It is the intent of the Texas Education Agency to solicit qualified applicants to serve as technical support providers to districts participating in the Teacher Incentive Allotment (TIA). The purpose of this application is to establish a pool of pre-qualified providers that districts can contract with on an as-needed basis. We hope to compile a list of qualified providers from across the country who have strong experiences related to:

|  |  |
| --- | --- |
| * General TIA application support * Teacher observation and appraisal * Student growth measures * Data analysis | * Human capital and compensation * Change management and communication * National Board certification |

Technical assistance providers will be chosen based on the ability of each applicant to carry out requirements contained in this application. TEA will base its selection on, among other things, demonstrated competence and qualifications of the respondent. From the list of respondents, TEA will determine selection of individuals or organizations who meet or exceed the minimum qualification requirements and include them in the published list of approved technical assistance providers. There will be an annual application window for both new and approved providers.

**Submit your completed application and sample materials** [**HERE**](https://nam10.safelinks.protection.outlook.com/?url=https%3A%2F%2Ftea.co1.qualtrics.com%2Fjfe%2Fform%2FSV_08mElwuaInPcwuN&data=02%7C01%7CLyra.Swinney%40tea.texas.gov%7C83b089c2b49f482daba308d7d5764b1e%7C65d6b3c3723648189613248dbd713a6f%7C0%7C0%7C637212576343991860&sdata=hJC6X9VuH13ZGEEiDdY49p9g6Av8HheVHjb3uZzhdLU%3D&reserved=0) **by April 30**

**Please submit any questions to TIA@tea.texas.gov**

Upload/Link artifacts

**General Information**

Please provide contact information below.

|  |  |
| --- | --- |
| **Applicant Name** | Click or tap here to enter text. |
| **Title** | Click or tap here to enter text. |
| **Organization (if applicable)** | Click or tap here to enter text. |
| **Address** | Click or tap here to enter text. |
| **Telephone** | Click or tap here to enter text. |
| **Email** | Click or tap here to enter text. |

**Areas for Consideration**

For which TIA-related needs are you or your organization qualified to provide technical assistance?

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| --- | --- |
| General TIA application support  Teacher observation and appraisal  Student growth measures  Data analysis | Human capital and compensation  Change management and communication  National Board certification  Other (please specify) Click or tap here to enter text. |

**Statement of Qualifications**

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| **Statement of Qualifications** Please a brief description of your understanding of TIA and how your work and/or areas of focus qualify you or your organization to support local school districts (250 words or less).  Click or tap here to enter text. |

**Sample Materials**

Along with this completed application, please submit high-quality sample materials developed by you or your organization that would be relevant for your future TIA-related technical assistance. If applying for multiple areas of support, please ensure that your materials include content specific to each area.

**Experience**

***Please complete this portion of the application only for your selected areas of support***

Provide a narrative of your experience that qualifies you to be a provider for the Teacher Incentive Allotment. Strong applications will include explicit evidence of experience working with districts and achieving successful outcomes.

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| **Teacher Observation and Appraisal** |
| 1. Please describe experience in calibrating teams to observation scoring rubrics to ensure the rubric is used with fidelity.   Click or tap here to enter text.   1. How have you worked with districts to create local rubrics or enhance local rubrics to align with Section 21.351?   Click or tap here to enter text.   1. Please list any additional experience supporting districts with improving teacher observation procedures and data analysis.   Click or tap here to enter text. |

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| **Student Growth Measures** |
| 1. What experience do you have working with districts to design valid and reliable student growth measures, such as SLO’s portfolios, pre and posttests?   Click or tap here to enter text.   1. What experience do you have analyzing validity and reliability of district-developed student growth measures?   Click or tap here to enter text. |

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| **Data Analysis** |
| 1. How have you worked with districts to analyze and act on trends in teacher observation data?   Click or tap here to enter text.   1. Describe experience working with districts to analyze student growth data from STAAR and other standardized tests.   Click or tap here to enter text.   1. How would you support districts in analyzing congruence between student growth data and teacher appraisal and planning next steps?   Click or tap here to enter text. |

