

2027-28 Strategic Compensation Cohort Program Attestation

School System: _____ **CDN:** _____

This document outlines the expectations for roles and responsibilities, program requirements, and performance measures for school systems joining the Texas Education Agency’s (TEA) grant-funded 2027-28 Strategic Compensation Cohort to ensure all participants understand their commitments and the standards required to foster a productive and collaborative environment.

School systems must comply with all expectations defined in the [Participation Requirements, Roles & Responsibilities](#), and commit to a three-year process to work toward the five goals for Enhanced TIA and strategic compensation.

- **Administrator Effectiveness** – Develop and implement a robust principal and assistant principal strategic compensation system consistent with the Teacher Incentive Allotment (TIA) approach.
- **Teacher Eligibility** – Develop and adopt a TIA-compliant teacher strategic compensation system for substantially all teacher types.
- **Compensation Structure** – Replace the step-and-ladder pay scale for principals, assistant principals, and teachers with a salary schedule based on performance with no more across-the-board raises.
- **Funding Allocation** – Blend TIA and other funding sources to ensure financial sustainability of the strategic compensation system. The Teacher Retention Allotment (TRA) may also be considered when applying for an Enhanced TIA designation.
- **Strategic Staffing** – Adopt an approach to teacher assignment based on student need
- **Enhanced TIA** – apply and earn an Enhanced TIA designation within 3 years

Participation Requirements

TEA has established the following participation requirements throughout the three-year commitment to work toward the goals for Enhanced TIA and strategic compensation:

- Develop a strategic compensation system for principals, assistant principals, and teachers within 3 years
- Develop and maintain a three-year Strategic Compensation Plan with due dates and individual responsibilities utilizing a program management platform
- Update the school board on the progress and direction of the strategic compensation work
- Execute and return a data sharing agreement with identified partners (TEA, ESC, and/or Technical Assistance Providers) within 30 days of request
- Attend meetings, collaboration spaces, and step backs with TEA, the Center for Strategic Compensation (CSC), Technical Assistance Provider, and other school systems participating in the cohort, such as:
 - Monthly Design Team meetings and bi-weekly check-in with Technical Assistance Provider
 - Strategic Compensation Lead community of practice meetings hosted by the CSC
 - Semi-annual program evaluations with TEA
 - Annual Strategic Compensation Convening (In-Person)
 - Annual Teacher Incentive Allotment Conference (In-Person)
- Develop and complete plans/documents requested by TEA, the ESC, and Technical Assistance Providers within the timeline requested including but not limited to:
 - TIA Expansion Plan to obtain substantially all teachers for TIA eligibility, if applicable
 - Updated TIA Spending Plan aligned to a high-quality strategic compensation system
 - Strategic Compensation Project Management plan to ensure success beyond Year 3
 - Stakeholder Engagement Plan, and
 - Strategic Staffing Plan

- Protect the privacy of all districts, staff members, and participants in a strategic compensation cohort
- Respond to program evaluation surveys/requests within the timeline requested.
- Meet the following key benchmark dates and activities:

Activity (Timeline subject to change based on need)	Estimated Timeline
Strategic Compensation Program Management platform selection, Design Team Membership Roster, and Data Sharing Agreements Due	April 2027
Complete TIA Data Submission process as applicable	October (annually)
Collaborate with TEA-designated Technical Assistance Provider to develop financial budget model for district	December 2027 – May 2028
Attend the in-person Strategic Compensation Convening at Region 10	December 2027
Develop and submit Stakeholder Engagement Plan including plans for sharing scorecards with principals, assistant principals, and teachers as applicable	January 2028 – April 2028
Present Strategic Compensation updates to school board	February – August 2028
TIA Expansion/Modification and Renewal Applications Due	April 15 (annually)
Ensure all staff have submitted the TIA Annual Evaluation Survey <i>if applicable</i>	April – May (annually)
Attend TIA Conference	June (annually)
Complete TIA Annual Program Submission <i>if the district's TIA system is approved</i>	August 31 (annually)

Roles and Responsibilities

School systems are responsible for developing and maintaining systems that align compensation plans with strategic goals, ensuring compliance with state guidelines, and fostering a culture of performance and growth.

Superintendent

- Establish vision for strategic compensation system
- Identify a key leader with influence to serve as the [Strategic Compensation Lead](#)
- Identify a [Strategic Compensation Design Team](#) to support and move the work forward. In addition to the superintendent and the strategic compensation lead, roles should include leaders from the following departments: [Finance](#), [Curriculum & Instruction](#), [Human Resources](#), [Data & Accountability](#), and [Teacher Incentive Allotment](#)
- Actively participate and attend **Monthly Design Team Meetings** throughout the three-year development process based on a cadence selected by the school system and technical assistance provider via Zoom
- Provide an additional forum to discuss and address questions posed during monthly design team meetings, e.g., Cabinet Team meetings
- Attend the **required Strategic Compensation Convening** tentatively scheduled for early December to engage with other district strategic compensation leaders and offer district testimonials

Strategic Compensation Lead

- Serve as the primary liaison with the technical assistance partner and central point of coordination for the school system to ensure the strategic compensation system is developed and implemented with fidelity
- Communicate the purpose and goals of the program to all stakeholders
- Facilitate engagement at all levels including principals, assistant principals, teachers, and community members
- Coordinate the collaboration of all district departments supporting Enhanced TIA and the strategic compensation system
- Maintain working knowledge of Teacher Incentive Allotment program and stay informed of updates
- Maintain strong knowledge of state accountability systems and legislative updates

