Technical Assistance Provider Application 2024-2025

It is the intent of the Texas Education Agency (TEA) to solicit highly qualified applicants to serve as technical support providers to districts participating in the Teacher Incentive Allotment (TIA). The purpose of this application is to establish a pool of highly qualified providers with whom districts can contract on an as-needed basis. We hope to compile a list of statewide & national providers who have strong experiences related to:

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| * General TIA Local Designation System Planning and Implementation * Teacher Observation and Appraisal * Student Growth Measures | * Data Management and Analysis * Spending/Strategic Compensation |

Technical assistance providers will be chosen based on the ability of each applicant to carry out requirements contained in this application and to support districts with the TIA application and related implementation processes. TEA will base its selection on demonstrated competence and qualifications of the respondent. From the list of respondents, TEA will determine the selection of individuals or organizations who exceed the minimum qualification requirements and include them in the published list of approved technical assistance providers. Districts are not required to work with providers on this list or work with providers in general. Please review the scoring criteria at the end of this document.

**Previously approved TA Providers need to submit this application with the following sections completed:**

* **General Information (Section A)**
* **Assurances (Section B)**
* **If expanding to include new specializations, complete section C, and the relevant section(s).**
* **Pricing (Section I), if different than current published version**
* **Continuing TA Providers (Section K)**

**TEA reserves the right to request additional information from approved TA Providers throughout the year and can remove TA Providers if necessary.**

*Note, the technical assistance provider list is limited to individuals and organizations providing direct technical assistance related to TIA system development and implementation. Product, system, and/or assessment vendors will not be considered for the technical assistance provider list. The information provided in this application will be used for publishing purposes.*

**Submit your completed application, letters of reference, and sample materials by Friday, May 31, 2024.** [**Submission Link**](https://tea.co1.qualtrics.com/jfe/form/SV_08mElwuaInPcwuN) **Please submit any questions to** [**TIA@tea.texas.gov**](mailto:tia@tea.texas.gov)**.** **All TA Provider applicants will be notified of results in mid-June.**

## General Information

Please provide contact information below.

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| **Question** | **Applicant Response** |
| **Applicant Name** | Click or tap here to enter text. |
| **Title** | Click or tap here to enter text. |
| **Organization (if applicable)** | Click or tap here to enter text. |
| **Address** | Click or tap here to enter text. |
| **Telephone** | Click or tap here to enter text. |
| **Email** | Click or tap here to enter text. |
| **Website** | Click or tap here to enter text. |

## Assurances

Provider assures that they provide broad technical assistance to LEAs with the implementation of TIA and that they do not only sell a product, such as an assessment or data system, to LEAs.

Provider assures that they will support the LEA on all TIA application and implementation decisions and ensures the LEA approves the final System Application and is prepared to implement the following school year.

Provider will work to ensure that the LEA will be able to implement any planning from the System Application.

Provider understands that information, including costs of services, will be shared with all applicants and cohorts.

Provider understands that there may be additional requirements, such as attending trainings, to maintain approval.

Provider understands that they will be required to provide a list of districts they support, along with how they are specifically supporting those districts (application, support areas, data capture, implementation etc.)

**Current TA Provider Additional Assurances**

Provider assures that they have reviewed their current application and pricing information and made the necessary changes before resubmitting to the TIA team.

Provider understands that TEA reserves the right to request additional information from approved TA Providers throughout the year and can remove TA Providers if necessary.

## Areas for Consideration

For which TIA-related needs are you or your organization qualified to provide technical assistance? Note, general TIA Local Designation System Planning and Implementation is required for all approved TA Providers.

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| General TIA Local Designation System Planning and Implementation  Teacher Observation and Appraisal  Student Growth Measures | Data Management and Analysis  Spending/Strategic Compensation |

## Provider Profile

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| *Approved provider profiles and contact information will be posted on the TIA website*  Provide a brief description (150 words or less) of your organization, services, and levels of support (e.g., 1:1 consulting, on-site meetings, resource development): Click or tap here to enter text.  Contact Name and Email: Click or tap here to enter text. |

## Statement of Qualifications

What qualifies you or your organization to offer technical assistance for the Teacher Incentive Allotment? Provide a brief description of your understanding of TIA and how your work and/or areas of focus qualify you or your organization to support Texas school systems (150 words or less).

Click or tap here to enter text.

## Sample Materials

Along with this completed application, please upload or provide a direct link to relevant, high-quality artifacts developed and/or used by you or your organization. **If applying for multiple areas of support, please ensure that your materials include content specific to each and reflect both planning and implementation resources**. Sample materials may include: a scope and sequence of support (including planning and implementation), rubrics, tools, or training materials. If the sample materials were not developed by you or your organization, ensure that you include evidence of implementation. **Please limit yourself to only providing sample materials that support the areas you are applying to support.**

Link to sample materials if not uploaded: Click or tap here to enter text.

