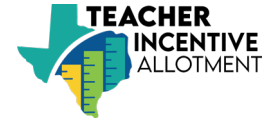


TIA Technical Assistance Provider List – Strategic Compensation/ Enhanced TIA



2026-2027 School Year

Providers included for Strategic Compensation and Enhanced TIA have submitted information about their services, areas of expertise, and work artifacts demonstrating relevant experience supporting Strategic Compensation and Enhanced TIA implementation. The broader Technical Assistance Provider (TAP) list, available on the TIA website, includes providers offering a wider range of services to support districts across TIA-related needs. TEA does not approve, endorse, or certify providers, and districts are responsible for independently evaluating, selecting, and contracting with providers that best meet their needs.

Technical Assistance Providers

Provider	General TIA Support	Teacher Observation	Student Growth Measures	Data Collection	Data Analysis	Spending	Strategic Compensation / Enhanced TIA
<u>Activated Partners</u>	✓	✓	✓	✓	✓	✓	✓
<u>EdFuel</u>	✓	✓	✓	✓	✓	✓	✓
<u>EDpact</u>	✓	✓	✓	✓	✓	✓	✓
<u>Education Resource Strategies</u>	✓					✓	✓
<u>Steady State Impact Strategies</u>	✓	✓	✓	✓	✓	✓	✓

Activated Partners

Profile	Activated Partners supports Texas districts in designing, implementing, and sustaining Strategic Compensation and Enhanced TIA systems that recognize, retain, and reward effective educators. Led by Betsy Cook, whose experience includes implementing and leading Dallas ISD's Teacher Excellence Initiative and a strategic compensation system serving more than 10,000 teachers and administrators, Activated Partners has helped more than 50 districts develop local TIA designation systems, analyze teacher observation and student growth data, and successfully navigate TEA/Texas Tech University data validation with a 100% success rate. We also support the development and implementation of systems for principals and assistant principals, an important step in unlocking Enhanced TIA opportunities. Support includes 1:1 consulting, on-site or virtual meetings, stakeholder engagement, district and campus training, resource and guidebook development, in-depth data analysis, and ongoing thought partnership throughout the Strategic Compensation journey.
Statement of Qualifications	Activated Partners brings deep expertise in Strategic Compensation, TIA implementation, and educator effectiveness systems across Texas. Led by Betsy Cook, whose experience includes implementing and leading Dallas ISD's Teacher Excellence Initiative, a strategic compensation system serving more than 10,000 teachers and administrators, Activated Partners has helped more than 50 districts design local TIA designation systems, analyze teacher observation and student growth data, and successfully navigate TEA/Texas Tech University data validation with a 100% success rate. This experience positions Activated Partners to help districts build systems that are both compliant and locally meaningful. We understand Enhanced TIA as an opportunity for districts to move beyond traditional compensation schedules based primarily on years of service or degrees earned and move towards systems that recognize educator impact and effectiveness. We support districts in developing aligned, valid, and sustainable compensation approaches for both teachers and administrators. Building an Enhanced TIA system requires clear role definitions, valid performance measures, transparent eligibility and designation rules, stakeholder engagement, aligned spending plans, strong data collection processes, and ongoing monitoring to ensure fairness, reliability, and fidelity to TEA requirements. Activated Partners supports districts through each phase of this work, including system design, stakeholder engagement, compensation modeling, guidebook and resource development, training, data collection tools, observation and student growth analysis, designation decision support, spending plan development, and continuous improvement. Our work helps districts connect Strategic Compensation and Enhanced TIA to broader goals for recruitment, retention, leadership development, and student outcomes while building district ownership and long-term capacity. Activated Partners offers districts a partner who has served in the district seat and understands how to navigate both the challenges and opportunities ahead.
Pricing	Full Strategic Compensation and Enhanced TIA System Development Activated Partners typically uses a flat-rate pricing model for full Strategic Compensation and Enhanced TIA system development, with pricing adjusted based on district size, system scope, implementation timeline, and level of support needed. Engagements generally include weekly or bi-weekly meetings, along with unlimited phone, text, and email support as needed. Services may include system design, role definition, performance measure development, stakeholder engagement, compensation modeling, spending plan development, application or submission support, guidebook and documentation development, training resources,

