

Strategic Compensation

1. Background:

As part of our continued commitment to attract, retain, and reward highly effective educators, the district applied for the Texas Strategic Compensation Grant aligned to the Texas Teacher Incentive Allotment (TIA) and was awarded in February 2025. This work includes refining principal and assistant principal evaluation systems and compensation structures, strengthening a TIA-aligned teacher evaluation model, and aligning pay to effectiveness and student need.

2. Process:

The district's Strategic Compensation framework focuses on refining evaluation systems, implementing a TIA-aligned model for all teachers, transitioning from step-and-ladder pay to effectiveness-based performance bands, blending TIA and TRA funds for sustainability, and aligning staffing to student needs. This enhanced approach differentiates compensation based on effectiveness, strengthens retention, and expands student access to high-quality educators—ultimately improving instructional quality and promoting equitable access to high-performing teachers across all campuses.

3. Fiscal Impact:

To support implementation, the district was awarded a \$100,000 Texas Strategic Compensation grant to ensure strong system rollout and long-term sustainability.

4. Recommendation:

None

5. Required:

Item of Information