

2025 TIA Conference

THRIVE IN 2025

SUPPORTING TEACHER EXCELLENCE

Call for Proposals

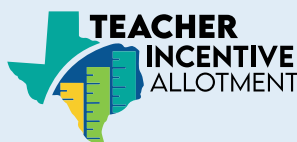
Deadline to Apply:

December 13, 2024

For More Information:

Visit: www.tiatexas.org/conferences/2025-tia-conference/

Email: tiaconinfo@gmail.com



TEA Division of District Talent Systems

Proposal Submission Guidelines

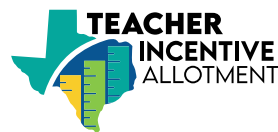
Welcome from the TEA Division of District Talent Systems,

We are pleased to announce the first annual 2025 TIA Conference. With nearly 600 school systems now participating in the Teacher Incentive Allotment (TIA), we look to foster positive collaboration among our districts and build deeper understanding of how these systems work to support district-wide teacher excellence.

We invite all our TIA-participating school system leaders, Regional Education Service Centers (ESCs), and approved Technical Assistance Providers (TAPs) to join us on Monday, June 9 through Wednesday, June 11 at the Marriott Rivercenter in San Antonio, Texas to share your knowledge and help our districts Thrive in '25.

Thank you for submitting a proposal for this event.

Matthew Holzgrafe
Director, Division of District Talent Systems
Texas Education Agency



Proposal Submission Guidelines

Purpose

Thrive in '25: Supporting Teacher Excellence

To thrive is to grow vigorously, to excel at reaching a desired level of accomplishment

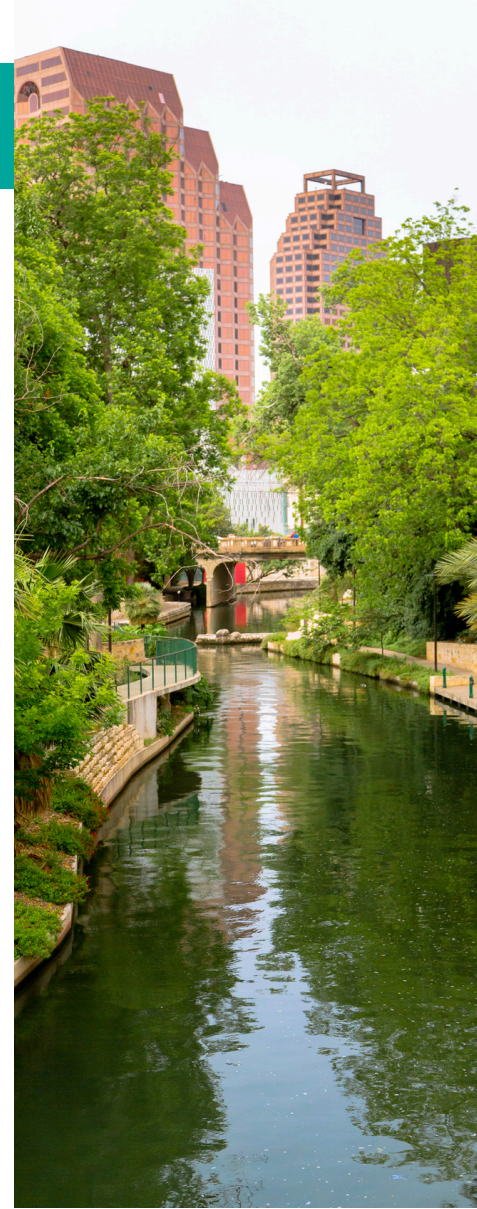
The 2025 TIA Conference will focus on growing districts' local designation systems to include more teachers eligible for TIA designations, expand their understanding of TIA implementation, explore strategic TIA systems, build connections to other TEA initiatives, and cultivate relationships with districts across Texas.

The conference will provide live sessions that directly support districts with best practices in implementing local designation systems and have clear action items for districts to grow their systems and implement processes to increase their teacher retention goals.

TEA cannot allow the promotion of any vendors, products, or instructional strategies that require the purchase of a particular product or service.

Key Takeaways/Objectives

- **Fostering collaboration** and networking among TIA-participating districts across Texas.
- **Increasing the number of teachers available for TIA designation** within district's local designation systems with actionable takeaways provided.
- **Advancing district TIA plans** to align with Strategic Compensation through the expertise and evidence of our district leaders.
- **Growing teacher retention** within district systems by linking TIA to other district strategies and TEA initiatives.



Important Dates

- **Monday, October 21st**
Proposal submissions open
- **Friday, December 13th**
Proposal submissions close
- **Thursday, Jan 16th**
Notification of Accepted Proposals
- **Friday, February 7th**
Final day to accept invitation to present

Session Details

The 2025 TIA Conference will be 100% in-person at the beautiful Marriott Rivercenter Hotel. Below you will find details about what can be expected within each of the sessions offered.



General Description

Attendees will have access to General Sessions and Breakout Sessions at the Marriott Rivercenter Hotel.

Capacity

Varies depending on the room, 50-65 attendees

Layout

All rooms will be arranged with a mix of classroom and theatre style.

A/V

A projector, microphone, and internet will be provided

Feedback

Session Survey links will be provided for attendees and then the data will be shared with presenters two weeks after the event.

Services Available

If requested by attendees, interpreter services will be provided by TEA.

*All approved presentations will be delivered in-person.