district and campus training, data collection tools, implementation planning, and support through approval or launch. The anticipated duration of support depends on the district's starting point and implementation goals but may span planning, application development, data capture preparation, implementation, and early continuous improvement. Total cost may be influenced by the number of educator groups included, whether the work includes teachers, principals, assistant principals, or other roles, the complexity of performance measures and compensation models, the number of campuses involved, and the extent of on-site training or facilitation requested. Whenever possible, Activated Partners works with districts to accommodate budget constraints while ensuring they receive the support needed to build a compliant, sustainable, and locally meaningful system.

Ongoing Strategic Compensation and Enhanced TIA Support

Activated Partners typically uses a flat-rate pricing model for ongoing or sustaining Strategic Compensation and Enhanced TIA support, with customized service bundles available based on district need, scope, and implementation phase. Ongoing engagements may include annual planning, review of current system components, expansion or modification planning, renewal support, analysis updates, compensation model refinement, spending plan review, stakeholder engagement, coaching for district leaders, troubleshooting implementation issues, and continued support with data collection, monitoring, and designation analysis. Services may also include updates to guidebooks, communication materials, training resources, data tools, scorecards, and board or stakeholder presentation materials. The duration of support may be structured annually, as a multi-year partnership, or around a specific expansion, renewal, or implementation milestone. Costs may vary based on district size, the number of educator groups included, system complexity, the level of data analysis required, the number of campuses involved, and the extent of on-site facilitation, training, or coaching requested. Whenever possible, Activated Partners works with districts to accommodate budget constraints while ensuring they receive the support needed to sustain a compliant, reliable, and locally meaningful Strategic Compensation and Enhanced TIA system.

Additional Pricing Information

Activated Partners offers flexible pricing structures based on district need, scope of services, and implementation timeline. While most engagements are structured as flat-rate service bundles, hourly support or customized service packages may be available for targeted needs such as data analysis, spending plan review, stakeholder engagement, application revisions, renewal preparation, compensation modeling, training, or troubleshooting. Multi-year support options may also be considered for districts seeking continuity across system development, data capture, implementation, expansion, renewal, and ongoing refinement. We believe cost should not be the determining factor in selecting a partner for this work and, whenever possible, work with districts to accommodate budget constraints while ensuring they receive the level of support needed to build and sustain a strong Strategic Compensation and Enhanced TIA system. Over time, we also help districts build internal capacity to manage annual implementation, monitor data quality, prepare expansion or modification requests, and use data for continuous improvement so they can sustain the system with confidence and increasing independence.

