



Strategic Compensation

SWISD Board Meeting

March 2026

Southwest^{grad cap}
Independent School District



Agenda

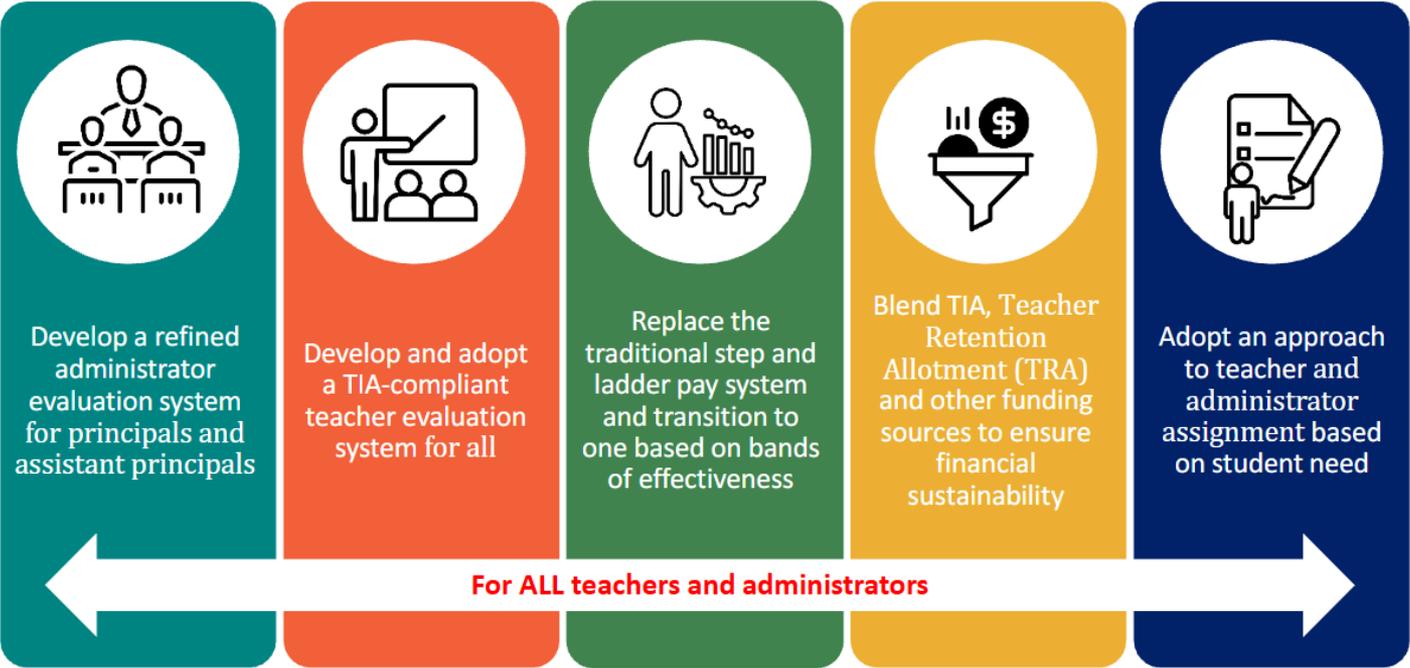
01	What is Texas Strategic Compensation
02	Roadmap and Timeline
03	Compensation Analysis-Strategic Compensation Rationale
04	Principal System Design Overview
05	Next Steps



What is Strategic Compensation?



Where are we headed?



What is Strategic Compensation?

Strategic Compensation Theory of Action

For teachers and administrators, if we... Then we will...

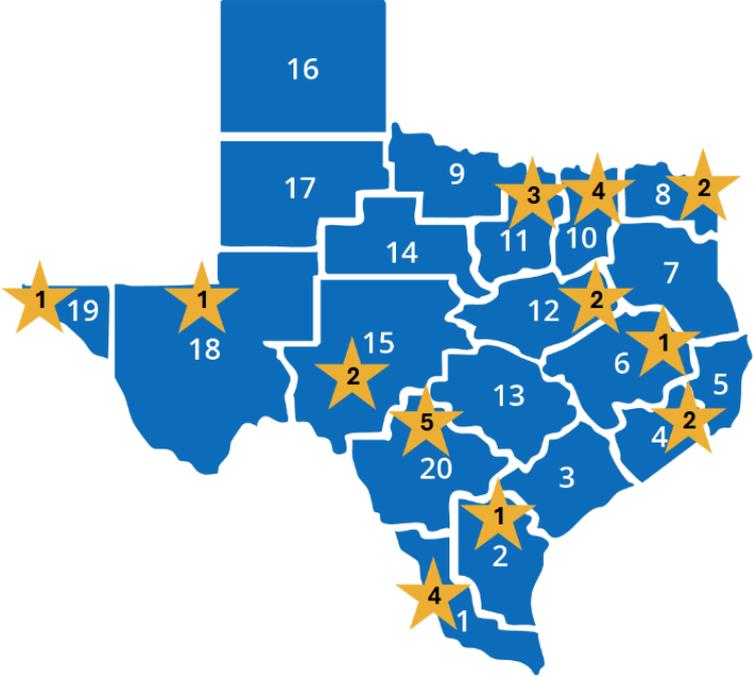
- Prioritize **differentiation of pay** based on effectiveness,
 - Develop comprehensive **evidence-based evaluation systems**,
 - Align **district and TIA funds** to work in tandem,
 - Pay effective educators more for a) serving **highest need schools**, and b) serving in roles that **extend their reach to more students and educators**, and
 - Relentlessly **prioritize increasing compensation based on effectiveness** to elevate the perception of the profession as a whole,
- Increase the **retention rate** of teachers and administrators at scale,
 - Increase **educator satisfaction**,
 - Increase **student performance** and satisfaction, thereby
 - Increasing the **quality and quantity of educators** entering the profession.

