PREREQUISITES

- Districts must be in the process of developing a strategic compensation plan with robust stakeholder input. This plan must be based on, at a minimum, teacher observation and student growth data during SY 2019-2020.

- Prior to the start of SY 2020-2021, districts must communicate to stakeholders that 2020-2021 will be the first data capture year of their community-approved strategic compensation plan.

The list above is just a prerequisite to apply for TIA funds. Districts need to meet other requirements through the system and data review process.

OVERVIEW & PROCESS

Cohort C is for districts planning to participate in TIA based on teacher effectiveness data capture during the 2020-2021 school year.

- System Submission: Districts describe and submit evidence of their local designation plan to TEA including:
  - Teacher observation system
  - Student growth measures
- Data Submission: Districts submit evidence of teacher effectiveness to Texas Teach University that will likely include, at minimum, teacher observation and student growth ratings
- A district's access to TIA funds is directly tied to the validity and reliability of the district's system
- Initial state funding will flow to Cohort C districts after final approval

COHORT C

TIMELINE

Milestone	Tentative Timeframe
Data Capture Year	2020-2021
Review Readiness Checklist and Submit Letter of Intent	By January 24, 2020
System Submission to TEA for Review	Spring 2020
Data Submission to Texas Tech for Review	Fall/Winter 2021
Determination of System Approval	Spring 2022
Initial State Funding Flows to Districts	Spring 2022 or Fall 2022*

Districts with approved systems can choose to delay the start of funding and the start of designations to the fall of the following school year.