EdFuel

Provider Profile	EdFuel supports districts pursuing Strategic Compensation and Enhanced TIA by helping them design compensation systems that reward effectiveness while remaining financially sustainable. Our support includes 1:1 consulting with HR, finance, and academic leadership, facilitated workshops with administrators and teacher stakeholder groups, resource and policy development such as compensation frameworks and career pathway structures, and multi-year budget modeling. Engagements typically move through diagnostic, design, implementation-readiness, and capacity-transfer phases, led through a cross-functional district team and supported through a combination of virtual consulting, on-site facilitation, customized tools, and ongoing data and financial analysis. We bring national experience designing competitive, values-aligned compensation systems for schools and education-focused nonprofits, including title-based banded salary structures and grade-based systems. Both align directly to the strategic compensation components Enhanced TIA requires. We pair that compensation design expertise with our direct Texas TIA experience in observation, student growth measurement, and data systems, the same foundations an Enhanced TIA system is built on, so districts get compensation design and TIA compliance guidance from one integrated team.
Statement of Qualifications	EdFuel understands Enhanced TIA under House Bill 2 as more than a new salary schedule. It is an integrated talent system that connects educator effectiveness, student need, staffing, leadership practice, financial sustainability, and stakeholder trust. We recognize that the path to Enhanced TIA will differ based on district size, number of campuses, internal staff capacity, maturity of the existing TIA system, data infrastructure, compensation structure, and financial position. We tailor the sequence and intensity of support accordingly. Qualifying districts must have a fully approved local designation system and implement performance-based evaluation and compensation for teachers and principals, expand eligibility across teacher types, move away from step-and-ladder and across-the-board increases toward performance-connected pay, use student need to inform staffing, and adopt a refined administrator evaluation system. Our qualifications combine two areas of direct experience. First, our TIA work in Texas: we supported Alief ISD and Pasadena ISD through first-year approval and data capture, with hundreds of teachers earning designation in each, and we are currently supporting Deer Park ISD, approved in April 2026 ahead of 2026-27 data capture. This gives us direct experience with the observation calibration, student growth measurement, and data validation Enhanced TIA depends on. Second, our national compensation design work: EdFuel has built competitive, values-aligned compensation systems for schools nationwide, including title-based banded and grade-based structures that map onto Enhanced TIA's strategic compensation components. EdFuel has the staffing and project-management infrastructure to provide multiyear support across system design, data capture, compensation implementation, renewal, and continuous improvement, while gradually transferring ownership to district leaders. While we have not yet led a district through a completed Enhanced TIA designation, we bring the full set of component skills an Enhanced TIA system design requires, proven in Texas TIA systems and national compensation work, plus the discipline to integrate them into one system that is compliant, coherent, credible, sustainable, and ultimately district-owned.
Pricing	Full Strategic Compensation and Enhanced TIA System Development Strategic Compensation and Enhanced TIA is the next phase of work for districts that already have an approved TIA system in place, so pricing reflects the additional compensation design, multiyear budget modeling, and administrator system work it requires rather than a ground-up build. Full Enhanced TIA system development may include compensation structure design

(banded or grade-based, aligned to designation), administrator evaluation and compensation design, multiyear budget modeling, stakeholder engagement across administrators and teachers, documentation, and training. Full system development typically spans 9–15 months, depending on district readiness, stakeholder-engagement needs, and whether implementation includes a pilot or phased rollout. Pricing uses a flat-fee model starting at \$40,000 for small districts (under 3,000 students) and \$80,000 for large districts (20,000+ students), with districts in between falling within that range. Total cost depends on district size, number of campuses, the complexity of the existing compensation structure, and the degree of change required to move toward an Enhanced TIA-aligned spend plan. We begin every engagement with a no-cost consultation to determine the right level of support and match it to the district's budget.

Ongoing Strategic Compensation and Enhanced TIA Support

Ongoing and sustaining support beyond initial development includes annual budget model updates, system expansion and modification, renewal support, data and designation analysis, and leadership coaching or troubleshooting. It is scoped and priced to the level of support the district needs each year starting at \$15,000. We begin every engagement with a no-cost consultation to determine the right level of support and match it to the district's budget. Final cost depends on district size, number of campuses and teachers, and starting level of readiness.

Additional Pricing Information

EdFuel offers a cohort model for districts pursuing Enhanced TIA together. The model combines shared learning, common planning tools, and facilitated design sessions with district-specific compensation, data, financial modeling, and implementation support. Pricing varies based on cohort size and the degree of customization required. Our compensation benchmarking data and Talent Playbook tools can be bundled or purchased separately. EdFuel does not offer service fees contingent on TIA approval. EdFuel service fees are distinct from any third-party platform, payroll system, or assessment costs.