## References

Along with the completed application and sample materials, upload one to three signed letters of reference from school systems regarding your services provided in the areas of support selected.

## Current TIA Services

If you or your organization already provides TIA-related services to Texas school systems, complete the fields below.

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| **Question** | **Applicant Response** |
| District(s) and TIA Cohort(s)  \*Note, as part of our approved provider list, we will publish number of supported TIA districts by Provider. | *Ex: Flower ISD, Cohort A; Harrison ISD, Cohort E*  Click or tap here to enter text. |
| Areas of Support | General TIA Local Designation System Planning and Implementation  Teacher Observation and Appraisal  Student Growth Measures  Data Management and Analysis  TIA Spending and Strategic Compensation |
| Description of Services (less than 150 words) | Click or tap here to enter text. |
| Description of outcomes and evidence of success  (less than 150 words) | Click or tap here to enter text. |

## Pricing

Applicant responses are purely informative and will not be taken into consideration during scoring. Note, pricing information *will be* shared on the provider list and made public.

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| Provide a detailed description of your fee structure or pricing model for each service provided (e.g. flat-rate fee, fee based on number of campuses, teachers, or students) and respond to the following scenarios:  Click or tap here to enter text.   |  |  | | --- | --- | | **Scenario** | **Anticipated Pricing** | | Large district (serving over 20,000 students) that needs 9 or more months support preparing their application and for implementation planning. | Click or tap here to enter text. | | Small district (serving under 3,000 students) that needs less than 9 months support preparing their application and for implementation planning. | Click or tap here to enter text. | | Large district (serving over 20,000 students) that has less than 3 months to prepare application. | Click or tap here to enter text. | | Small district (serving under 3,000 students) that has less than 3 months to prepare application. | Click or tap here to enter text. |   How do you work with smaller districts to ensure cost-effectiveness?  Click or tap here to enter text.  Will you offer options for service fees contingent on TIA approval? Click or tap here to enter text. |

## Narrative

Complete this portion of the application only for your selected areas of support. Note, approval for General TIA   
Local Designation System Planning and Implementation is required for all TIA providers. Within each area, provide detailed narratives demonstrating the skills and experience that qualify you to provide technical support for   
districts participating in TIA. Strong applications will include specific examples of experience working with districts  
and achieving successful outcomes.

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| **General TIA Local Designation System Planning and Implementation**  *All approved vendors must show expertise in this area and at least three of the specializations below.* |
| 1. How would you approach providing support on the TIA System Application? Include how you will ensure that the district can successfully implement a Data Capture Year without additional technical assistance.   Click or tap here to enter text.   1. For the example provided above in Question 1, describe how you monitored the progress of the performance-based evaluation system, strategic compensation system, or local designation system. How did you monitor the progress? Additionally, what tools or procedures did you put in place?   Click or tap here to enter text.   1. What is your expertise in building a system that can identify highly effective teachers versus your experience in completing and submitting a lengthy application? How will you ensure that the district is building a system ready to implement and not just completing an application?   Click or tap here to enter text.   1. Provide an example of how you successfully integrated stakeholder engagement into the process you described in Question 1. Which stakeholders did you engage?   Click or tap here to enter text.   1. Provide an example of how you supported a school district through successfully setting up a performance-based evaluation system, a strategic compensation system, or a local designation system.   Click or tap here to enter text.   1. Based on your experience supporting large scale change management, what lessons learned would you share with districts as they develop a local designation system?   Click or tap here to enter text.   1. How would you work collaboratively with the district to ensure district implementers have ownership over their local designation system?   Click or tap here to enter text.   1. How would you provide ongoing support during Data Capture Year and subsequent years? What long-term planning is necessary? Additionally, how will you ensure that the LEA owns their own work in the process?   Click or tap here to enter text. |
| **Teacher Observation and Appraisal** |
| 1. Describe your experience in successfully calibrating appraisers across a district to observation scoring rubrics. Please cite rubrics you have supported outside of T-TESS, if applicable.   Click or tap here to enter text.   1. How have you worked, or will you work, with districts to create local rubrics or enhance local rubrics to align with Section 21.351?   Click or tap here to enter text.   1. What experience do you have assisting districts with reviewing the correlation of teacher observation data and student growth data? Additionally, what experience do you have assisting districts with determining and addressing the root causes of lack of correlation of teacher observation and student growth data?   Click or tap here to enter text.   1. What experience do you have supporting districts in reviewing teacher observation trend data? What experience do you have in supporting districts to determine the root causes and address any areas of skew?   Click or tap here to enter text. |
| **Student Growth Measures** |
| 1. Describe your experience working with districts to design and administer the following quality student growth measures.   Core area pre-tests and post-tests: Click or tap here to enter text.  Pre-tests/post-tests for fine arts, elective, CTE courses: Click or tap here to enter text.  Student Learning Objectives (SLOs): Click or tap here to enter text.  Student portfolios: Click or tap here to enter text.  Value Added Measures (VAM): Click or tap here to enter text.  Other: Click or tap here to enter text.   1. Describe your experience working with districts to ensure the validity and reliability of locally developed student growth measures.   Click or tap here to enter text.   1. Describe your experience working with districts who choose vendor created pre- and post-tests and use vendor created growth targets.   Click or tap here to enter text. |
| **Data Management and Analysis** |
| 1. How will you support districts with a successful data submission and validation?   Click or tap here to enter text.   1. Describe experience working with districts to analyze student growth data from STAAR and other standardized tests.   Click or tap here to enter text.   1. How would you support districts in analyzing correlation, looking for skew in student growth and teacher appraisal data, and planning next steps?   Click or tap here to enter text.   1. What practices do you or your organization employ to communicate with stakeholders who do not have an analytics background?   Click or tap here to enter text.   1. What systems and procedures do you have in place to assist districts in ensuring successful data collection and analysis of teacher performance data?   Click or tap here to enter text.   1. How would you or your organization support districts in analyzing skew in teacher observation and/or student growth data? What types of software or reporting does your organization provide to districts to help in analyzing data?   Click or tap here to enter text. |
| **TIA Spending and Strategic Compensation** |
| 1. How have you worked with districts to integrate departments and/or resources to sustain long-term planning related to TIA spending?   Click or tap here to enter text.   1. What experience do you have in supporting districts with budgeting and strategic financial planning?   Click or tap here to enter text.   1. What experience do you have supporting districts in modifying career pathways, hiring practices, or salary scales in the context of a strategic compensation plan?   Click or tap here to enter text.   1. What do you consider are key decisions and components of a TIA Spending Plan?   Click or tap here to enter text.   1. Describe in detail two strategies for spending TIA funds that you would encourage districts use to reach their goals for teacher retention, based on local context.   Click or tap here to enter text.   1. How would you support districts in developing and implementing a spending plan for TIA funds? How would this support be differentiated for large and smaller school districts?   Click or tap here to enter text. |

