



Brownsville Independent School District

Agenda Category: General Function Board of Education Meeting: 9/2/2025

Item	<u>Recommend approval to pay for the BISD TIA Consortium fee</u>	<input checked="" type="checkbox"/>	Action
Title:	<u>of \$6,500.00 to Region One Education Service Center of</u>	<input type="checkbox"/>	Information
	<u>Edinburg, Texas.</u>	<input type="checkbox"/>	Discussion

BACKGROUND:

The Center for Excellence in Educator Effectiveness offers the TIA Cohort A-G Consortium. As part of this consortium, districts will receive technical assistance, coaching, feedback, and customized support as they continue expanding, modifying, renew, and refining their current local designation systems for the 2025-2026 school year.

Region One Education Service Center's Division of Instructional Leadership, School Improvement, and College Readiness provides high-quality, customized professional learning. Strong models of learning are supported by professional development standards, grounded in leading research, and strengthened by the use of high-yield instructional strategies.

This vendor was board-approved on May 20, 2025, Bid #:25-029 (*Consultant/Contractor Services District-Wide*)

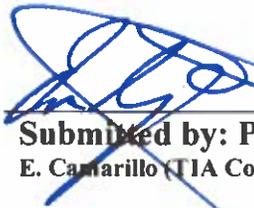
FISCAL IMPLICATIONS:

Fund 167 - Teacher Incentive Allotment
\$6,500.00

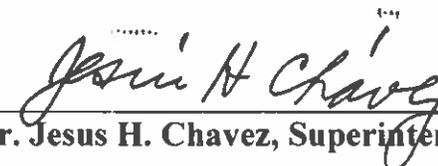
RECOMMENDATION:

Recommend approval to pay for the BISD TIA Consortium fee of \$6,500.00 to Region One Education Service Center of Edinburg, Texas. Categorical Fund: 167 - Teacher Incentive Allotment \$6,500.00

Approved for Submission to Board of Education:

 
Submitted by: Principal/Program Director
 E. Camarillo (TIA Coordinator) / M. Franco (HR Director)

Recommended by: Asst. Supt./Exec. Dir.


Dr. Jesus H. Chavez, Superintendent


Approved by: Dr. Linda Gallegos, Chief HR Officer

A Strategic Plan for 2025-2026 and Beyond

Pathways to Excellence

Teaching and Leading

Teacher Observation and Calibration



Teacher Incentive Allotment (TIA)

Attracting, Recruiting and Retaining Highly Effective Educators

Prepared for Brownsville ISD

Emiliano Camarillo

By Region One Education Service Center

August 8, 2025



The Teacher Incentive Allotment (TIA) was created by the Texas Legislature as part of House Bill 3 to provide a realistic pathway for top teachers to earn six-figure salaries and to help attract and retain highly effective teachers at traditionally hard-to-staff schools.

House Bill 3 provides districts with local control and flexibility in choosing how to evaluate teachers and assign designations. Developing a local teacher designation system requires significant planning, robust stakeholder engagement, adequate time to prepare all necessary materials for rollout, and a strong communication plan prior to the first implementation year.

Goals

The three goals for the teacher incentive allotment are to reward effective teachers, retain effective teachers, and recruit effective teachers into the profession. Another goal is equitable distribution of teachers, which we will review in the funding portion.



Reward



Retain



Recruit

“In addition to helping **attract and keep their effective educators** in the classroom, public schools implementing these [evaluation and compensation] systems would be able to identify their more effective educators and then provide **incentives for them to teach at their most challenged campuses**, increasing the equitable distribution of effective educators.”

- Texas Commission on Public School Finance

Levels of Designations and Allotments

Teachers earn designations through two different routes. First, National Board-Certified teachers are eligible to earn a Recognized designation. Second, districts may designate their effective teacher when they are approved for a local teacher designation system. These teacher designations generate additional teacher- focused allotment funding for districts to reward and retain their most effective teachers. The designation will last for five years or until National Board Certification expires.



