

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 Tech 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