

## PREREQUISITES

- x 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 SY2020-2021.
- x Districts must be planning robust stakeholder engagement throughout SY2020-2021 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 2020-2022 school year.

- x System Submission: Districts describe and submit evidence of their local designation plan to TEA including:
  - o Teacher observation system
  - o Student growth measures
- x Data Submission: Districts submit evidence of teacher effectiveness to Texas Tech University that will likely include, at minimum, teacher observation and student growth ratings
- x A district's access to TIA funds is directly tied to the validity and reliability of the district's system