

COHORT D

PREREQUISITES

- x Districts must be planning to develop a strategic compensation plan with robust stakeholder input. This plan must be based at minimum on teacher observation and student growth data during SY2020-2021.
- x Districts must be planning robust stakeholder engagement throughout SY2020-2021 and communicate to stakeholders that 2021-2022 will be the first data capture year of their community-approved strategic compensation plan.

OVERVIEW & PROCESS

Cohort D is for districts planning to participate in TIA based on teacher effectiveness data captures during the 2020-2022 school year.

- x System Submission: Districts describe and submit evidence of their local designations plan to TEA including:
 - o Teacher observation system
 - o Student growth measures
- x Data Submission: Districts submit evidence of teacher effectiveness to Texas Tech University that will likely include, at minimum, teacher observation and student growth ratings
- x A district's access to TIA funds is directly tied to the validity and reliability of the district's system
- x Initial state funding will flow to Cohort D districts after final approval

TIMELINE

Milestone	Tentative Timeframe
Data Capture Year	2021-2022
Submit Letter of Intent and Review Readiness Checklist	By January 24, 2020
System Submission to TEA for Review	Spring 2021
Data Submission to Texas Tech for Review	Fall/Winter 2022
Determination of System Approval	Spring 2023
Initial State Funding Flows to Districts	Spring 2023 or Fall 2023*

*Districts with approved systems can choose to delay the start of funding and the start of designations to the fall of the following school year.