EDpact

Provider Profile	EDpact partners with school systems to strengthen educator practice and improve student outcomes through sustainable, systems-based improvement. Our mission is to grow people and improve practices, helping districts create the conditions for success for every student. We provide customized support tailored to each district's goals, context, and needs. Services include 1:1 consulting and coaching, leadership development, on-site and virtual professional learning, district-wide training, stakeholder engagement, strategic planning, resource and systems development, data analysis, and implementation support. Our approach focuses on aligning people, processes, and practices to drive meaningful and lasting impact. Whether supporting teacher effectiveness, leadership capacity, instructional improvement, or system-wide initiatives, EDpact works alongside district teams to build internal capacity and accelerate results.
Statement of Qualifications	EDpact brings extensive experience in designing, implementing, and sustaining teacher effectiveness, strategic compensation, and Teacher Incentive Allotment (TIA) systems across Texas school districts. Prior to founding EDpact, CEO Matt Pope worked with a nonprofit organization that contributed to the development of TIA through House Bill 3 during the 2019 Texas Legislative Session. Since then, EDpact has supported districts through system design, stakeholder engagement, strategic planning, data management, teacher observation systems, student growth measures, spending plans, and implementation support. Our team understands that Enhanced TIA (ETIA) expands beyond traditional TIA requirements by integrating strategic compensation systems, teacher career pathways, performance-based evaluations, stakeholder engagement, and long-term sustainability planning. Building an ETIA-compliant system requires aligning teacher observation and student growth measures, compensation structures, career advancement opportunities, data systems, and governance processes to create a comprehensive human capital strategy that recognizes, develops, and retains effective educators. EDpact currently supports a Strategic Compensation district that recently submitted its application and is transitioning from TIA planning into implementation. Our work has included facilitating stakeholder engagement, helping district leaders align their TIA and ETIA strategies, developing implementation systems, and building understanding among educators and leaders. During the district's first Data Capture Year (2025-2026), EDpact has supported the collection, validation, and analysis of teacher observation and student growth data for both TIA requirements and Strategic Compensation report cards. Through coaching, professional learning, data analysis, change management, and systems development, EDpact helps districts build sustainable ETIA systems that strengthen teacher recruitment, retention, development, and compensation while improving outcomes for students.
Pricing	Full Strategic Compensation and Enhanced TIA System Development EDpact provides Strategic Compensation and Enhanced TIA (ETIA) system development through a project-based pricing model tailored to district size, readiness, and implementation goals. Services typically include readiness assessments, stakeholder engagement, system design, strategic compensation plan development, career pathway design, spending plan development, governance structures, data systems planning, teacher observation and student growth alignment, documentation development, board and leadership presentations, training, and implementation planning. Most system development engagements range from 9-18 months depending on district readiness and the complexity of the compensation and evaluation systems being developed. Estimated Pricing: Small districts (<3,000 students): \$20,000-\$45,000; Mid-size districts (3,000-20,000 students): \$35,000-\$55,000, Large districts (>20,000 students): \$40,000-\$65,000+. Factors affecting cost include district size, number of campuses

and teaching assignments, existing system readiness, stakeholder engagement requirements, compensation model complexity, data system needs, travel, and the amount of training and implementation support requested.

Ongoing Strategic Compensation and Enhanced TIA Support

EDpact offers ongoing support through annual service agreements or project-based engagements designed to sustain and continuously improve Strategic Compensation and ETIA systems. Services may include annual implementation planning, spending plan reviews, system expansion and modification support, data analysis updates, report card development, stakeholder engagement, coaching, calibration support, designation and compensation analysis, renewal preparation, troubleshooting, and continuous improvement planning. Estimated Annual Pricing: Small districts (<3,000 students): \$20,500-\$30,000, Mid-size districts (3,000-20,000 students): \$25,000-\$45,000. Large districts (>20,000 students): \$30,000-\$50,000+. Pricing varies based on the frequency of support, number of participating campuses and teachers, data analysis requirements, stakeholder engagement needs, and the complexity of planned system modifications or expansions.

