

TIA Regional Convenings Pre-Work

To prepare for the regional convening, we encourage that participants do the following:

- View the HB 3 in 30 [webinar](#) on the Teacher Incentive Allotment and review the [Teacher Incentive Allotment TAA](#) and download/print the readiness checklist that applies to your cohort
- Gather recruitment and retention data from recent years for your district such as retention rates, attrition reasons, hard-to-staff campuses or assignments.
- Gather information from past district initiatives related to strategic compensation and how they were received by district staff, if applicable.
- Draft your district's rationale for pursuing participation in the Teacher Incentive Allotment
- Visit <https://www.nbpts.org/> to learn more about National Board and search the directory to see if how many National Board teachers are in your district.
- Read the following page on possible eligible teaching assignments and complete the chart.

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Possible Eligible Teaching Assignments

An LEA interested in the Teacher Incentive Allotment may choose to begin with a subset of teachers (by campus, teaching assignment, grade, etc.) in its first year of implementation (i.e., data capture year). If the LEA chooses to add additional subsets of eligible teachers after approval by TEA, there will be additional approval steps required before the LEA is granted the authority to issue designations for that additional group of teachers. More information will be provided in the Commissioner’s Rules for TIA.

An LEA’s approach to designing a Local Optional Teacher Designation System (LOTDS) must be done with robust stakeholder input. Below, please provide some initial, non-binding notes on the direction your LEA might go, with the assumption that each LEA will engage with stakeholders on this critical decision. The purpose of this part of the pre-work is to have focus areas for worktime during the regional convening.

Prior to the regional convenings, please:

- (1) Consider whether your LEA might implement a local designation system for all teaching assignments or a subset of teaching assignments in its first year of implementation (i.e., data capture year). Please remember that this decision ultimately will require stakeholder input.
- (2) Complete the chart below with initial thoughts on which teaching assignments could be eligible each year.
- (3) Optional: Bring any supporting documents related to observation rubrics and student growth measures that would be helpful in self-assessing the extent to which your LEA meets the key practices on success factors 1 and 2 of the TIA Readiness Checklist ([Cohort A-B Checklist](#), [Cohort C-D Checklist](#)).

	2021-2022	2022-2023	2023-2024	2024-2025
Possible eligible teaching assignments (could be subset or all)				
Observation rubric				
Student growth measures used				