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.