Goals

- Increase the number districts with a **high-quality strategic compensation system**
- Increase the number of **TIA eligible teachers**
- Increase the number of **districts with an approved TIA system for ALL teacher categories**
- Increase **teacher retention**



Strategic Compensation Districts



28 Strategic Compensation Districts

Impacting
15% of Students
&
13% of Teachers
in the State of Texas



Roadmap and Timeline



Strategic Compensation Roadmap

Workstream	Milestone	2024-25	2025-26	2026-27	2027-28	2028-29
TIA			ETIA application			
Principal Compensation	Full implementation of Principal compensation system			★		
Phased Implementation	Design AP and Teacher Compensation (2025-2026)					
	<i>Strategic Compensation Foundations (Feb – May 26)</i>					
	<i>AP and Teacher Engagement to Finalize Details (Feb – May 26)</i>					
	<i>Produce AP and Teacher Score Cards (Summer 26)</i>					
	Socialize and Implement (2026-2027)					
	<i>Share Scorecards (Aug/Sept 2026)</i>					
	Implement a “no-harm” of the AP and Teacher compensation plan (2026-2027)					★
	Full implementation (effectiveness will drive compensation beginning in Aug. 2027)					



Indicate first year that effectiveness will drive compensation

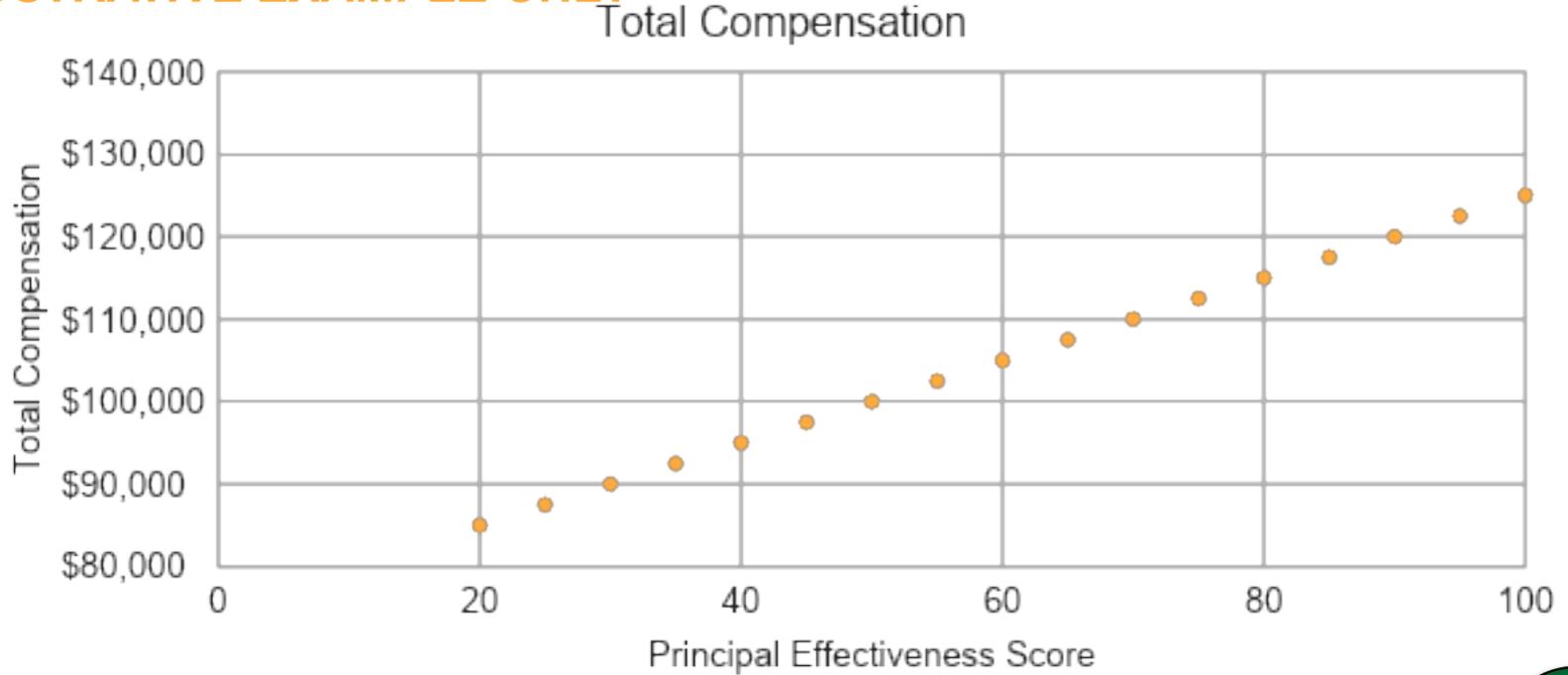


Compensation Analysis-Strategic Compensation Rationale



The new strategic compensation system is designed so that principal effectiveness directly correlates to total compensation.

