

## Strategic Compensation Update

1. Background:

The Texas Education Agency (TEA) District Strategic Compensation Grant is a funding initiative designed to support school districts in implementing or enhancing strategic compensation systems for educators and principals. These systems aim to attract, retain and reward highly effective teachers and school leaders, particularly in high-need schools or subject areas. By linking compensation to performance and student outcomes, the grant seeks to foster equity and drive improvements in educational achievement.

2. Process:

In the first year of the TEA District Strategic Compensation Grant, the district will prioritize developing and piloting a performance-based compensation system for principals while implementing a hold harmless policy to ensure no principal experiences a reduction in compensation during this transition year. Initial efforts will focus on forming a leadership team to guide the process and design a system that aligns incentives with metrics such as student growth, teacher retention and campus climate. Principals will receive professional development to understand the system and its alignment with district goals. By the end of the 25-26 school year, the district seeks to have a data-driven, stakeholder-informed compensation model ready for full implementation, with the hold harmless policy ensuring a smooth transition for all principals.

3. Fiscal Impact:

None.

4. Recommendation:

None.

5. Required:

None.