

# Technical Assistance Provider Application 2026-2027

## Application Information

The Texas Education Agency (TEA) collects information from Technical Assistance Providers (TAPs) to support districts participating in TIA. This application is used to compile an informational list of statewide and national providers on the TIA website for district consideration. TEA does not approve or endorse TAPs. Providers submit information annually for inclusion, and districts may choose to use this list at their discretion. Additional application details are shared to help districts learn more about each provider.

TEA seeks information from providers that demonstrates strong experience in the following areas:

- General TIA Planning and Implementation
- Teacher Observation and Appraisals
- Student Growth Measures
- Data Collection
- Data Analysis
- Spending
- Strategic Compensation/Enhanced TIA

TIA TAP application submissions are reviewed for completeness, service capacity, and alignment with requirements. Inclusion indicates the minimum criteria were met but is not TEA approval or endorsement. Districts are not required to use listed providers or contract with a TAP to participate in TIA.

The application has two parts:

- **Part I (required):** TIA System and Implementation
- **Part II (optional):** Strategic Compensation/Enhanced TIA

All applicants must complete Part I. Part II is only for providers seeking to offer Strategic Compensation/Enhanced TIA technical assistance; however, it cannot be completed on its own. Applicants must first complete Part I: A-G to be eligible. A “Look-Fors for Success” resource is provided in each part of the application to help applicants submit complete responses. TEA may request additional information during the year and may remove providers from the list if requirements are not maintained.

*Please note that the TAP list is limited to individuals and organizations providing direct technical assistance for some or all aspects of TIA Planning and Implementation and/or Strategic Compensation/Enhanced TIA. Product, system, and/or assessment vendors will not be considered for the Technical Assistance Provider list. Third-Party Assessment vendors are not considered for the TAP list.*

Upload your completed application to [Qualtrics](#) by June 26, 2026. Please submit any questions to [tia@tea.texas.gov](mailto:tia@tea.texas.gov). All TA Provider applicants will be notified of results by early August 2026.

## Part I: TIA System and Implementation

### A. General Information

Please provide contact information below.

| Applicant Information                            |  |
|--|--|
| <b>Applicant Name</b>                            |  |
| <b>Title</b>                                     |  |
| <b>Organization</b><br>(if applicable)           |  |
| <b>Address</b>                                   |  |
| <b>Telephone</b><br>(work and/or cell)           |  |
| <b>Email</b>                                     |  |
| <b>Website</b>                                   |  |
| <b>Secondary Contact Name</b><br>(if applicable) |  |
| <b>Secondary Contact Phone</b>                   |  |
| <b>Secondary Contact Email</b>                   |  |

## B. Acknowledgements

Technical Assistance Providers (TAPs) must acknowledge that they understand and will meet all requirements for inclusion on the TIA TAP list. Assurances are provided below and must be accepted when the application is uploaded in Qualtrics. Failure to agree to all acknowledgements or maintain requirements may result in removal from the list. Questions can be directed to the TIA inbox ([TIA@tea.texas.gov](mailto:TIA@tea.texas.gov)).

| Acknowledgments   |
|---|
| The applicant acknowledges that, in addition to any specialized technical assistance offered, it must be able to provide general Teacher Incentive Allotment (TIA) planning and implementation support.   |
| The applicant acknowledges that inclusion in this list does not constitute approval or endorsement by the Texas Education Agency (TEA) and agrees not to use TEA's name, logo, or any representation of "TEA-approved" status in materials or communications without explicit written permission. |
| The applicant agrees to provide accurate and timely information regarding district support, services delivered, or scope of work upon request by TEA.   |
| The applicant affirms that it has the expertise, staffing, and operational capacity to provide the technical assistance described in the application.   |
| The applicant understands that inclusion may be modified or revoked at any time at TEA's sole discretion, with or without cause.  |
| The applicant acknowledges that TEA may require additional actions or conditions for continued inclusion, including required training, information submissions, or updates to materials.  |
| The applicant understands that inclusion is not ongoing, and that a new application is required each year for continued consideration.  |
| The applicant certifies that all information submitted in the application is current, complete, true, and accurate to the best of its knowledge at the time of submission.  |

## C. Areas of Support

Select the TIA-related needs for which you or your organization are qualified to provide technical assistance. **Please note that General TIA Planning and Implementation is required for all applicants.** Applicants interested in applying for Strategic Compensation/Enhanced TIA will also complete Part II of application for consideration. The areas of support include:

General TIA Planning and Implementation

Teacher Observation and Appraisals

Student Growth Measures

Data Collection

Data Analysis

Spending

Strategic Compensation/Enhanced TIA (*Part 2 of application is required*)



## D. Provider Profile

Provide a brief description (150 words or less) of you or your organization, the services you provide, and levels of support (e.g., 1:1 consulting, on-site meetings, district training, resource development, data analysis, etc.). This information will be provided to districts on the TEA TIA website.