- Actively participate in **Monthly Design Team Meetings and bi-weekly check-ins** throughout the three-year development process, based on a selected cadence between the school system and technical assistance partner via Zoom (required)
- Participate in **District Strategic Compensation Lead Meetings**, a community of practice for pre-planning with the Center for Strategic Compensation, technical assistance provider, and Strategic Compensation Leads from other participating districts (required)
- Maintain open lines of communication with the Superintendent, CFO, human resource personnel, and any other staff supporting the progress of the strategic compensation system
- Identify data systems currently in place and needed to implement effectiveness criteria
- Work with appropriate staff to develop and implement calibration practices
- Attend Strategic Compensation Convening (required) to engage with other district strategic compensation leaders and offer district testimonials

Strategic Compensation Design Team

- Drive the vision for strategic compensation by supporting campus leaders, modeling data-informed decision-making, and ensuring alignment with district improvement plans
- Actively participate in **Monthly Design Team Meetings** throughout the three-year development process based on selected cadence between the school system and the technical assistance partner via Zoom (required)
- Devote time to reviewing, discussing, adjusting, and working on the strategic compensation plan outside of standing monthly Design Team meetings
- Identify capacity, resources, and individual responsibilities of design team members
- Utilize a program management platform to develop the Strategic Compensation Plan and provide updates
- Understand the expectations of regular engagements after the conclusion of the three-year development process for the sustainability and continuous improvement of the strategic compensation system
- Attend informational convenings (e.g., Strategic Compensation Convening, TIA Conference) to engage with other district strategic compensation leaders and offer district testimonials
- Determine the scope and timeline of the strategic compensation system based on district goals
- Establish effectiveness criteria for principals, assistant principals, and teachers through stakeholder engagement during system development to foster buy-in from teachers, campus leaders, district leaders, and community
- Ensure campus administrators and teachers understand the key components and criteria of the local strategic compensation system
- Develop and provide informational resources to stakeholders about the district's strategic compensation system for transparent communication and guidance

Chief Financial Officer (CFO)

- Provide salary and stipend information, serve as an expert on financial rules/regulations
- Maintain a district Financial Integrity Rating System of Texas (FIRST) score of A – Superior Achievement.
- Actively participate in the district [Strategic Compensation Design Team](#) meetings
- Support the alignment of funding to an approach for teacher and administrator assignment based on student need
- Maintain a direct line of communication with Superintendent and Strategic Compensation Lead
- Attend **Strategic Compensation Convening** (required) tentatively scheduled for early December to engage with other district strategic compensation leaders and offer district testimonials

Curriculum & Instruction

- Monitor student performance, identify assessments and growth measures for instructional areas of need
- Maintain a direct line of communication with the Strategic Compensation Lead
- Actively participate in the district [Strategic Compensation Design Team](#) meetings

Human Resources Officer

- Monitor teacher and principal appraisals and maintain an effective system for tracking employees
- Review appraisal trends in various ways and correlation to student growth and achievement
- Maintain direct line of communication with Superintendent and Strategic Compensation Lead
- Actively participate in the district [Strategic Compensation Design Team](#) meetings

Data & Accountability

- Provide student performance/growth and assessment information
- Maintain strong knowledge of state accountability systems
- Maintain direct line of communication with the Strategic Compensation Lead
- Actively participate in the district [Strategic Compensation Design Team](#) meetings

Teacher Incentive Allotment Lead

- Maintain strong knowledge of the Teacher Incentive Allotment (TIA) and stay informed of program updates
- Actively participate in the district [Strategic Compensation Design Team](#) meetings during the design phase of the teacher compensation system
- Ensure teacher components for strategic compensation system are aligned with the TIA local designation system and TIA Spending Plan
- Maintain direct line of communication with the Strategic Compensation Lead

Attestation

By submitting the LASO 5 application to participate in the 2027-28 Strategic Compensation Cohort, I understand we are committing to engage in a 3-year process for developing and implementing the following:

School System Commitments	Superintendent Initials
Campus Administrators (Principals & Assistant Principals) - Developing a refined campus administrator evaluation system aligned to the school system's TIA approach Replace the traditional step and ladder pay scale for campus administrators with a salary schedule based on performance which does not include across-the-board salary increases except for periodic changes to adjust for significant inflation	
Teachers - Adopting a TIA-compliant teacher evaluation system for substantially all teachers Replace the traditional step and ladder pay scale for teachers with a salary schedule based on performance which does not include across-the-board salary increases except for periodic changes to adjust for significant inflation - Implementing a targeted distribution model for compensation - Utilizing district and TIA funds to implement the school system's strategic compensation system for teachers - Adopt an approach to teacher assignment based on student need including prioritizing K-2, specific master scheduling to match students with teachers based on efficacy, and where appropriate, high priority campus adoption.	
School System - Apply to become an Enhanced TIA district prior to the conclusion of the 3-year program - Adhere to all requirements in the LASO 5 SCC program guidelines - By submitting this application, the school system certifies that it has not participated in any prior Strategic Compensation cohort.	
TEA/Center for Strategic Compensation/Technical Assistance Provider Commitments	
Upon acceptance into the cohort, the TEA Team commits to providing all assistance necessary to support school systems in developing and implementing a system that meets requirements to earn an Enhanced TIA designation.	

I hereby certify that the information contained in this submission is, to the best of my knowledge, correct and that it is our intent to complete all activities outlined in the 3-year implementation timeline.

Note: If you are submitting for or as an 1882 partner, you hereby certify that your district partner has certified the above attestations.

Print Superintendent Name

Superintendent Signature

Date

Print School Board President Name

School Board President Signature

Date

Print Strategic Compensation Lead Name

Strategic Compensation Lead Signature

Date