Additional Pricing Information

EDpact offers flexible engagement models designed to meet the needs of districts at different stages of implementation. Services may be contracted as stand-alone projects, annual support agreements, or multi-year partnerships that span development, implementation, and sustainability phases. Additional pricing considerations include: Hourly consulting rate: \$175-\$250 per hour; Full-day on-site facilitation or training: \$1,500-\$3,000 per day plus travel expenses; Virtual coaching and consultation: Available through annual agreements or hourly engagements; Multi-year implementation partnerships: Available at discounted rates when districts engage EDpact for development and ongoing support services; Travel expenses: Billed separately when applicable. EDpact prioritizes building district capacity and leveraging existing resources whenever possible. Pricing is designed to align with the level of support required while ensuring districts develop the internal systems, processes, and expertise necessary to sustain Strategic Compensation and Enhanced TIA systems over time.

Education Resource Strategies

Provider Profile	ERS is a nationally recognized leader in aligning district resources—people, time, and money—to strategy, with deep experience supporting Texas districts to reimagine teacher and leader compensation. We specialize in deep district partnership tailored to local context, through on-site facilitation, district team training, resource and tool development, and financial and data analysis. For Strategic Compensation and Enhanced TIA, we help districts build performance-based compensation systems for teachers and administrators in service of a human capital strategy that attracts, retains, and rewards great educators. Integrating TIA into a coherent, sustainable salary architecture rather than a standalone stipend. We are an especially strong fit for districts seeking a collaborative design process with deep stakeholder engagement, building the cross-departmental systems and data infrastructure for strong launch, and the district capacity to own the system over time.
Statement of Qualifications	Strategic Compensation Expertise. ERS has partnered with major Texas districts to redesign compensation systems that reward effectiveness and prioritize hard-to-staff roles, including supporting successful application for Enhanced TIA designation. We are intimately familiar with HB 2 requirements and actively support districts in integrating TIA funds into sustainable base-pay models that maximize state funding. Understanding of Enhanced TIA. Enhanced TIA requires districts to go beyond a standard designation system in four ways: developing TIA-aligned effectiveness measures for both teachers and school leaders; building compensation systems based on effectiveness for teachers, principals, and assistant principals; extending TIA eligibility to all teachers across the district; and adopting teacher salary structures that embed TIA in base pay rather than on-top stipends. Building a compliant system therefore means sequencing interdependent design work: leader evaluation design, salary schedule redesign, districtwide measurement systems, and multi-year financial modeling so each component satisfies TEA criteria while forming a coherent whole. Our practice is built around exactly this integration challenge: we help districts treat Enhanced TIA not as a set of compliance boxes but as a unified strategy for attracting, retaining, and rewarding great educators. Texas Track Record. ERS led the Texas Strategic Resource Use Network in partnership with TEA and the Texas Impact Network, supporting over 60 districts to optimize resources for student success. Our proprietary financial modeling tools allow districts to stress-test compensation scenarios against multi-year revenue projections—ensuring bold strategic shifts are fiscally responsible and sustainable beyond the allotment.
Pricing	Full Strategic Compensation and Enhanced TIA System Development \$150,000 - \$380,000, depending on specific intensity of engagement and district size. Full system development includes three phases: 1) Mobilization and System Audit, to establish vision, analyze current compensation and stipend landscape, and gap analysis for enhanced TIA. 2) Design and Financial Modeling, to develop base salary architecture, conduct market salary analysis, stress test financial decision making, and analyze “hold harmless” budget impact of phasing in the new system. 3) Stakeholder Engagement & Finalization, including developing communication materials, data tools and infrastructure, system documentation, Enhanced TIA submission narrative, and an implementation roadmap. Price depends on the preferred size and intensity of the design team and process (e.g., frequency of working sessions, number of design iterations), the scope of stakeholder engagement and the degree to which the district leads engagement versus relies on our team to design and facilitate it, the district's internal

capacity for project management, and the current state of district data systems and infrastructure, which affects the level of effort required for compensation analysis and modeling. Engagements typically span 12–18 months, sequenced to the district's budget calendar and TEA's Enhanced TIA submission windows.