Possible Presentation Focus Topics:

Growing Your Local Designation System

- Best practices and strategies for system expansion
- Student growth measures for non-tested assignments

Advancing into Strategic Compensation

- Best practices and strategies to advance TIA plans to Strategic Compensation

Implementing Strong Systems

- Best practices and strategies for collecting, managing, and analyzing data
- Implementing teacher observation in single appraiser districts
- Campus-based best practices for strong system implementation
- Incorporating TIA with Strategic Staffing and Teacher Residencies
- Stakeholder engagement best practices

Retaining Your Best and Brightest

- How to leverage TIA to better reach retention goals
- Career advancement pathways for designated teachers

Other Areas for Consideration

- Sessions designed for rural districts

Presentation topics not aligned to the above will be considered, but we highly recommend presentations focus on the growth and development of strong local designation systems that provide strategies districts may incorporate.

Applicant Details

Ideal Applicants

Successful presentation proposals will provide attendees with best practices in growing and implementing strong local designation systems and have clear action items aligned to the presentation topic.

Who Can Present?

- District administrators, TIA leads, board members, and other district leadership from TIA participating districts
- Regional Education Service Centers (ESCs)
- Approved TIA Technical Assistance Providers (TAPs)

Presenter Benefits

- Presenters from districts or ESCs will have their conference fee waived, allowing session attendance outside of those they are presenting
- This is a great opportunity to showcase your experience and knowledge with your fellow colleagues throughout the state!

2025 Target Attendees



- District Administrators
- TIA Leads
- Assessment and Accountability
- Curriculum and Instruction
- Business Office
- Data Management
- Human Resources
- Talent Management

Proposal Expectations

- Theme alignment
- Presentation tied to one or more focus topics or to an alternate topic that is aligned to the growth and development of strong local designation systems
- Best practices, strategies, and clear action items that are tied to the presentation topic
- Clear objectives identified for in-person presentation delivery
- Content is relevant to the indicated targeted audience
- Provides engagement opportunities for attendees to interact with the presenter and/or other attendees
- Does not include outdated guidance or information



Questions to Ask Yourself

- Is my content too broad for a 75-minute session?
- Which audience type(s) benefits the most from my presentation?
- Did I build in engaging opportunities for attendees to collaborate?
- What do I want attendees to gain from my session?

Other Considerations

- Review your proposal to remove vague language. Be specific about the session objectives, activities, and outcomes.
- **Do not** use this event to promote products or services from outside sources.
- It is ok to share what processes or products were successful, but it should not be a direct endorsement.
- Be mindful of the audience and focus topics selected. Avoid checking every box and instead evaluate who will best benefit from the information in your proposal.





Information Required for Each Proposal

Proposed Presenters

Each proposal may have up to two presenters. **All approved presenters will be responsible to pay for their hotel. Hotel information can be found on the conference website:**

Each presenter must submit the following information:

- Name, title, school district, open enrollment charter, or organization name and address, email addresses (work and summer) and phone numbers
- Short bio (100 words or less) and high-resolution photo
- Any changes made to the presentation or presenters following acceptance must be submitted for review

Proposal Details

All presenters will be asked the following:

- Willing to repeat session: Yes or No
- Session title (10 words or less, please do not use commas in title)
- Session description (150 words or less)
- Focus topic (See page 4)
- Target audience
- Type of session: roundtable, panel, presentation, workshop
- Target number of participants:
- Session Objectives:
 - What best practices will help districts implement local designation systems?
- Session Activities:
 - What activities will you utilize to implement and actively engage attendees in new learning?
- District Outcomes:
 - How will districts grow their systems to:
 - Grow their systems to include more teachers eligible for TIA designations
 - Implement processes to increase their teacher retention goals
 - Further develop their spending plan to align to Strategic Compensation systems
 - Improve district implementation for strong data submission results



Proposal Rubric

All proposals will be evaluated using the following criteria:

- **Presentation Description** is clearly written to address the selected focus topic(s)
- **Session Objectives** include new knowledge, strategies, or tools for immediate use to help districts implement local designation systems
- **Session Activities** provides highly engaging opportunities for attendees to interact with the presenter and network with other attendees
- **District Outcomes** indicates how attendees can apply new knowledge to help districts in the aligned presentation focus topic

Note: The lead presenter will be responsible for communicating all notifications to other presenters if applicable.

Venue/Hotel Information

This year's event is scheduled for June 9-11 at the Marriott Rivercenter Hotel in San Antonio, TX. Early check-in will be held on Monday, June 9, with a networking/social from 5-7 p.m. The conference will start on Tuesday, June 10 at 8:00 a.m. and end at noon on Wednesday, June 11.

Registration and hotel information can be found on the Conference Venue Page at: www.tiatexas.org/conferences/2025-tia-conference/

Submitting a Proposal: Step-by-Step

All proposals must be submitted NO LATER than 5:00 PM CST on **Friday, December 13th.**

1

Review Proposal Guidebook

Read the 2025 TIA Conference Proposal Guidebook thoroughly to clearly understand the benefits and requirements of submitting a proposal.

2

Submit Your Proposal

Go to www.tiatexas.org/conferences/2025-tia-conference/ and fill out the proposal submission form.

Deadline: Friday, December 13th at 5:00 PM CST

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Questions?

Send any questions or items that need to be clarified to the TIA Planning: tiaconinfo@gmail.com

