

Questions for Technical Assistance Providers

Each year, TEA provides a list of Technical Assistance Providers that can support districts with Teacher Incentive Allotment (TIA). Below are some possible questions to ask or consider when selecting a provider.

General TIA Local Designation System Planning and Implementation

- For what components of the Teacher Incentive Allotment are you best prepared to provide technical assistance?
- Do you have a preview of your resources specific to the Teacher Incentive Allotment?
- How have you tailored your area of expertise to the goals and requirements of the Teacher Incentive Allotment?
- Is your training customized based on district size and need, or do you offer standard sessions?
- How can you help us align the goals of TIA with our district goals?
- Do you offer onsite visits and/or online support?
- What type of ongoing support do you offer in later stages of implementation?
- How will our district know the right people to train? Will you provide support for teachers?
- What districts have you worked with on similar initiatives? What were the outcomes?
- How do you engage trainees in active and applied learning?
- How have you assisted districts in developing a successful stakeholder engagement system and communication plan?
- How have you supported school districts through successful change management processes?
- How have you worked with districts on performance monitoring and continuous improvement?

Teacher Observation and Appraisal

- What experience do you have calibrating teams to observation scoring rubrics to ensure the rubric is used with fidelity?
- How have you worked with districts to create local rubrics or enhance local rubrics to align with Section 21.351?
- What additional experience do you have supporting districts with improving teacher observation procedures and data analysis?

Student Growth Measures

- What experience do you have working with districts to design valid and reliable student growth measures, such as SLO's portfolios, pre and post-tests?
- What experience do you have analyzing validity and reliability of district developed student growth measures?

Data Collection

- What processes and systems do you use to ensure teacher observation and student growth data are complete, accurate, and ready for submission and validation?
- How do you support districts in collecting, monitoring, and correcting TIA data throughout the year before submission deadlines?
- How do you integrate data from multiple systems (e.g., appraisal, assessment, SIS, and TIA platforms) to minimize errors and streamline data collection?

Data Analysis

- How have you worked with districts to analyze and act on trends in teacher observation data?
- Describe experience working with districts to analyze student growth data from STAAR and other standardized tests.
- How would you support districts in analyzing congruence between student growth data and teacher appraisal and planning next steps?

Spending

- How have you worked with districts to integrate departments to sustain long-term teacher recruitment and retention?
- How have you supported districts to incorporate innovative strategies in their spending plans to support district vision and goals?
- What experience do you have supporting districts in modifying hiring practices or salary scales in the context of a strategic compensation plan?
- What support do you offer for districts developing a communication strategy once their local designation system is approved?
- Once a district has an approved designation system, what support do you offer for large-scale changes in future years, such as adding new teacher groups or changing salary scales?

Strategic Compensation and Enhanced TIA

- Can you provide examples of dashboards, scorecards, or reports you use with districts to monitor progress and make decisions, and the measurable outcomes achieved through their strategic compensation system?
- How do you help districts develop a financially sustainable Enhanced TIA system that can be maintained long-term, including support for transitioning from a traditional salary schedule to a performance-based compensation system?
- How do you help districts use compensation, evaluation, staffing, retention, and student outcome data to refine the system over time?
- How do you support districts in creating project management, strategic staffing, and sustainability plans that extend beyond initial implementation?