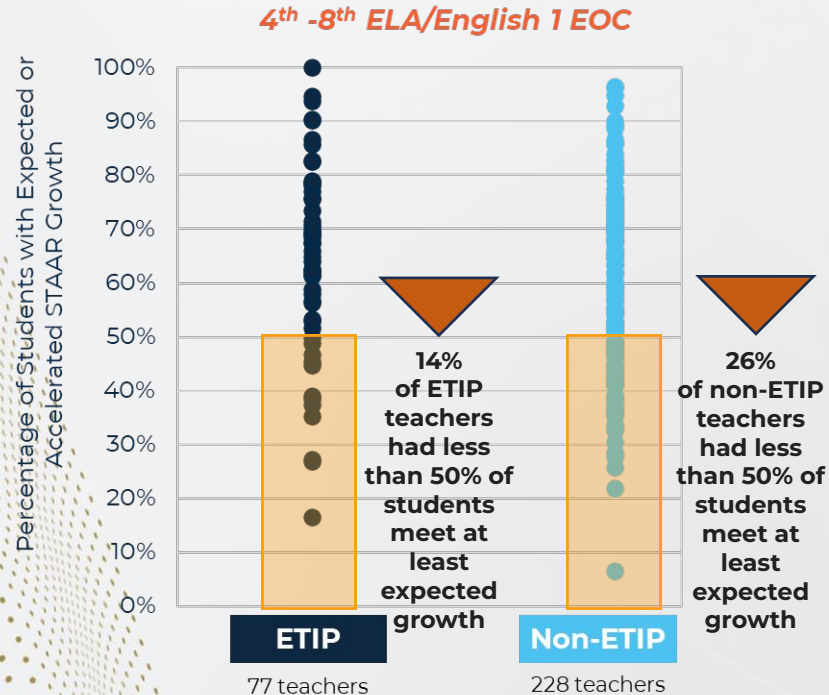
September 2025

MISD Strategic Priority: Student Outcomes

- **Goal:** Increase teacher recruitment and retention
 - **Strategic Action:** Utilize the strategic compensation plan to increase recruitment and retention
 - **Year One:** Implement a strategic compensation model to recognize and retain teachers who effectively improve student outcomes.

Some non-ETIP teachers saw greater growth than some ETIP teachers

2024 Spring STAAR/EOC Progress; Grades 4-9



Source: 2023-24 STAAR, 2023-24 course files, and 2024-25 ETIP status files from Mesquite ISD.



Excellence in Teaching Program (ETIP) Budget Impact:
\$3,000,000 in teacher compensation

The Challenge: How do we continue to fund ETIP in our current situation?



Estimated TIA Allotments and Local Designation System Requirements

Average Estimated Allotment by Designation Level in Mesquite ISD



\$5,539.32



\$11,078.56



\$20,464.18

Local Designation System Requirements

1

Teacher observation based on T-TESS or third-party rubric; domains 2 and 3 must be included with all observable dimensions at Proficient or higher

2

Student growth measures determined by the district. 55% or more students must meet or exceed growth standards

Districts may include additional components of their local designation system, if desired (ex: student experience surveys)

TIA Application Decisions

- ✓ Growth assessments
 - ✓ Eligible teachers
 - ✓ Weighting - T-TESS and Student Growth
 - ✓ Spending plan
-



**Teacher Focus
Groups**



**Teacher
Surveys**

TIA Planning Committee

Project Leads

Janine Fields
Alesia Austin
Jennifer Morris

Team Members

Gilbert Prado
Cara Jackson
Andrea Hensley
TJ Reed
Karen Morris
Rhonda Davis
Brenda Gonzales

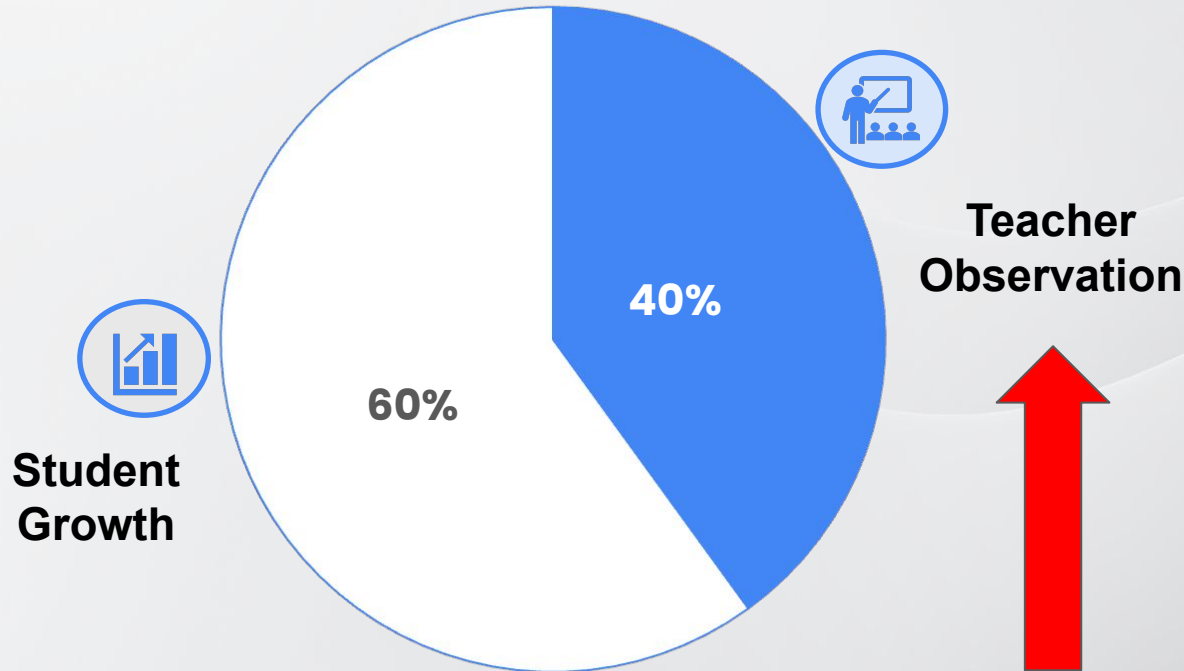
Chassordee Willie
Jennifer Hammett
Brandon Musgrove
Gerald Sarpy
Chase Holland
Matt Morris
Matt Cain

Student Growth Measures

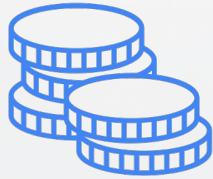
Grade/Subject	Assessment used for Growth Measure
Pre-K Reading	Circle
Kindergarten-3rd grade RLA & Math	iReady
4th-8th grade RLA & Math	STAAR Growth
Eligible HS Courses	iReady

System Components and Weights

Year 1 (2025-2026)



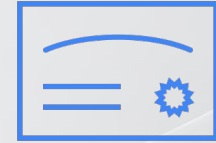
2025-2026 Spending Plan



Designated Teacher
70%



Supplement ETIP
20%



District Set-Aside
10%



TIA Application and Implementation Timeline



2025–26

Teacher and student performance data are collected.



2026–27

Data is submitted to the Texas Education Agency for approval.



Spring 2027

Teachers are notified of their designation.



June 2027

First payout expected.

What does this mean for ETIP?

- Thorough audit of ETIP teachers with **low growth**
- 25-26 ETIP enrollment pause for significant revision, budget decisions
- If continued, ETIP will only be available for TIA **ineligible** groups
- Current ETIP teachers who qualify for TIA will receive the greater of the two compensation amounts
- MISD will continue working toward **expanded** TIA eligible groups

Questions?