COHORT A

PREREQUISITES

- Districts must be implementing a strategic compensation plan and paying teachers during SY 2019-2020 (outside of TIA funds) based on teacher effectiveness in SY 2018-2019.

- Districts in cohort A must have engaged with stakeholders in the design of their strategic compensation plan and have clear resources and ongoing communication regarding their system.

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 A is for districts paying teachers strategic compensation in SY 2019-2020 based on teacher effectiveness data in SY 2018-2019

- System Submission: Districts describe and submit evidence of their current strategic compensation 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 approved Cohort A districts in fall 2020

TIMELINE

Milestone	Tentative Timeframe
Data Capture Year	2018-2019
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	Spring/Summer 2020
Determination of System Approval	Late Summer 2020
Initial State Funding Flows to Districts	Fall 2020

COHORT B

PREREQUISITES

- Districts must have developed a strategic compensation plan with robust stakeholder input. This plan must be based at minimum on teacher observation and student growth data and widely communicated it to all stakeholders.

- Prior to the start of SY 2019-2020, districts must have communicated to stakeholders that 2019-2020 would be the first data capture year of their strategic compensation plan, with payout planned for SY 2020-2021 regardless of system approval for TIA.

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 B is for districts planning to implement strategic compensation in SY 2020-2021 based on data from SY 2019-2020 regardless of whether their system is approved for TIA designations.

- System Submission: Districts describe and submit evidence of their current strategic compensation 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 B districts after final approval

TIMELINE

Milestone	Tentative Timeframe
Data Capture Year	2019-2020
Review Readiness Checklist and Submit Letter of Intent	By January 24, 2020
System Submission to TEA for Review	Summer 2020
Data Submission to Texas Tech for Review	Fall/Winter 2020
Determination of System Approval	Spring 2021
Initial State Funding Flows to Districts	Spring 2021 or Fall 2021*

*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.

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.

PREREQUISITES

- Districts must be planning to develop a strategic compensation plan with robust stakeholder input. This plan must be based, at minimum, on teacher observation and student growth data during SY 2020-2021.

- Districts must be planning robust stakeholder engagement throughout SY 2020-2021 and communicate to stakeholders that 2021-2022 will be the first data capture year of their community-approved strategic compensation plan.

OVERVIEW & PROCESS

Cohort D is for districts planning to participate in TIA based on teacher effectiveness data captures during the 2021-2022 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 D districts after final approval

COHORT D

TIMELINE

Milestone	Tentative Timeframe
Data Capture Year	2021-2022
Submit Letter of Intent and Review Readiness Checklist	By January 24, 2020
System Submission to TEA for Review	Spring 2021
Data Submission to Texas Tech for Review	Fall/Winter 2022
Determination of System Approval	Spring 2023
Initial State Funding Flows to Districts	Spring 2023 or Fall 2023*

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.