

TASB (tasb.org) and affiliated websites, including myTASB, will be unavailable from 6 p.m. Friday, January 31, through noon Saturday, February 1, for a system upgrade. ✕



# Teacher Incentive Allotment Letter of Intent—Additional Guidance

JANUARY 06, 2020 • Amy Campbell



Districts interested in applying for the Teacher Incentive Allotment (TIA) must submit a letter of intent to the Texas Education Agency (TEA) by Friday, January 24, 2020. This is the first formal step to seek funds from the state, but districts will need to complete

additional application steps according to the timelines set out in the To the Administrator Addressed (TAA) correspondence.

In the letter of intent, districts will need to indicate in which cohort they plan to apply. The cohorts are grouped based on when the district adopted or plans to adopt its local designation system.

## Cohort A

Cohort A will include a small number of districts with local designation systems already in place. These districts will:

- Have already completed their design and stakeholder engagement at least two school years ago;
- Have 2018-2019 teacher effectiveness data measured for plan approval purposes;
- Submit their local designation system information to TEA for review in spring 2020;
- Submit their data to Texas Tech for review in spring/summer 2020;
- Have determination of system approval in late summer 2020; and
- Receive initial funding in fall 2020.

While most districts will want TIA funding this quickly, very few districts will meet the criteria required for Cohort A.

## Cohort B

Cohort B likely will include an even smaller number of districts, because Cohort B is limited to districts that started a local designation system for the first time in 2019-2020. These districts will:

- Have already completed their design and stakeholder engagement last school year or earlier;

- Have 2019-2020 teacher effectiveness data measured for plan approval purposes;
- Submit their local designation system information to TEA for review in summer 2020;
- Submit their data to Texas Tech for review in fall/winter 2020;
- Have determination of system approval in spring 2021; and
- Receive initial funding in spring 2021 or fall 2021, if the district chooses to delay funding until the following school year.

Again, very few districts will meet the criteria required for Cohort B given the stakeholder engagement, plan design, and system implementation would have already happened by the start of this school year.

## **Cohort C**

Cohort C also will include a small number of districts, because Cohort C is limited to districts that have used most of the 2019-2020 school year for plan design and stakeholder engagement. These districts will:

- Have spent this school year or earlier on design and stakeholder engagement;
- Have 2020-2021 teacher effectiveness data measured for plan approval purposes;
- Submit their local designation system information to TEA for review in spring 2020;
- Submit their data to Texas Tech for review in fall/winter 2021;
- Have determination of system approval in spring 2022; and
- Receive initial funding in spring 2022 or fall 2022, if the district chooses to delay funding until the following school year.

While it may be enticing for districts to try to plan quickly to join Cohort C, the application detailing the local designation system must be submitted to TEA in spring 2020—just a couple short months away. It's unrealistic for a district to engage in

meaningful stakeholder engagement and develop a successful system if the process wasn't already underway long before now.

## Cohort D

Most districts seeking TIA funding will be part of Cohort D or a later cohort. These districts will:

- Use the remainder of this school year and the 2020-2021 school year for design and stakeholder engagement;
- Have 2021-2022 teacher effectiveness data measured for plan approval purposes;
- Submit their local designation system information to TEA for review in spring 2021 (or earlier);
- Submit their data to Texas Tech for review in fall/winter 2022;
- Have determination of system approval in spring 2023; and
- Receive initial funding in spring 2023 or fall 2023, if the district chooses to delay funding until the following school year.

It may seem like the application deadline of spring 2021 is far away, but districts interested in participating in Cohort D should already be working on stakeholder engagement and system design, or they need to get started right away.

## Readiness Checklists

Still not sure which cohort makes sense for your district? Check out the readiness checklists on the TAA page linked above. They'll provide detailed information about what key practices districts must have in place to have a successful system.

---

*Amy Campbell is Director of HR Services at TASB HR Services. Send Amy an email at [amy.campbell@tasb.org](mailto:amy.campbell@tasb.org).*

---

Stay up to date with all the latest HR news and trends by joining the HRX mailing list!

**SUBSCRIBE**

TAGGED: COMPENSATION EMPLOYEE PERFORMANCE TEA TEXAS EDUCATION AGENCY



**HR**Services

Copyright 1995–2020 Texas Association of School Boards, Inc. All Rights Reserved.

**P.O. Box 400, Austin, Texas 78767-0400  
800.580.7782 • [hrrservices@tasb.org](mailto:hrrservices@tasb.org)**