

# 2027-28 Strategic Compensation Cohort for Enhanced TIA Narrative Response



## Directions

Please save this document as a PDF with the following naming convention– *Ex. Bluebonnet ISD\_SCC for ETIA\_Narrative* – and upload along with the signed attestations via the LASO 5 Qualtrics application.

1. Describe the school system's rationale, readiness, and long-term plan for implementing strategic compensation through Enhanced TIA. In your response, explain:
  - How strategic compensation aligns with and supports the goals of the school system's strategic plan; summarize the research, data, and stakeholder input that informed the decision to pursue strategic compensation;

- Demonstrate the school system's capacity to successfully manage a multi-year initiative by describing a non-TIA initiative from the past two years that positively impacted student achievement, including its goals, outcomes, progress-monitoring processes, leadership roles, timeline, and key implementation decisions; and

- Explain how the initiative was designed and supported for long-term sustainability.