

Texas Advances Great Classroom Teaching



TEXAS has adopted innovative approaches to providing districts with funding to increase educator effectiveness, including allocating funds for incentive pay for teachers, strengthening mentoring for new teachers, and supporting the implementation of high-quality instructional materials (HQIM).

NIET is proud to work with districts across the state that are developing their own innovative practices in addition to leveraging state initiatives such as the Teacher Incentive Allotment and the Learning Acceleration Support Opportunities grants to improve outcomes for students.



Fueling Innovation in Staffing and Compensation

As states look for new ways to support districts to be more innovative in the use of staff and budgets, Texas provides a strong example of how strategic staffing and compensation incentives can make a difference. Multiyear investments in strategic compensation and mentorship at the state level, along with new initiatives to support the implementation of high-quality curricula, are fueling improvements in classroom instruction.



STRENGTHENING MENTORING FOR NEW TEACHERS

As districts work to implement new, high-quality curricula, funding for mentor programs is another state-level initiative that is proving essential in supporting early-career teachers to be successful. NIET helps districts build mentorship programs that strengthen mentor skills across a range of topics, such as data analysis, high-quality feedback on instructional practices, supporting adult learners, and creating cycles of continuous improvement. The role of mentor offers the most effective teachers an opportunity to contribute to schoolwide improvement while giving new teachers high-quality support for their own development.

In Cotulla Independent School District, mentor teachers play a critical role in a comprehensive system that includes teacher collaborative professional learning, classroom observation and coaching, and a schoolwide instructional leadership team deeply engaged in classroom teaching and learning. State funding for mentor teachers offers a powerful boost, along with TIA funds, as districts develop more innovative and responsive systems to address educational challenges.

REWARDING TEACHER PERFORMANCE AND TEACHER LEADERS

The Texas Incentive Allotment (TIA) recognizes and rewards teacher performance, boosting recruitment and retention of effective teachers with awards weighted more heavily in high-need and rural schools. With state-level funds available for effective teachers, school districts are eager to put in place systems of support to help their teachers grow and access these funds. Up to 10% of the funding districts receive through TIA can be used for costs associated with implementing and maintaining their TIA system, including teacher leadership and professional development.

resulting in stronger classroom instruction and higher teacher and school leader retention. Stronger instructional skills and knowledge enable teachers to more effectively use high-quality curricula and differentiate instruction to meet each student's needs.

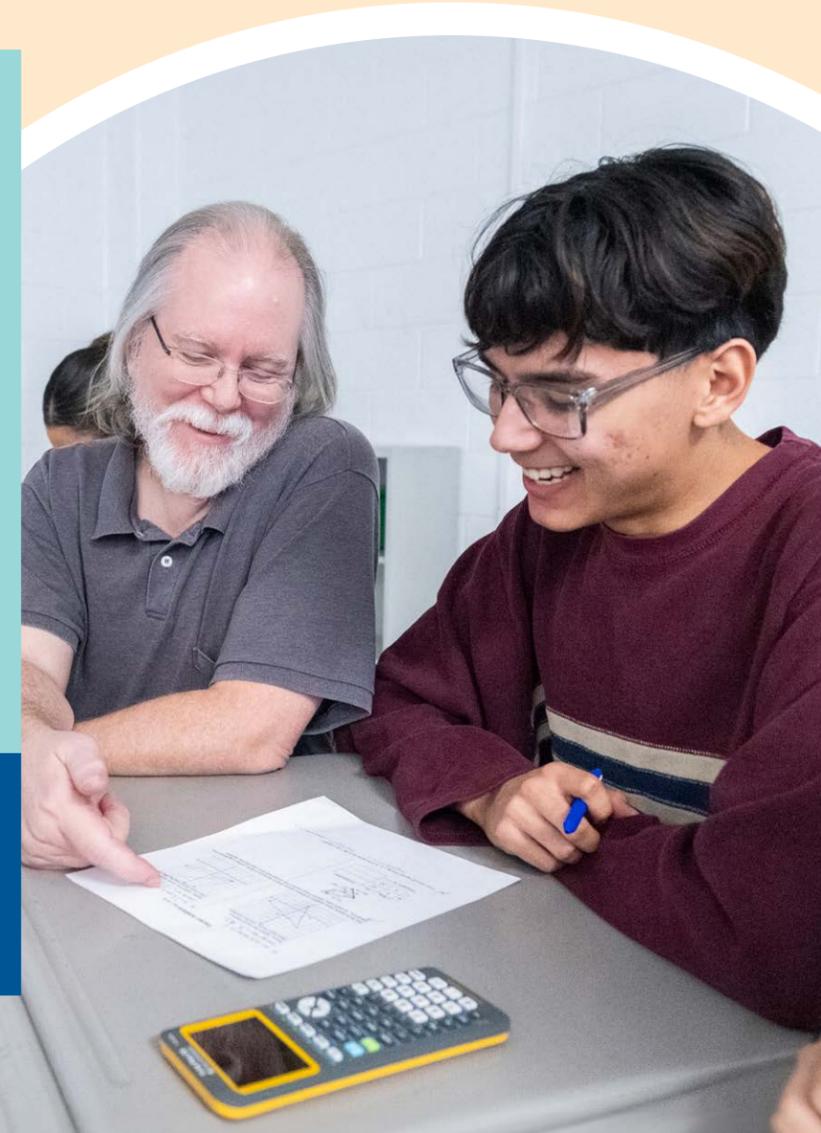


In South San Antonio Independent School District, Superintendent Saul Hinojosa is leveraging TIA funds to create a system of teacher leadership to build instructional capacity and skills across the district,

“Teacher leaders are the key to making a system of continuous improvement possible. Elevating teachers into instructional leadership roles and compensating them is critical to our success.”

DR. SAUL HINOJOSA

**SUPERINTENDENT,
SOUTH SAN ANTONIO INDEPENDENT
SCHOOL DISTRICT**





TEACHER
LEADERS
BOOST
TEACHER
RETENTION

SPOTLIGHT:

Somerset High School Equips Graduates with Career Readiness

Somerset High School in the Somerset Independent School District was recognized as the 2025 NIET Founder's Award winner. With support from NIET, Somerset High established weekly professional learning meetings facilitated by teacher leaders and created opportunities for customized coaching. Additionally, teacher leaders provide the individualized coaching and feedback teachers need to reach all students.

As a rural high school, Somerset is committed to providing a high-quality education with a wide variety of instructional experiences that prepares students for college, career, and military success. Not only is the school home to an award-winning mariachi band, but it also offers an impressive number of career and technical education (CTE) programs.

Somerset High's CTE classes, which result in college credit, include an EMT academy, an agriculture mechanics class, and a culinary arts program, among others. Regardless of their next steps after high school, Somerset High graduates are prepared for success.

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91%

OF SCHOOL LEADERS
REPORTED THAT
TEACHER LEADERS
HAD A POSITIVE
IMPACT ON
RETAINING TEACHERS
IN THEIR SCHOOLS.

As many districts struggle to staff classrooms, NIET partners in Texas are increasing teacher retention through support from teacher leaders. Teacher leaders provide teachers with the feedback and coaching that they need to feel successful and remain in the classroom.