



DATE:	December 12, 2019
SUBJECT:	House Bill 3 (HB 3): Teacher Incentive Allotment Letter of Intent
CATEGORY:	Teacher Compensation
NEXT STEPS:	Share with appropriate staff

Overview

The Teacher Incentive Allotment (TIA) is a key part of House Bill 3, dedicated to recruiting, supporting, and retaining highly effective teachers in all schools, with particular emphasis on high-needs and rural schools. Districts that choose to participate are charged with developing local teacher designation systems that measure teacher effectiveness based, at a minimum, on both teacher observation and student growth data. These systems must be submitted to the Texas Education Agency (TEA) for approval and undergo a data validation process, which will be conducted by Texas Tech University.

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. The first school year a district collects teacher effectiveness data in accordance with their local designation plan is called the **data capture year**. The teacher effectiveness data collected during the data capture year will be reviewed as part of the district approval process.

Cohorts and Possible Timelines

The table below displays comparative timelines for potential cohorts based on the data capture year. Please consult the table to determine which cohort best matches your district's current level of implementation/planning for strategic compensation based on teacher effectiveness.

	Cohort A	Cohort B	Cohort C	Cohort D
Design and Stakeholder Engagement	2017-2018 (or earlier)	2018-2019 (or earlier)	2019-2020 (or earlier)	2020-2021 (or earlier)
Data Capture Year	2018-2019	2019-2020	2020-2021	2021-2022
System Submission to TEA for Review	Spring 2020	Summer 2020	Spring 2020	Spring 2021 (or earlier)
Data Submission to Texas Tech for Review	Spring/Summer 2020	Fall/Winter 2020	Fall/Winter 2021	Fall/Winter 2022

Determination of System Approval	Late Summer 2020	Spring 2021	Spring 2022	Spring 2023
Initial State Funding Flows to Approved Districts	Fall 2020	Spring 2021 or Fall 2021*	Spring 2022 or Fall 2022*	Spring 2023 or Fall 2023*

Next Steps and Readiness Checklists

Once your district has identified its potential cohort, review the corresponding Cohort Next Steps and Timelines and the Readiness Checklist. The Readiness Checklist includes success factors and key practices to consider as your district develops or modifies a local designation system. Districts may also use the checklist to determine when they would be ready to apply for TIA Funds.

**COHORT
A**

Districts that already implement a strategic compensation plan based on teacher effectiveness and are paying teachers during the 2019-2020 school year based on teacher effectiveness data captured during the 2018-