## K. Continuing Technical Assistance Provider

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| **Continuing TA Providers (Those approved in the past year to provide TA services)** |
| 1. How have you worked with districts to ensure success on the initial application for TIA? Please be specific on the types of support you provided to the districts you served.   Click or tap here to enter text.   1. What Cohort F districts did you support with system development and application in the 2022-23 school year? What was the application success rate of the districts you supported?   Click or tap here to enter text.   1. How have you worked with districts to ensure success on data submission and validation for TIA? Please be specific on the types of support you provided to the districts you served.   Click or tap here to enter text.   1. What districts did you support in 2022-23 school year with data validation/submission? What was the data validation approval rate of the districts you supported?   Click or tap here to enter text.   1. What districts are you supporting with TIA this year (2023-24)?   Click or tap here to enter text.   1. What districts did you support with expansions/modifications in the 2022-23 and 2023-24 school years? What was the application success rate of the districts you supported?   Click or tap here to enter text. |

## L. Technical Assistance Provider Scoring Rubric

### Scoring Procedures

To become an approved TA provider, TA providers must demonstrate:

* General qualifications;
* Ability to provide general application planning and implementation support; and
* Expertise in at least three TIA specialization areas.

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| New Provider Criteria | Score  (0-4) | Scorer Notes |
| Summary of Qualifications, including references and current services. |  |  |
| General TIA Local Designation System Planning and Implementation |  |  |
| TIA Specializations | | |
| Teacher Observation and Appraisal |  |  |
| Student Growth Measures |  |  |
| Data Management and Analysis |  |  |
| TIA Spending/Strategic Compensation |  |  |

*\*Minimum score of 3 or higher required for approval*

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| Continuing Provider Criteria | Score  (0-4) | Scorer Notes |
| Summary of districts supported through the application process and results |  |  |
| Summary of districts supported through the implementation/data submission process and results |  |  |
| Summary of districts supported through the expansion/modification process and results |  |  |

Scoring Rubric

**0** – No evidence of successful outcomes, proficiency, or alignment with TIA

* No examples that show successful outcomes or alignment with TIA
* Unable to quantify the outcomes or alignment with TIA

**1** –Limited evidence of successful outcomes, proficiency, and alignment with TIA

* Vague or very limited examples or practices that show successful outcomes or alignment with TIA
* Unable to quantify the outcomes or alignment with TIA

**2** - Some evidence of successful outcomes, proficiency, and alignment with TIA

* A few solid examples or practices that show successful outcomes or alignment with TIA
* Able to vaguely quantify the outcomes or alignment with TIA

**3** - Strong evidence of successful outcomes, proficiency, and alignment with TIA

* Multiple solid examples or practices that show successful outcomes or alignment with TIA
* Able to clearly quantify the outcomes or alignment with TIA

**4** - Substantial evidence of successful outcomes, proficiency, and alignment with TIA

* Substantial evidence and examples or practices that show successful outcomes or alignment with TIA
* Able to clearly and effectively quantify the outcomes or alignment with TIA