ILLUSTRATIVE EXAMPLE ONLY



Principal System Design Overview



Overview of Principal Effectiveness Components

Leadership (TPESS)



20%



Student Outcomes

Campus-level achievement measures capture growth and proficiency on state and local assessments (e.g., MAP, STAAR)



Leadership (TPESS)

Principals are evaluated on the T-PCESS rubric, and their ability to effectively coach and appraise teachers.

Student Outcomes

80%



Note: The measures within the **Student Outcomes** section will be different for each school level, however the **Leadership** section has the same measures for all Principals



Detailed Breakdown of Scorecard Components

COMPONENT	MEASURE	Elementary		Middle		High	
		ES (A-C)	ES (D-F)	MS (A-C)	MS (D-F)	HS (A-C)	HS (D-F)
Administrator Performance (T-PESS) 20%	Quality of Instruction	10	10	10	10	10	10
	Executive Leadership	5	5	5	5	5	5
	School Culture	2.5	2.5	2.5	2.5	2.5	2.5
	Human Capital	2.5	2.5	2.5	2.5	2.5	2.5
Student Outcomes 80%	Student Achievement (Domain 1)	20	0	35	0	20	0
	School Progress (Domain 2)	10	30	15	45	10	30
	Closing the Gaps (Domain 3)	20	20	30	35	20	20
	NWEA MAP	30	30	0	0	0	0
	CCMR	0	0	0	0	20	20
	SAT/ACT/TSI	0	0	0	0	5	5
	Postsecondary	0	0	0	0	5	5



Effectiveness Levels and Their Alignment to Salary Bands

Principal Strategic Compensation

Effectiveness Level	Elementary	Middle + CAST	High
Unsatisfactory	\$80,000	\$80,000	\$100,000
Progressing	\$85,000	\$95,000	\$110,000
Proficient I	\$95,000	\$105,000	\$120,000
Proficient II	\$105,000	\$115,000	\$130,000
Exemplary	\$115,000	\$125,000	\$140,000
Master	\$125,000	\$135,000	\$150,000



A Comprehensive Compensation System Guidebook has been Designed for Principals

2025-2026

Principal Strategic Compensation System Guidebook

Southwest ISD



PERFORMANCE CHECK POINTS

Check Point	Timeframe	Key Outcomes	Required Steps
Check Point 1	September/October	Establish T-PESS goals	<ul style="list-style-type: none"> Complete self-assessment Set & submit T-PESS goals
Check Point 2	January/February	Review preliminary data and progress toward goals	<ul style="list-style-type: none"> Collect and analyze mid-year campus data Reflect on progress toward T-PESS goals Participate in mid-year conference with supervisor
Check Point 3	April/May	Review campus performance data and finalize evidence	<ul style="list-style-type: none"> Compile end-of-year evidence aligned to T-PESS domains Review and discuss data with supervisor Prepare for final evaluation
Evaluation	Once ratings are received (summer)	Finalize evaluation rating and effectiveness level	<ul style="list-style-type: none"> Supervisor completes T-PESS rubric with final ratings Principal reviews and acknowledges final evaluation Evaluation rating is applied toward compensation determination

EFFECTIVENESS LEVEL SCORE RANGES

The cut points for each effectiveness level are based on targets for each component (e.g., an average "Proficient" score on T-PESS for the Proficient level). In order to ensure the process is fair, accurate, and rigorous for all principals, those targets have been set by category, aligned to their effectiveness level components and weights.

Effectiveness Level	Evaluation Score Ranges		
	Elementary	Middle	High
Unsatisfactory	<50	<48	<49
Progressing	50-59	48-59	49-60
Proficient I	60-69	60-70	61-72
Proficient II	70-76	71-77	73-79
Exemplary	77-83	78-85	80-87
Master	84-100	86-100	88-100



Next Steps



Overview of District Stakeholder Meetings

Workstream	Milestone	January	February	March	April	May
AP Compensation	Meeting #1: Vision & Why (All APs)	█				
	Meeting #2: Student Outcomes (Expert Group)		█			
	Meeting #3: TPESS (Expert Group)			█		
	Meeting #4: Finalized Plan (All Aps)				█	
Teacher Compensation	Meeting #1: Vision & Why (Expert Group + Principals)		█			
	Meeting #2: Student Outcomes (Expert Group)		█			
	Meeting #3: T-TESS (Expert Group)			█		
	Meeting #4: Culture & Climate (Expert Group)				█	
	Meeting #5: Finalized Plan (Expert Group + Principals)					█





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