

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 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 Cohort B districts after final approval

COHORT B

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.*