\$3-\$9K



\$6-\$18K



\$12-\$32K

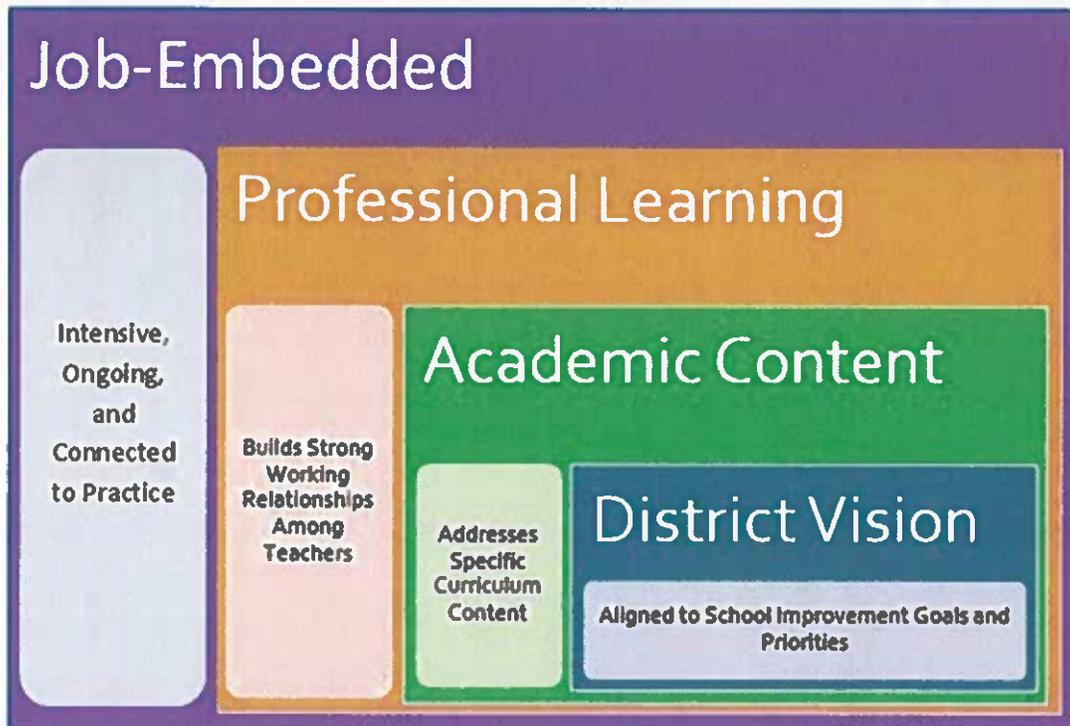
Brownsville ISD

Professional Development Overview

Region One Education Service Center's Division of Instructional Leadership, School Improvement and College Readiness provides high-quality customized professional learning. Strong models of learning are supported by professional development standards, grounded in leading research, and strengthened by the utilization of high-yield instructional strategies that promote increased academic performance for all students.

Leading Research

The primary goal in providing professional development is to build teacher capacity and refine educator practice to ensure that all students have equitable access to highly effective teachers. Through a strategic planning process, systems engage in professional learning to increase instructional consistency and reduce teacher variability within a system. As collaborative partners, Region One ESC supports local education agencies as they implement key findings of quality professional development represented in *Professional Learning in the Learning Profession: A Status Report on Teacher Development in the United States and Abroad* from the former National Staff Development Council (now Learning Forward) in 2009 and depicted in the graphic below.



Teacher Incentive Allotment Consortium Proposal

The Center for Excellence in Educator Effectiveness offers the TIA Consortium. As part of this consortium, districts will receive technical assistance, coaching, feedback, and customized support as districts continue expanding, modifying, and refining their current local designation systems for the 2025-2026 school year. As a TIA Consortium member, Brownsville ISD will receive the services listed below.

Region ONE TIA Consortium Services include:	
Technical Assistance Focus (up to 8 hours= 1 day)	
<ul style="list-style-type: none"> Local Designation System Expansion/Modification Overview Observation System Planning and Implementation Refinement Student Growth Refinement/Implementation Change Management Communication 	September 2025-August 2026
Customized Coaching, Support and Planning – 2 days	
<ul style="list-style-type: none"> Data Review Data Analysis Data Validation Calculating Student Growth Measures Review and Responding to Mid-year Data Understanding the Data Validation Report Identify and Responding to End of Year Skew and Correlation Determining Designations Data-Driven Professional growth for administrators/teachers TIA Application (Modification/Expansion) Review with Feedback Session <p>Note: 2 days- can be split into 4 half days</p>	September 2025-August 2026
Session Preview Summary (Complete Calendar Shared Upon Receiving Purchase Order)	
TIA Annual Program Submission Overview	
TIA Overview- Expansion/Modification	
Class Roster Winter Submission	
Monthly TIA Talks	
TIA Application Submission Support: Review & Feedback	
TIA Summits (In-Person)	
TIA Fall Summit	
TIA Mid-Year Summit	
Symposium (In-Person)	
5 th Annual TIA Best Practice Symposium	
Summary of Investment	
TIA Consortium Fee	\$6,500
Additional Coaching Support, Planning, and Technical Assistance are available upon request.	TBD
Total Investment	\$6,500

CONTRACT CONTACT

Liz Palacios, Director of the Center for Excellence in Educator Effectiveness, is the point of contact for this contract. She may be reached at epalacios@esc1.net or (956) 984-6195. Please submit purchase order by **September 30, 2025**.

REGION ONE CONTACTS

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