## E. Statement of Qualifications

What qualifies you or your organization to offer technical assistance for the TIA? Provide a brief description (150 words or less) of your understanding of TIA and how your work and/or areas of focus qualify you or your organization to support Texas school systems. This information will be provided to districts on the TEA TIA website.

## F. Pricing

Pricing information helps districts compare TIA service costs and scope to support planning and decision-making. It is required for a complete application and will be provided to districts on the TEA TIA website. Provide clear service and pricing details, including any variation (e.g. district size, intensity of support). Price ranges are allowed, but “pricing upon request” will result in an incomplete application. If a service is not offered, note this for the specific question.

### Technical Assistance Provider Pricing

1. Describe your pricing for full TIA system development, including services, pricing model, duration, and factors that affect cost.
2. Describe your pricing for TIA data capture year support, including services and how costs vary by district size or complexity.
3. Describe your pricing for ongoing TIA support beyond development or data capture (e.g. Expansion and Modification) including services and scope.
4. Share any additional pricing details districts should consider, including hourly rates, service bundles, multi-year options, or other factors affecting cost.

## G. Narrative

Complete this portion of the application only for the areas of support you selected in Section C (not including Strategic Compensation/Enhanced TIA). **Please note, inclusion in the TAP list requires providers to support districts with General TIA Planning and Implementation, and that area of support must be completed by all applicants, including those applying for Strategic Compensation/Enhanced TIA.** Within each area, provide detailed narratives demonstrating the skills and experience that qualify you to provide TIA technical assistance to districts. If you have not provided direct experience for TIA, provide responses for what you have done that align to TIA for technical assistance.

## General TIA Planning and Implementation

*All providers included in the TAP list must demonstrate expertise in this area.*

1. How do you tailor TIA application support by phase (initial, expansion/modification, renewal) and prepare districts for data capture?
2. How have you engaged district stakeholders across TIA stages, and what strategies or tools did you use to build alignment while maintaining fidelity to TIA requirements?
3. How will you support change management during TIA planning and implementation while maintaining alignment to requirements? Include brief examples.
4. How will you support TIA planning and implementation while building district ownership and transitioning capacity over time?

## Teacher Observation and Appraisals

1. Describe your experience in successfully calibrating appraisers across a district to observation scoring rubrics. Please cite rubrics you have supported outside of T-TESS, if applicable.
2. What experience do you have supporting districts in analyzing observation trends, identifying root causes of skew, and addressing them?

3. What experience do you have analyzing the correlation between teacher observation and student growth data, including identifying and addressing root causes of misalignment?

### Student Growth Measures

1. What is your experience working with districts to design, administer, set student growth targets and/or progress-monitor the following student growth measures?

- Pre-Tests/Post-Tests for ELAR, Math, Science, and Social Studies:
  
- Pre-Tests/Post-Tests for Fine Arts, Electives, and CTE courses:
  
- Texas Student Learning Objectives (SLOs):
  
- Student Portfolios:
  
- Value-Added Measures (VAM):
  
- Texas Value-Added Model (Texas VAM):

2. Describe your experience working with districts to ensure the validity and reliability of locally developed student growth measures.
3. How do you support districts to include substantially all teachers in TIA?

### Data Collection

1. How do you support districts in collecting teacher observation and student growth data, including systems and processes used?
2. How do you ensure teacher observation and student growth data are complete, accurate, and submitted on time?
3. How do you support districts in monitoring data collection and addressing gaps or errors while data is captured each year of implementation?

### Data Analysis

1. How do you support districts in analyzing observation and student growth data to prepare for data submission and designation decisions?

2. Describe your approach with districts to identify and address skew and correlation issues between teacher observation and student growth data.
3. How do you support districts in analyzing district-created growth targets and using results to inform designations and system improvements?

### TIA Spending

1. Explain how you support districts in using TIA spending plans to strengthen teacher recruitment and retention, including compensation, incentives, and sustainability.
2. What are the key decisions and components of a TIA spending plan, and how do you guide districts in developing and refining current and new spending plans?

## H. Part 1: Look-Fors for Application Success (TIA System and Implementation)

These look-fors describe what complete application responses will typically include. They are intended to help applicants submit responses that TEA can use when considering inclusion on the TIA TAP List. Although these responses are not scored, applicant responses are expected to:

- Demonstrate accurate TIA knowledge and understanding.
- Show meaningful experience or a thoughtful, realistic plan for support.
- Fully address all parts of each question.
- Provide responses that are clear, specific, and understandable to TEA and districts.
- Include additional context, examples, or explanations where needed.
- Use specific examples rather than broad or generic statements.
- Provide enough context to understand what support would actually look like.
- Are internally consistent across sections.

*Applicants interested in providing technical assistance for Strategic Compensation/Enhanced TIA should continue to Part II of the application.*

## Part II: Strategic Compensation/Enhanced TIA Application

### Application Information

This section is intended only for providers seeking to offer Strategic Compensation/Enhanced TIA Technical Assistance and cannot be completed on its own. To be eligible, applicants must complete at least Part I: Sections A–G (General TIA Planning and Implementation). When completing this section, please note that Section E requires both the upload of examples or resources in Qualtrics and the completion of a corresponding narrative response. A “Look-Fors for Success” resource is provided at the end of the application to support applicants in submitting complete and high-quality responses. TEA may request additional information at any time during the year, and providers may be removed from the approved list if requirements are not maintained.

### A. Acknowledgements

Technical Assistance Providers (TAPs) must acknowledge that they understand and will meet all requirements for inclusion on the TIA TAP list above and the Strategic Compensation/Enhanced TIA requirements below. Acknowledgements are provided and must be accepted in Qualtrics with the uploaded application. Failure to agree to all acknowledgements or maintain requirements may result in removal from the list. Questions can be directed to the TIA inbox ([TIA@tea.texas.gov](mailto:TIA@tea.texas.gov)).

#### Acknowledgments

The applicant acknowledges that, in addition to any specialized technical assistance offered, it must be able to provide comprehensive Enhanced Teacher Incentive Allotment (ETIA) planning and implementation support.

### B. Provider Profile

Provide a brief description (150 words or less) of you or your organization, the Strategic Compensation and Enhanced TIA services you provide, and levels of support (e.g., 1:1 consulting, on-site meetings, district training, resource development, data analysis, etc.). This information will be provided to districts on the TEA TIA website.

## C. Statement of Qualifications

What relevant qualifications, experience, and demonstrated expertise enable your organization to successfully deliver technical assistance for Strategic Compensation and Enhanced TIA systems? Provide a brief description of your understanding of the requirements for Enhanced TIA and the process of building an Enhanced TIA compliant system. Additionally, include how your work and/or areas of focus qualify you or your organization to support Texas school systems (300 words or less). This information will be provided to districts on the TEA TIA website.

## D. Pricing

Pricing information helps districts compare Strategic Compensation/Enhanced TIA costs and scope to support planning and decision-making. It is required for a complete application. Provide clear service and pricing details, including any variation (e.g. district size, intensity of support). Price ranges are allowed, but “pricing upon request” will result in an incomplete application. If a service is not offered, note this for the specific question.

### Technical Assistance Provider Pricing

1. Describe your pricing structure for full Strategic Compensation and Enhanced TIA system development services. Include what is typically included (e.g., system design, documentation, training, stakeholder engagement), whether pricing is flat-rate or variable, the anticipated duration of support, and any factors that influence total cost.
2. Describe your pricing model for ongoing or sustaining Strategic Compensation and Enhanced TIA support beyond initial system development. Include services such as annual planning, system expansion and modification, renewal, analysis updates, coaching, troubleshooting, or other services.
3. Please share any additional pricing information that districts should consider when evaluating your services. This may include hourly support, bundled service models, multi-year pricing options, scalability considerations, cost-sharing structures, or other relevant details that support transparency and planning.

## E. Narrative

Complete this portion of the application only for the area of Strategic Compensation/Enhanced TIA. Please note, inclusion in the TAP list requires providers to support districts with General TIA Planning and Implementation, and that area of support must be completed in Part I by all applicants. Provide detailed narratives demonstrating the skills and experience that qualify you to provide technical assistance to districts for Strategic Compensation and Enhanced TIA. If you have not provided direct experience for TIA, provide responses for what you have done that align to Strategic Compensation and Enhanced TIA for technical assistance.

### Strategic Compensation

1. Describe your direct experience supporting districts with high quality strategic compensation systems that would qualify for Enhanced TIA, and what measurable outcomes or improvements those districts achieved because of your support.
2. Describe the process you use to design and implement a rigorous, transparent evaluation system for teachers and administrators grounded in student growth, observation data, and additional components. Please include key timelines, non-negotiable components, and the strategies used to engage stakeholders throughout the system's development. Upload examples or resources that show success within the process separate from the application in Qualtrics.
3. Provide a concise explanation of how you ensure a strategic compensation system is aligned and integrated with district systems (HR, finance, talent management, and data infrastructure). Outline the specific strategies used to build district capacity for long-term sustainability and financial viability beyond your engagement.

## F. Part II: Look-fors for Application Success – Strategic Compensation/Enhanced TIA

These look-fors describe what strong, complete application responses will typically include. They are intended to help applicants submit responses that TEA can use when considering inclusion on the TIA Technical Assistance Provider List. Although these responses are not scored, applicant responses are expected to:

- Demonstrate accurate Strategic Compensation and Enhanced TIA knowledge and understanding.
- Show meaningful experience or a thoughtful, realistic plan for support.
- Fully address all parts of each question.
- Provide responses that are clear, specific, and understandable to TEA and districts.
- Include additional context, examples, or explanations where needed

- Use specific examples rather than broad or generic statements.
- Provide enough context to understand what support would actually look like.
- Are internally consistent across sections.

As Part II of the application is completed, applicants may refer to the look-fors provided below to build strong responses that are complete, specific, and relevant. Please email the TIA Inbox ([TIA@tea.texas.gov](mailto:TIA@tea.texas.gov)) with any questions.

| Application Section   | TEA Look-fors for Strategic Compensation/Enhanced TIA  |
|---|--|
| Part B. Provider Profile*   | <ul style="list-style-type: none"> <li>• Clear understanding of how the provider supports districts for Enhanced TIA.</li> <li>• Clear, detailed description of the service delivery model(s) and how they will be implemented.</li> <li>• Focus on Enhanced TIA-relevant experience rather than general organizational descriptions.</li> </ul>   |
| Part C. Statement of Qualifications*  | <ul style="list-style-type: none"> <li>• Solid understanding of Enhanced TIA requirements and system components.</li> <li>• Examples that show how knowledge has been applied in real contexts.</li> <li>• Awareness of district variation (size, capacity).</li> <li>• Evidence of staffing, capacity, and readiness to provide ongoing support.</li> </ul>   |
| Part D. Pricing*  | <ul style="list-style-type: none"> <li>• Transparency in pricing structures or ranges.</li> <li>• Clear explanation of what services are included.</li> <li>• Awareness of district planning needs and budget constraints.</li> <li>• Explanation of cost variation by district size, scope, or phase.</li> <li>• Separation of service fees from tools or platform costs, where applicable.</li> </ul>  |
| Part E. <b>Strategic Compensation/Enhanced TIA</b>  | <ul style="list-style-type: none"> <li>• Understanding of the HB2 requirements to earn an Enhanced TIA designation</li> <li>• Experience coordinating across systems and departments.</li> <li>• Clear approach to building district capacity</li> <li>• Multiple strategies for stakeholder engagement at the administrator and teacher level.</li> <li>• Strong understanding of multiyear budget modeling and available funding districts can utilize</li> <li>• Clear understanding of the role of data in an Enhanced TIA system for approval and sustainability.</li> <li>• Clear understanding of the role of effective campus leadership</li> <li>• Strong understanding of the accountability system and student growth measures.</li> <li>• Understanding of observation systems, including calibration and reliability.</li> <li>• Experience with strategic staffing in placing the most effective staff in the highest need areas.</li> <li>• Clear understanding of how spending plans can support a district in transitioning from a traditional 90/10 spend plan to one that supports Enhanced TIA.</li> </ul> |
| <p><b>Please note:</b> All sections with an “*” will be provided to districts on the TEA TIA website.</p> |  |