Ongoing Strategic Compensation and Enhanced TIA Support

\$40,000 - \$150,000 per district scoped as a fixed fee based on the tier of support the district selects. Where full system development is a phased project, sustaining support follows the district's annual cycle: spring/summer budget and compensation planning, including refreshed financial modeling and market salary analysis as revenue projections and designation counts update; fall implementation support, including data quality checks, scorecard creation and communication, payroll alignment, and troubleshooting as designations and payouts go live; and year-round coaching for the district's TIA and compensation leads. Sustaining support also covers system evolution, including expansion and modification applications, renewal preparation, and refinements based on capture-year results.

Pricing within the range reflects the intensity of the engagement: districts at the lower end typically need annual modeling updates, renewal support, and periodic coaching for a system running smoothly; districts at the upper end are actively expanding or modifying their systems or navigating significant transitions (leadership turnover, enrollment shifts, budget pressure) that require deeper analytical and facilitation support.

Additional Pricing Information

Not applicable.

Steady State Impact Strategies

Provider Profile	The team at Steady State Impact Strategies (Steady State), an independently owned, full suite management consulting firm, has multiple decades of experience working alongside state agency executives, school district superintendents, and business and nonprofit executives to implement strategic solutions that have quickly resulted in achieving impactful outcomes for those they intend to serve. We provide full service support to districts interested in developing a strategic compensation system, including weekly or bi-weekly planning meetings, ongoing data analysis support, and resource creation to support stakeholder engagement.
Statement of Qualifications	Steady State has deep experience supporting school districts across the country to design and implement systems to reward and retain the most effective educators while strategically staffing them in the schools where students need them the most. Building systems that focus on objective measures of teacher effectiveness, and ensuring congruence among those measures, has proven to have a significant impact on student outcomes. Steady State has a track record of helping districts create and implement these systems with fidelity, benefiting thousands of teachers and students across the state. Steady State is a TEA-approved Technical Assistance provider for the Texas Strategic Compensation for ESCs Grant and the School Action Fund. For districts who are interested in building a Strategic Compensation system and pursuing Enhanced TIA designation, we support them over the course of 3 years (at minimum) to plan and implement systems to measure the effectiveness of Principals, APs, and Teachers and to pay them accordingly. Our team meetings with a district steering committee at least bi-weekly to design a framework for effectiveness that includes student outcomes (with a focus on growth), educator performance, and any other local metrics they would like to include. Then, we help them engage stakeholders and align systems to implement their system and adjust pay accordingly. We currently support over 27 LEAs who are engaged in this process and are beginning engagements with 20 more districts as part of the 3rd TEA Cohort.
Pricing	Full Strategic Compensation and Enhanced TIA System Development Pricing for full Strategic Compensation system development varies based on district size, existing system capacity, and any other complexities that will impact the work. Costs include at minimum bi-weekly meetings throughout the planning process, as well as data analysis, creation of stakeholder engagement materials, support with budgeting and recruiting plans, and ongoing troubleshooting. Costs vary from \$40,000 - \$100,000 per district per year depending on the variables listed above. Ongoing Strategic Compensation and Enhanced TIA Support After initial system development, we support district teams in designing effectiveness frameworks for additional educator groups, and once they reach full implementation, troubleshooting and engaging stakeholders. For districts that are continuing to plan for additional stakeholder groups, pricing mirrors the cost for an initial planning year. Once districts reach full implementation, we identify a new meeting cadence that meets their unique needs and continue to analyze data and create resources on an as-needed basis while we gradually release responsibility back to the district. Pricing for this stage ranges from \$40,000 - \$75,000 depending on the variables outlined above. Additional Pricing Information Not applicable.