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| **Change Management and Communication** |
| 1. How have you assisted districts in developing a successful stakeholder engagement system?   Click or tap here to enter text.   1. Provide examples of how you have assisted districts with communication plans.   Click or tap here to enter text.   1. Provide an example of how you supported a school district through a successful change management process.   Click or tap here to enter text.   1. Based on your experience supporting large scale change management, what lessons learned would you share with districts as they develop a local designation system?   Click or tap here to enter text.   1. Give examples of how you have worked with districts on performance monitoring and continuous improvement.   Click or tap here to enter text.   1. Once a district has an approved designation system, what supports do you offer for large-scale changes in future years, such as adding new teacher groups or changing salary scales?   Click or tap here to enter text. |

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| **Human Capital and Compensation** |
| 1. How have you worked with districts to integrate their departments to align sustain long-term teacher recruitment and retention?   Click or tap here to enter text.   1. What experience do you have supporting districts in modifying hiring practices or salary scales in the context of a strategic compensation plan?   Click or tap here to enter text.   1. How would you support districts in developing a spending plan for TIA funds? How would this support be differentiated for large and smaller school districts?   Click or tap here to enter text.   1. How have you helped districts align spending and compensation plans with long-term district goals?   Click or tap here to enter text.   1. What support do you offer for districts developing a communication strategy once their local designation system is approved?   Click or tap here to enter text. |

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| **National Board Certification** |
| 1. What experience do you have supporting districts in forming National Board candidate cohorts?   Click or tap here to enter text.   1. If offering direct support to candidates, what is your overall completion rate from initial registration to certification?   Click or tap here to enter text.   1. What are common barriers that districts may encounter when supporting teachers through the National Board certification process, and how does your organization address them?   Click or tap here to enter text. |

**References**

Complete the reference fields below for a minimum of two school districts in which you have provided the types of services described in this application. Please select the indicator if the district listed is a charter or considered [rural under TIA proposed rules.](https://tea.texas.gov/sites/default/files/2019-2020_rural_campuses.xlsx) If you or your organization provided services to multiple districts simultaneously, please list them in the same field.

|  |  |
| --- | --- |
| **District(s)** | Click or tap here to enter text.  Rural Charter (If applicable) |
| **Areas of Support** | General TIA application support  Teacher observation and appraisal  Student growth measures  Data analysis  Human capital and compensation  Change management and communication  National Board certification  Other (please specify)Click or tap here to enter text. |
| **Brief Description of Services** | Click or tap here to enter text. |
| **Additional Notes** | Click or tap here to enter text. |

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| --- | --- |
| **District(s)** | Click or tap here to enter text.  Rural Charter (If applicable) |
| **Areas of Support** | General TIA application support  Teacher observation and appraisal  Student growth measures  Data analysis  Human capital and compensation  Change management and communication  National Board certification  Other (please specify)Click or tap here to enter text. |
| **Brief Description of Services** | Click or tap here to enter text. |
| **Additional Notes** | Click or tap here to enter text. |

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| --- | --- | --- | --- |
| **Applicant:** | | **Reviewer:** | |
| **Date Reviewed:** | **Summative Score Average:**  **\_\_\_\_\_\_\_\_\_\_** | | **Approved  Not Approved** |

**0** – Incomplete, limited or no evidence of experience and/or proficiency

**1** - Some evidence of experience and/or proficiency

**2** - Significant evidence of experience and/or proficiency

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Category | Responses | | Sample Materials | Summative Score |
| General Application Support | 0 1 2 | | 0 1 2 | 0 1 2 3 4 |
| Teacher Observation and Appraisal | 0 1 2 | | 0 1 2 | 0 1 2 3 4 |
| Student Growth Measures | 0 1 2 | | 0 1 2 | 0 1 2 3 4 |
| Data Analysis | 0 1 2 | | 0 1 2 | 0 1 2 3 4 |
| Human Capital and Compensation | 0 1 2 | | 0 1 2 | 0 1 2 3 4 |
| Change Management and Communication | 0 1 2 | | 0 1 2 | 0 1 2 3 4 |
| National Board Certification | 0 1 2 | | 0 1 2 | 0 1 2 3 4 |
| Other\_\_\_\_\_\_\_ | 0 1 2 | | 0 1 2 | 0 1 2 3 4 |
|  | | | | |
| Summary of Qualifications 0 1 2 | | References 0 1 2 | | 0 1 2 3 4 |

Notes: