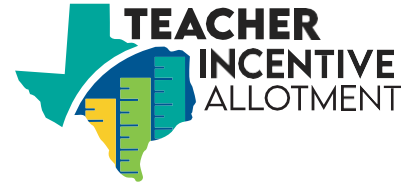


# TIA Technical Assistance Provider Pricing

2025-2026 School Year



The pricing statements in this document were submitted by each provider for the purposes of the Teacher Incentive Allotment (TIA). The Texas Education Agency and the TIA team are not responsible for agreements entered into between Local Education Agencies and Technical Assistance Providers (TAs).

For the purposes of this document, large districts include districts that serve over 20,000 students, and small districts include districts that serve under 3,000 students.

The 2025-2026 approved providers are listed based on pre-qualifications by areas of specialty. School systems are not required to work with a technical assistance provider and are not limited to approved providers.



## ACTIVATED PARTNERS

Activated Partners engages with most districts using a flat-rate model. Engagement includes a weekly meeting as well as unlimited additional phone, text, or email support. I believe strongly that price should not be the deciding factor when selecting a partner in this work. Where possible, I accommodate district budget constraints to ensure they have the right supports.

### **Large district who needs 9 or more months support preparing their application and for implementation planning.**

Engagement of Activated Partners for assistance with TIA system development begins at \$15,000. This initial engagement includes support through the launch of the data capture year, including development of trainings, materials, and systems required for a successful data capture year. Additional support is available for implementation/data capture year and for Data Submission/TIA Designation support. Districts are encouraged to contact Activated Partners for an individual consultation to determine the level of support needed and to discuss budget constraints, if applicable.

### **Large district who has less than 3 months to prepare their application.**

Developing a TIA system in this timeline is not recommended by Activated Partners. A district may engage with Activated Partners at an hourly rate for assistance with final design and implementation preparation. Current hourly rate is \$200/hr.

### **Does the TA Provider work with smaller districts to ensure cost-effectiveness?**

The goal of Activated Partners is to provide support to any district, regardless of size. We work to ensure cost is not a barrier to receiving the support needed to be successful.

### **Small district who needs 9 or more months support preparing their application and for implementation planning.**

Engagement of Activated Partners for assistance with TIA system development begins at \$10,000. This initial engagement includes support through the launch of the data capture year, including development of trainings, materials and, systems required for a successful data capture year. Additional support is available for data capture year and for Data Submission/TIA Designation support. Districts are encouraged to contact Activated Partners for an individual consultation to determine the level of support needed and to discuss budget constraints, if applicable.

### **Small district who has less than 3 months to prepare their application.**

Developing a TIA system in this timeline is not recommended by Activated Partners. A district may engage with Activated Partners at an hourly rate for assistance with final design and implementation preparation. Current hourly rate is \$200/hr.

### **Does the TA Provider offer options for service fees contingent on TIA approval?**

Yes.



## Candor Consulting and Diagnostics, LLC

Candor is committed to offering customized TIA support tailored to each district's unique needs. Support offerings may include anything from short-term guidance during the application process to long-term initiatives like improving student growth, data analysis, and plan expansion. Aware of the financial challenges districts face, Candor strives to provide turnkey services at affordable rates. Pricing is based on flat-fee structures that are adaptable and negotiated according to each district's specific circumstances and varies from application, data capture, and designation year.

### **Large district who needs 9 or more months support preparing their application and for implementation planning.**

Each district comes with a unique set of needs and circumstances which determines the pricing. Districts are encouraged to contact Candor for a free consultation to review the district's needs and goals for TIA.

### **Large district who has less than 3 months to prepare their application.**

Each district comes with a unique set of needs and circumstances which determines the pricing. Districts are encouraged to contact Candor for a free consultation to review the district's needs and goals for TIA.

### **Does the TA Provider work with smaller districts to ensure cost-effectiveness?**

Candor understands the limitations of smaller districts and works to offer the full range of services in a cost-effective manner. Prices are scaled from the application year to the designation year to allow

districts to use the 10% funds once they are received.

### **Small district who needs 9 or more months support preparing their application and for implementation planning.**

Each district comes with a unique set of needs and circumstances which determines the pricing. Districts are encouraged to contact Candor for a free consultation to review the district's needs and goals for TIA.

### **Small district who has less than 3 months to prepare their application.**

Each district comes with a unique set of needs and circumstances which determines the pricing. Districts are encouraged to contact Candor for a free consultation to review the district's needs and goals for TIA.

### **Does the TA Provider offer options for service fees contingent on TIA approval?**

Yes



## Jerome Ciesiolka

The pricing model is based on a daily rate structure, rather than per-teacher, per-campus, or flat-rate packages, to scale support appropriately to each district's needs and readiness. We provide:

- \$1,200 per day for districts located within 60 miles of my office in Killeen, Texas
- \$1,500 per day for districts located beyond 60 miles, which includes costs for travel

These rates apply to services focused on system planning, application development, and initial stakeholder facilitation. In addition, we offer optional remote strategic consultations at a rate of \$500 per 2-hour virtual session, which are particularly useful for mid-implementation check-ins, skew analysis preparation, or data model refinements.

For services tied to implementation, data collection, and ongoing support, we are also willing to offer a contingency-based pricing model. In these cases, instead of a daily rate, the fee structure may be based on a percentage of the TIA award amount received by the district, with a minimum baseline agreed upon in advance.

### **Large district who needs 9 or more months support preparing their application and for implementation planning.**

For a large district serving over 20,000 students, Jerome Ciesiolka estimates 15-25 days of service depending on the complexity of the system design, internal capacity, and the level of stakeholder engagement. The cost for these services would range from \$18,000-\$30,000 for districts located within a 60-mile radius, or \$22,500-\$37,500 for districts beyond the 60-mile radius. Services during this engagement would include full system development aligned to TEA requirements, facilitation of stakeholder planning sessions, development of student growth models, calibration of appraisal systems, and design of a sustainable data infrastructure to support tracking, validation, and reporting throughout the TIA cycle. Ongoing support and follow-up consultation are included as part of the overall scope, ensuring the district is prepared for both initial submission and long-term implementation.

### **Large district who has less than 3 months to prepare their application.**

For a large district serving over 20,000 students with less than three months to prepare its TIA application, Jerome Ciesiolka estimates 5-10 days of accelerated support depending on the district's current systems, stakeholder readiness, and familiarity with the TIA process. The cost for this level of service would range from \$6,000-\$12,000 for districts within a 60-mile radius, or \$7,500-\$15,000 for those beyond that distance. This engagement would focus on rapid assessment of existing structures, identification of any

student growth measures already in use, and development of a streamlined funding plan aligned to TEA's allowable uses. I would facilitate targeted stakeholder sessions to ensure clarity around requirements and timelines, provide coaching to develop the local designation system framework, and assist in compiling all required documentation for submission. The work would be structured to balance urgency with sustainability, ensuring the district can move forward confidently while meeting submission deadlines.

### **Does the TA Provider work with smaller districts to ensure cost-effectiveness?**

To ensure cost-effectiveness with each district, Jerome Ciesiolka begins with a conversation with district administrators to assess current readiness, existing systems, and areas of greatest need. This helps right-size the level of support and avoid unnecessary services. For smaller districts, where time and resources may be more limited, we compress timelines where feasible and tailor services to focus only on essential components. Jerome Ciesiolka never charges for unused days-if we estimate five days of support and the work is completed in three; the district is only billed for three. We also offer virtual consultation options when appropriate to reduce travel costs and can coordinate shared service models for small or rural districts working in partnership. This flexible approach ensures districts receive high quality support that aligns with their budget and capacity.

### **Small district who needs 9 or more months support preparing their application and for implementation planning.**



For a small district serving under 3,000 students, Jerome Ciesiolka estimates 8–12 days of service depending on the district’s readiness, available internal resources, and the scope of the local designation system. The cost for these services would range from \$9,600–\$14,400 for districts within a 60-mile radius, or \$12,000–\$18,000 for districts beyond that distance. Support would focus on coaching district leaders through key components of the application process, including student growth model development, observation system alignment, and initial compensation framework planning. Additionally, we would assist in designing a data management system that ensures accurate tracking and reporting aligned to TEA expectations. Services also include preparation of required documentation, follow-up consultation, and implementation planning to support successful system launch.

**Small district who has less than 3 months to prepare their application.**

For a small district serving under 3,000 students with less than three months to prepare its TIA application, Jerome Ciesiolka estimates at least 5 days of targeted support depending on the district’s existing systems, staff capacity, and familiarity with TIA requirements. The cost for this engagement would be \$6,000 for districts within a 60-mile radius, or \$7,500 for those beyond that distance. Services would focus on

reviewing and strengthening any current student growth measures, developing a funding plan aligned to TEA guidelines, and guiding district leaders through the application process. We would also facilitate stakeholder engagement to build a shared understanding of the designation system requirements and provide hands-on assistance with the development of necessary documentation. The support would be structured to maximize efficiency while building a solid foundation for implementation.

**Does the TA Provider offer options for service fees contingent on TIA approval?**

Yes. While application and planning services are billed at a standard daily rate and paid upfront, for services tied to implementation, data collection, and ongoing support, Jerome Ciesiolka is also willing to offer a contingency-based pricing model. In these cases, rather than using a daily rate, the fee may be based on a percentage of the district’s eventual TIA award, typically ranging between 3–5%, with a minimum baseline fee agreed upon in advance. This contingency model provides a flexible, shared-risk option for districts with limited initial funding, while maintaining high-quality support throughout the approval and data validation process.



## DMAC

DMAC offers personalized pricing structures tailored to the unique goals, readiness, and capacities of each district. Our work with districts is as unique as each district we serve, and as such, we work collaboratively to design support plans that reflect the specific needs of each district. Rather than applying a fixed or uniform pricing model, DMAC develops customized agreements that consider district size, resource availability, and supports needed. Our flexible approach allows us to adjust the scope and scale of support to best serve each district.

### **Large district who needs 9 or more months support preparing their application and for implementation planning.**

After initial consultation, DMAC works with each district to customize a service plan that fully meets their needs.

### **Large district who has less than 3 months to prepare their application.**

After initial consultation, DMAC works with each district to customize a service plan that fully meets their needs.

### **Does the TA Provider work with smaller districts to ensure cost-effectiveness?**

We work with each district to customize an option that works best to meet their needs and is cost effective.

### **Small district who needs 9 or more months support preparing their application and for implementation planning.**

After initial consultation, DMAC works with each district to customize a service plan that fully meets their needs.

### **Small district who has less than 3 months to prepare their application.**

After initial consultation, DMAC works with each district to customize a service plan that fully meets their needs.

### **Does the TA Provider offer options for service fees contingent on TIA approval?**

No



## DEEP DIVE, LLC

Deep Dive's goal is to provide districts with "best fit" TIA support. Associates work with district leaders to ensure that their local designation system is meeting their expectations and aligned to district goals, meaning that services could range from short-term application support to institutional capacity building to annual data reporting and analysis. Deep Dive understands that school district funding is a complex topic and will work with districts to ensure they receive high quality service at a sustainable price point. The service prices below are flexible flat fee amounts that Deep Dive will negotiate with districts based on their individual contexts and needs.

### **Large district who needs 9 or more months support preparing their application and for implementation planning.**

Engagement of Deep Dive, LLC for assistance with TIA system development begins at \$20,000. This initial engagement includes support from system application writing through the launch of the data capture year. Included in this support are monthly district leader and stakeholder engagement meetings, a detailed investigation district data systems and data practices to ensure a successful data capture year, the development of training materials for district stakeholders, and on-call support. Additional support is available for TIA implementation for assistance during data capture, data submission, and system validation. District are encouraged to contact DEEP Dive for a free TIA Needs Assessment to help determine the level of support needed and to discuss budget constraints, if applicable.

### **Large district who has less than 3 months to prepare their application.**

Engagement of Deep Dive, LLC for assistance with expedited TIA system development begins at \$40,000. Based on their TIA Needs Assessment, developing a TIA system in a short time frame may not be recommended by DEEP Dive consultants. This initial engagement includes support from system application writing through the launch of the data capture year. Included in this support are bi-weekly district leader and stakeholder engagement meetings, a detailed investigation district data systems and data practices to ensure a successful data capture year, the development of training materials for district stakeholders, and on-call support. Additional support is available for TIA implementation for assistance during data capture, data submission, and system validation. District are encouraged to contact DEEP Dive for a free TIA Needs Assessment to help determine the level of support needed and to discuss budget constraints, if applicable.

### **Does the TA Provider work with smaller districts to ensure cost-effectiveness?**

Deep Dive understands that smaller districts have limited budget flexibility and that their capacity to operate TIA on a district level may rely on the 10% of allotments they are able to retain in order for TIA to be sustainable long-term. As a result, Deep Dive works with smaller districts who are applying to TIA for the first time on a contingency basis dependent on their system application's approval at "full readiness." For smaller districts that already have an approved system, Deep Dive will work with district leaders to right-fit services on a flexible fee schedule to ensure their needs are met within their current budgetary constraints.

### **Small district who needs 9 or more months support preparing their application and for implementation planning.**

Engagement of Deep Dive, LLC for assistance with TIA system development begins at \$5,000. This initial engagement includes support from system application writing through the launch of the data capture year. Included in this support are monthly district leader and stakeholder engagement meetings, a detailed investigation district data systems and data practices to ensure a successful data capture year, the development of training materials for district stakeholders, and on-call support. Additional support is available for TIA implementation for assistance during data capture, data submission, and system validation. District are encouraged to contact DEEP Dive for a free TIA Needs Assessment to help determine the level of support needed and to discuss budget constraints, if applicable.



**Small district who has less than 3 months to prepare their application.**

Engagement of Deep Dive, LLC for assistance with expedited TIA system development begins at \$5,000. Based on their TIA Needs Assessment, developing a TIA system in a short time frame may not be recommended by DEEP Dive consultants. This initial engagement includes support from system application writing through the launch of the data capture year. Included in this support are bi-weekly district leader and stakeholder engagement meetings, a detailed investigation district data systems and data practices to ensure a successful data capture year, the development of training materials for district stakeholders, and on-call support. Additional support is available for TIA implementation for assistance during data capture, data submission, and system validation. District are encouraged to contact DEEP Dive for a free TIA Needs Assessment to help determine the level of support needed and to discuss budget constraints, if applicable.

## EDFUEL

EdFuel pricing is based on a flat rate fee structure with pricing developed based on the hours of work anticipated by the scope of the project and adjusted for district size based on number of campuses and/or teachers

### **Large district who needs 9 or more months support preparing their application and for implementation planning.**

We provide an initial no-cost consultation to determine the unique needs of each district and tailor our support to their context and budget. After initial consultation, our services are priced at \$255 per hour.

Pricing ranges from \$55,000 - \$225,000. Final pricing depends on district context and level of support needed.

Coaching includes weekly hour-long meetings for consulting and expert input and additional asynchronous feedback and review of materials.

Full-scale planning and implementation support includes project management and planning, facilitation of project and leadership meetings, comprehensive stakeholder engagement and tool/material design.

### **Large district who has less than 3 months to prepare their application.**

We provide an initial no-cost consultation to determine the unique needs of each district and tailor our support to their context and budget. After initial consultation, our services are priced at \$255 per hour.

Given the complexity of TIA and our recommended approach to stakeholder engagement, we recommend that only a district with an established teacher evaluation system in place pursue this option. Coaching starts at \$20,000 for 3 months which includes weekly hour-long meetings for consulting and expert input and additional asynchronous feedback and review of materials.

### **Does the TA Provider work with smaller districts to ensure cost-effectiveness?**

Our pricing model takes into account the size of the district. Smaller districts generally have less complexity and require fewer stakeholders to engage with, thus decreasing the cost of the engagement. We tailor the scope of our work to meet the unique needs of the district and work to match their budget to the most impactful support. offer a discount on services by staffing projects with one core team of TNTP personnel, only adding specific staff capacity as needed to realize efficiencies in costs. TNTP can adjust the amount of support provided, such as scaling back on leadership coaching, in order to reduce costs. Depending on the scope of the project, TNTP can also structure the work utilizing a cohort model, in which multiple districts across the state can opt into support from TNTP simultaneously while paying a reduced price for services.

### **Small district who has less than 3 months to prepare their application.**

We provide an initial no-cost consultation to determine the unique needs of each district and tailor our support to their context and budget. After initial consultation, our services are priced at \$255 per hour.

If a small district implements a T-TESS or similar observation system, we can support development of remaining TIA components and alignment to legislative requirements through weekly coaching, starting at \$15,000 for three months, which includes weekly hour-long meetings for consulting and expert input and additional asynchronous feedback and review of materials.



**Small district who needs 9 or more months support preparing their application and for implementation planning.**

We provide an initial no cost consultation to determine the unique needs of each district and tailor our support to their context and budget. After initial consultation, our services are priced at \$255 per hour.

Pricing ranges from \$45,000 - \$175,000. Final pricing depends on district context and level of support needed.

Coaching includes weekly hour-long meetings for consulting and expert input, and additional asynchronous feedback and review of materials.

Full-scale planning and implementation support includes project management and planning, facilitation of project and leadership meetings, comprehensive stakeholder engagement and tool/material design.

**Does the TA Provider offer options for service fees contingent on TIA approval?**

No.

## EDPACT

EDpact does not have a standard pricing structure. Instead, we price based on the various consultation options for each district's needs and readiness. The support plan and price proposed are tailored to meet the immediate needs of each partner district with the understanding that the district's size might impact resources and capacity. Partner districts could also request additional support outside the traditional TIA system development and engagement. The ability for EDpact to support partner districts in various contexts allows for customizable support through a collaborative approach to outlining the scope of work. EDpact firmly believes that the cost of services should not be a barrier to access and success.

### **Large district who needs 9 or more months support preparing their application and for implementation planning.**

The customizable support outlined in the collaborative planning with each partner district drives the pricing options. The needs, readiness, resources, and capacity are considered to match the support level needed. Our first approach is always to consider leveraging local capacity and resources to ensure the sustainability of the work and limit the costs to partner districts.

### **Large district who has less than 3 months to prepare their application.**

The customizable support outlined in the collaborative planning with each partner district drives the pricing options. The needs, readiness, resources, and capacity are considered to match the support level needed. Our first approach is always to consider leveraging local capacity and resources to ensure the sustainability of the work and limit the costs to partner districts.

### **Does the TA Provider work with smaller districts to ensure cost-effectiveness?**

Many of our district partners are smaller districts. Therefore, we offer various options (free 1-2-hour consultations, options in modalities, etc.) to ensure the price aligns with their budget because cost should not be a barrier to access and success.

### **Small district who needs 9 or more months support preparing their application and for implementation planning.**

The customizable support outlined in the collaborative planning with each partner district drives the pricing options. The needs, readiness, resources, and capacity are considered to match the support level needed. Our first approach is always to consider leveraging local capacity and resources to ensure the sustainability of the work and limit the costs to partner districts.

### **Small district who has less than 3 months to prepare their application.**

The customizable support outlined in the collaborative planning with each partner district drives the pricing options. The needs, readiness, resources, and capacity are considered to match the support level needed. Our first approach is always to consider leveraging local capacity and resources to ensure the sustainability of the work and limit the costs to partner districts.

### **Does the TA Provider offer options for service fees contingent on TIA approval?**

We do not plan to offer contingency outcomes at this time.



## EDUCATION ANALYTICS

Costs vary for the different services and can vary significantly for student growth models depending on decisions made by partners. There are several factors that influence how EA prices value-added models for partners, including research involvement/technical approach, stakes and quality control, reporting type, training needs, documentation, and time horizon of the project. A one-year growth measures project can range from \$200,000–\$450,000 per year, but a 5-year project can offer efficiencies and range from \$150,000–\$250,000 per year. Data analysis and human capital analytics projects are entirely dependent on project scope and require staffing estimations to price.

### **Large district who needs 9 or more months support preparing their application and for implementation planning.**

Year 1 price: \$200,000 –\$450,000 per year, out-year price \$150,000–\$250,000.

### **Large district who has less than 3 months to prepare their application.**

Year 1 price: \$200,000–\$450,000 per year, out-year price \$150,000–\$250,000.

### **Does the TA Provider work with smaller districts to ensure cost-effectiveness?**

We are experienced at working with collaboratives of districts and would suggest that smaller districts begin or join a collaborative of districts pursuing TIA to develop growth measures and supporting analyses with us.

### **Small district who needs 9 or more months support preparing their application and for implementation planning.**

Our growth modeling depends on sufficient  $n$  size. Working with small districts might depend on collaboration between multiple small districts with common assessments, or the use of models that have already been developed elsewhere (e.g., SAISD). Due to this, we cannot provide a clean price.

### **Small district who has less than 3 months to prepare their application.**

Our growth modeling depends on sufficient  $n$  size. Working with small districts might depend on collaboration between multiple small districts with common assessments, or the use of models that have already been developed elsewhere (e.g., SAISD). Due to this, we cannot provide a clean price.

### **Does the TA Provider offer options for service fees contingent on TIA approval?**

No.



# EDUPHORIA

## **Large district who needs 9 or more months support preparing their application and for implementation planning.**

Our pricing isn't one-size-fits-all. Our consultation hours begin with a base rate of \$275 per hour. However, we develop customized plans aligned to the specific consultation and support needs of each district. We take into account factors such as district size, current capacity, and level of readiness to ensure the proposed plan addresses immediate priorities effectively.

Districts also have the flexibility to request support beyond traditional TIA development and implementation. Our approach is rooted in collaboration—working closely with each district to shape a tailored scope of work that fits their context. Above all, we are committed to making sure that cost does not become a barrier to accessing meaningful support or achieving lasting impact.

For more information and to plan your tailored service package, reach out to [Support@eduphoria.net](mailto:Support@eduphoria.net).

## **Large district who has less than 3 months to prepare their application.**

Our pricing isn't one-size-fits-all. Our consultation hours begin with a base rate of \$275 per hour. However, we develop customized plans aligned to the specific consultation and support needs of each district. We take into account factors such as district size, current capacity, and level of readiness to ensure the proposed plan addresses immediate priorities effectively.

Districts also have the flexibility to request support beyond traditional TIA development and implementation. Our approach is rooted in collaboration—working closely with each district to shape a tailored scope of work that fits their context. Above all, we are committed to making sure that cost does not become a barrier to accessing meaningful support or achieving lasting impact.

For more information and to plan your tailored service package, reach out to [Support@eduphoria.net](mailto:Support@eduphoria.net).

## **Does the TA Provider work with smaller districts to ensure cost-effectiveness?**

Small districts may request a gratis consultation hour to get started and assess needs.

Our pricing isn't one-size-fits-all. Our consultation hours begin with a base rate of \$275 per hour. However, we develop customized plans aligned to the specific consultation and support needs of each district. We take into account factors such as district size, current capacity, and level of readiness to ensure the proposed plan addresses immediate priorities effectively.

Districts also have the flexibility to request support beyond traditional TIA development and implementation. Our approach is rooted in collaboration- working closely with each district to shape a tailored scope of work that fits their context. Above all, we are committed to making sure that cost does not become a barrier to accessing meaningful support or achieving lasting impact.

For more information and to plan your tailored service package, reach out to [Support@eduphoria.net](mailto:Support@eduphoria.net).



**Small district who needs 9 or more months support preparing their application and for implementation planning.**

Our pricing isn't one-size-fits-all. Our consultation hours begin with a base rate of \$275 per hour. However, we develop customized plans aligned to the specific consultation and support needs of each district. We take into account factors such as district size, current capacity, and level of readiness to ensure the proposed plan addresses immediate priorities effectively.

Districts also have the flexibility to request support beyond traditional TIA development and implementation. Our approach is rooted in collaboration—working closely with each district to shape a tailored scope of work that fits their context. Above all, we are committed to making sure that cost does not become a barrier to accessing meaningful support or achieving lasting impact.

For more information and to plan your tailored service package, reach out to [Support@eduphoria.net](mailto:Support@eduphoria.net).

**Small district who has less than 3 months to prepare their application.**

Our pricing isn't one-size-fits-all. Our consultation hours begin with a base rate of \$275 per hour. However, we develop customized plans aligned to the specific consultation and support needs of each district. We take into account factors such as district size, current capacity, and level of readiness to ensure the proposed plan addresses immediate priorities effectively.

Districts also have the flexibility to request support beyond traditional TIA development and implementation. Our approach is rooted in collaboration—working closely with each district to shape a tailored scope of work that fits their context. Above all, we are committed to making sure that cost does not become a barrier to accessing meaningful support or achieving lasting impact.

For more information and to plan your tailored service package, reach out to [Support@eduphoria.net](mailto:Support@eduphoria.net).

**Does the TA Provider offer options for service fees contingent on TIA approval?**

We do not plan to offer options for service fees contingent on TIA approval.

Districts also have the flexibility to request support beyond traditional TIA development and implementation. Our approach is rooted in collaboration—working closely with each district to shape a tailored scope of work that fits their context. Above all, we are committed to making sure that cost does not become a barrier to accessing meaningful support or achieving lasting impact.



## ENGAGE2LEARN

At e2L, we create custom solutions in collaboration with district leaders to best meet the individual needs of each district and/or campus. It is for this reason that we do not provide “one-size-fits-all” pricing, but rather work hand-in-hand to create the perfect solution for our partners to garner the most impact and best student outcomes. Below are our proposed solutions for our TIA partners. Through custom consultation, e2L will be able to provide a proposed fee structure that directly aligns to the district’s needs.

### **Large district who needs 9 or more months support preparing their application and for implementation planning.**

We are a custom change management partner, so each district receives a no cost custom consultation to align services to academic and business needs.

### **Large district who has less than 3 months to prepare their application.**

We are a custom change management partner, so each district receives a no cost custom consultation to align services to academic and business needs.

### **Does the TA Provider work with smaller districts to ensure cost-effectiveness?**

We customize all of our services in collaboration with district and/or campus leadership to best meet the needs of the district. All training may be scaled for efficiencies based on district needs and size. E2L is committed to ensuring districts can maximize services based on common needs among campuses. This allows districts, especially smaller districts, to consolidate staff members at central training sessions. Follow-up coaching sessions are strategically scheduled for maximum coaching touches at the designated campuses. Our Coaches Academy© allows for a single instructional coach to coach up to 170 teachers throughout the year. This is a scalable option and works well with smaller districts. We are a custom change management partner, so each district receives a no cost custom consultation to align services to academic and business needs.

### **Small district who needs 9 or more months support preparing their application and for implementation planning.**

We are a custom change management partner, so each district receives a no cost custom consultation to align services to academic and business needs.

### **Small district who has less than 3 months to prepare their application.**

We are a custom change management partner, so each district receives a no cost custom consultation to align services to academic and business needs.

### **Does the TA Provider offer options for service fees contingent on TIA approval?**

Yes, we are a change management education partner and customize our services to meet the district’s context and needs in line with TEA requirements and local district procurement policy.



## KREUZ CONSULTING GROUP

Kruez Consulting Group, LLC does not have a standard pricing structure due to the vast variation of needs across districts with this process. The scope of work for a small rural district is very different from that of a large urban district. In addition, some districts request a “turnkey” approach to the development and implementation of a TIA plan. Other districts request consulting support or training services after the process is already well underway in the district. We work with individual districts to develop a customized scope of work during the intake process. The pricing structure varies based on the scope of deliverables. Consulting hourly rates start at \$250/hour. Our goal is to provide effective consulting services at minimal cost to Texas districts.

### **Large district who needs 9 or more months support preparing their application and for implementation planning.**

We work with individual districts to develop a customized scope of work during the intake process. The pricing structure varies based on the scope of deliverables. We encourage districts to take leadership of various components of the planning process to not only build local capacity but also to minimize consulting costs.

### **Large district who has less than 3 months to prepare their application.**

We work with individual districts to develop a customized scope of work during the intake process. The pricing structure varies based on the scope of deliverables. We encourage districts to take leadership of various components of the planning process to not only build local capacity but also to minimize consulting costs.

### **Does the TA Provider work with smaller districts to ensure cost-effectiveness?**

We typically offer initial TIA consults of 1-2 hours free of charge.

### **Small district who needs 9 or more months support preparing their application and for implementation planning.**

We work with individual districts to develop a customized scope of work during the intake process. The pricing structure varies based on the scope of deliverables. We encourage districts to take leadership of various components of the planning process to not only build local capacity but also to minimize consulting costs.

### **Small district who has less than 3 months to prepare their application.**

We work with individual districts to develop a customized scope of work during the intake process. The pricing structure varies based on the scope of deliverables. We encourage districts to take leadership of various components of the planning process to not only build local capacity but also to minimize consulting costs.

### **Does the TA Provider offer options for service fees contingent on TIA approval?**

We do not plan to offer any contingent options.



## NATIONAL INSTITUTE FOR EXCELLENCE IN TEACHING (NIET)

NIET does not charge for initial application support. However, if the initial support goes over six hours, our pricing structure begins. NIET's fee structure is priced as a daily rate of \$2,750 per day. Multi-day trainings are multiplied by this \$2,750 daily rate. Travel costs are included in this daily rate. Depending on the training, we can support up to 100 educators across campuses, including district leaders, school leaders, and teachers. Other trainings (i.e., learning walks) may be provided to smaller groups with a school leadership team. The services provided are based on the needs of the LEA.

### **Large district who needs 9 or more months support preparing their application and for implementation planning.**

Our pricing would mirror the specific needs of the district. For instance, if this district needed monthly meetings to support the planning and preparation of their application, we would anticipate pricing to be approximately \$24,750. If they need fewer days of support, then that cost would be less.

### **Large district who has less than 3 months to prepare their application.**

Our pricing would again reflect the number of days needed to support the completion of the application. Given a shorter window and a larger district, this may require meeting more regularly but our daily rate of \$2,750 would still dictate estimate costs.

### **Does the TA Provider work with smaller districts to ensure cost-effectiveness?**

NIET provides support to district partners of all sizes, including small, rural, and remote districts. NIET's support is provided at a daily rate of \$2,750. For smaller schools, our daily rate allows us to spend more time with each teacher leader, school leader, or district leader as requested for the specific support (i.e., learning walks, evaluation training, or district planning). In each of these approaches, the smaller district partners are generally able to obtain more 1:1 and direct support due to their personnel and structure. This higher dosage of support ensures cost effectiveness, but these districts may use fewer overall days of support or go deeper during their support visits.

### **Small district who needs 9 or more months support preparing their application and for implementation planning.**

The size of the district does not affect our rate. Districts of all sizes could expect to pay \$2,750 per day.

### **Small district who has less than 3 months to prepare their application.**

Our pricing would again reflect the number of days needed to support the completion of the application. Given a shorter window and a larger district, this may require meeting more regularly but our daily rate of \$2,750 would still dictate estimate costs.

### **Does the TA Provider offer options for service fees contingent on TIA approval?**

Yes, we are willing to offer options following TIA approval for service fees.



## RTI INTERNATIONAL AND SAFAL PARTNERS

### **Large district who needs 9 or more months support preparing their application and for implementation planning.**

Every engagement is customized to match the level of effort to the needs of the district. As such, support for a large district range from \$40,000–\$80,000.

### **Large district who has less than 3 months to prepare their application.**

N/A — We have found that less than 3 months is not enough time to properly prepare an effective TIA plan.

### **Does the TA Provider work with smaller districts to ensure cost-effectiveness?**

We offer a consortium option in which several districts can come together to share the costs for the fundamental approach in order to plain their TIA compensation system and prepare their TIA application. Cost would depend on the number of districts in the consortium.

### **Small district who needs 9 or more months support preparing their application and for implementation planning.**

Small districts are encouraged to engage in TIA support as a group of 4 - 10 districts. In this way, they form a peer network/consortium that can share the cost for TIA support. Depending on the size of the consortium, the cost per small district ranges from \$8,000–\$10,000.

### **Small district who has less than 3 months to prepare their application.**

N/A — We have found that less than 3 months is not enough time to properly prepare an effective TIA plan.

### **Does the TA Provider offer options for service fees contingent on TIA approval?**

Not at this time.



## SAS INSTITUTE INC.

SAS Institute Inc.'s pricing depends on several factors and is provided to districts depending on their specific needs. Factors that can impact pricing include the number of unique tested students in the district, whether districts want results delivered via Excel files or also want interactive web reporting for stakeholders in their district, and whether additional data analysis is needed in addition to generating value-added results and web reporting. More information about pricing in specific scenarios can be provided to districts following conversations about their specific needs.

### **Does the TA Provider work with smaller districts to ensure cost-effectiveness?**

SAS has worked with smaller districts in Texas to develop ways to make our services as cost-effective as possible. As described above, we provide multiple options for working with districts and have found that even with small districts we can often find an option that works with their budget. In some cases price floors may come into play based on student counts to account for the minimum work needed to undertake this work with each district regardless of district size, and SAS will discuss options with districts based on their specific needs and budget.

### **Does the TA Provider offer options for service fees contingent on TIA approval?**

While we will not offer options for service fees that are contingent on approval, we do not require districts to commit to procuring future years of service. If an application is not approved, we can support districts through data analysis to understand contributing factors to strengthen any future applications.



## STEADY STATE IMPACT STRATEGIES

Steady State's fee structure is variable, driven by the amount of time effectively designing and implementing a system will take and the scale/pace of the rollout plan (i.e., how many teachers will be impacted and by when). Variables such as size of district (from the perspective of the number of teachers), existing district systems and structures in place to support a new designation system, capacity of the district to execute certain activities on their own with guidance/coaching, rather than having to create all materials, and the level of stakeholder engagement that is required to have a successful rollout. Based on prior examples, a range of cost depending on the variables above would be between \$15,00-\$30,00 per district, per year.

### **Large district who needs 9 or more months support preparing their application and for implementation planning.**

System development - \$25,000; System Implementation - \$30,000 (per year).

### **Large district who has less than 3 months to prepare their application.**

System development - \$25,000; System Implementation - \$30,000 (per year).

### **Does the TA Provider work with smaller districts to ensure cost-effectiveness?**

Smaller districts can maximize economies of scale by working with Steady State in a cohort model, designing core elements of the designation system in coordination with one another, while still allocating district specific time to design for local contexts. In this scenario, Steady State would work with the districts to determine a cohort cost, but an individual district cost less than what is outlined above.

### **Small district who needs 9 or more months support preparing their application and for implementation planning.**

System development - \$15,000; System Implementation - \$15,000 (per year).

### **Small district who has less than 3 months to prepare their application.**

System development - \$15,000; System Implementation - \$15,000 (per year).

### **Does the TA Provider offer options for service fees contingent on TIA approval?**

No.



## TEXAS ASSOCIATION OF SCHOOL BOARDS (TASB)

We charge \$160 per hour for consulting services to districts. However, we negotiate price with districts depending on the service and amount of time and tools needed to support their needs. We provide consulting projects based on enrollment number but there is always room for negotiation or charging a premium price dependent on the scope of work.

**Large district who needs 9 or more months support preparing their application and for implementation planning.**

Negotiable

**Large district who has less than 3 months to prepare their application.**

Negotiable

**Does the TA Provider work with smaller districts to ensure cost-effectiveness?**

The price is lower for smaller districts ensuring an affordable option based on their limited funds.

**Small district who needs 9 or more months support preparing their application and for implementation planning.**

Negotiable

**Small district who has less than 3 months to prepare their application.**

Negotiable

**Does the TA Provider offer options for service fees contingent on TIA approval?**

We would have to consider the scope of work, but our services generally are very reasonable. We already provide many supports to districts at no cost or as part of a district's membership in TASB HR Services.



## THE COMMIT PARTNERSHIP

Due to the funding structure of our organization, Best In Class does not charge a fee to districts for our services.



## TNTP

TNTP's prices are based on several factors, including staffing, travel, and additional project expenses required to support our partners and effectively meet the goals of the project. TNTP utilizes a flat-rate fee which may vary based on the scope of work, timeline, and staff needed. We maintain a flexible staffing model that allows us to allocate staff to projects based on their role, skillset, and area of expertise. This staffing model has proven to be cost effective as it allows a deep pool of TNTP specialists to support projects where and when they are most needed to achieved project goals. As a TIA technical support provider, TNTP will work with district partners to propose pricing that is reflective of the specific needs of each district.

### **Large district who needs 9 or more months support preparing their application and for implementation planning.**

Baseline Flat Fee: \$78,087

Teacher Observation and Appraisal:

\$58,301 Student Growth Measures and

Data Management Analysis: \$107,244

### **Large district who has less than 3 months to prepare their application.**

Baseline Flat Fee: \$43,366

Teacher Observation and Appraisal: \$7,051

Student Growth Measures and

Data Management Analysis: \$19,647

### **Does the TA Provider work with smaller districts to ensure cost-effectiveness?**

TNTP is committed to working with our district partners, particularly smaller districts across the state, to ensure cost effectiveness and efficiency. We offer a variety

of options to reduce costs for districts. First, should districts work with TNTP across multiple areas, we can offer a discount on services by staffing projects with one core team of TNTP personnel, only adding specific staff capacity as needed to realize efficiencies in costs. TNTP can adjust the amount of support provided, such as scaling back on leadership coaching, in order to reduce costs. Depending on the scope of the project, TNTP can also structure the work utilizing a cohort model, in which multiple districts across the state

can opt into support from TNTP simultaneously while paying a reduced price for services.

### **Small district who needs 9 or more months support preparing their application and for implementation planning.**

Baseline Flat Fee: \$56,095

Teacher Observation and Appraisal:

\$10,119 Student Growth Measures and

Data Management Analysis: \$43,798

### **Small district who has less than 3 months to prepare their application.**

Baseline Flat Fee: \$18,904

Teacher Observation and Appraisal: \$3,410

Student Growth Measures and

Data Management Analysis: \$19,647

### **Does the TA Provider offer options for service fees contingent on TIA approval?**

No

