

TIA Technical Assistance Provider List



2026-2027 School Year

The Technical Assistance Provider (TAP) list contains information submitted directly by providers interested in supporting districts with Teacher Incentive Allotment (TIA) implementation. Providers' areas of support are provided on the table. To view a provider's profile, statement of qualifications, and pricing information, select the provider's name from the list. Providers' areas of support are identified within the table. *For providers participating in Strategic Compensation/Enhanced TIA work, additional provider information is available on the TIA website.* This information is provided for informational purposes only; TEA does not approve, endorse, or certify providers. Districts are not required to use a provider and 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>Candor Consulting & Diagnostics</u>	✓	✓	✓	✓	✓	✓	
<u>DMAC</u>	✓	✓	✓	✓	✓		
<u>EdFuel</u>	✓	✓	✓	✓	✓	✓	✓
<u>EDpact</u>	✓	✓	✓	✓	✓	✓	✓
<u>Education Analytics</u>	✓		✓	✓	✓		
<u>Education Resource Strategies (ERS)</u>	✓					✓	✓
<u>Edugence – Mach B Technology</u>	✓			✓	✓		
<u>Eduphoria</u>	✓	✓	✓	✓	✓		
<u>engage2learn</u>	✓	✓	✓	✓	✓	✓	

Provider	General TIA Support	Teacher Observation	Student Growth Measures	Data Collection	Data Analysis	Spending	Strategic Compensation / Enhanced TIA
<u>EverRise</u>	✓			✓	✓	✓	
<u>Jerome A. Ciesiolka II</u>	✓	✓	✓	✓	✓	✓	
<u>Kreuz Consulting Group, LLC</u>	✓	✓	✓	✓	✓	✓	
<u>Live Life Fully, LLC</u>	✓						
<u>MoakCasey</u>	✓	✓	✓	✓	✓	✓	
<u>National Institute for Excellence in Teaching (NIET)</u>	✓	✓		✓	✓	✓	
<u>SAS Institute Inc.</u>	✓		✓		✓		
<u>Steady State Impact Strategies</u>	✓	✓	✓	✓	✓	✓	✓
<u>TNTP</u>	✓	✓	✓	✓	✓	✓	
<u>Visionist Design</u>	✓			✓	✓		

Activated Partners

Profile	Activated Partners brings deep experience working in and alongside large urban, suburban, and rural school districts across Texas. An understanding of the complexity of district work shapes our commitment to partnering with districts to design solutions that are practical, strategic, and centered on student impact. This shared commitment to meaningful outcomes guides our work and informs every new project. Teacher Incentive Allotment Support: Activated Partners guides districts step by step through the design and implementation process. Our approach develops a system that reflects unique priorities while producing fair, valid, and accurate data for district leaders and teachers. We help establish a strong foundation for strategic compensation and have a proven track record of helping districts unlock millions in state funding, with experience serving small rural, suburban, and large urban systems. Support includes 1:1 consulting, district training, resource development, in-depth data analysis, and thought partnership throughout the entire TIA journey.
Statement of Qualifications	Following the passage of House Bill 3, Betsy Cook partnered with TEA to convene teacher evaluation experts from across Texas and the nation and helped operationalize the Teacher Incentive Allotment through technical expertise, stakeholder feedback sessions, and TEA/Texas Tech training webinars. Activated Partners understands TIA as a strategic opportunity for districts to recognize, retain, and reward effective teachers through locally designed systems grounded in fair, valid, and reliable data. Activated Partners has supported more than 50 Texas districts, ranging from 23 to 10,000 teachers, in designing local designation systems aligned to district priorities. All supported districts have successfully passed the TEA/Texas Tech University data validation stage, unlocking more than \$55 million annually for teacher compensation. This experience positions Activated Partners to provide practical, responsive technical assistance to Texas school systems throughout the TIA journey.
Pricing	Full System Development Activated Partners typically uses a flat-rate pricing model for full TIA system development. Engagements include weekly or bi-weekly meetings, along with unlimited phone, text, and email support as needed. Services include stakeholder engagement, system component design, application development and submission support, guidance through full TEA system approval, development of the TIA guidebook, and training resources. Pricing is based on the scope of services, district size, implementation timeline, and the level of support needed. I 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 support needed to develop a strong, sustainable TIA system. Data Capture Year Activated Partners typically uses a flat-rate pricing model for TIA data capture year support. Engagements include weekly or bi-weekly meetings, along with unlimited phone, text, and email support as needed. Services include review of data collection practices, targeted system improvements, data model development, data analysis tools and best practices, teacher TIA scorecards, and data submission support. Costs may vary based on district size, system complexity, the number of eligible campuses or teacher groups, and the level of support needed throughout the data capture year. I 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 support needed for a successful data capture year.

Ongoing TIA Support

Activated Partners typically uses a flat-rate pricing model for ongoing TIA support beyond system development or the data capture year. Engagements include weekly or bi-weekly meetings, along with unlimited phone, text, and email support as needed. Services may include review of the current TIA system, support for expansion or modification requests, identification of eligible teaching assignments or courses for expansion, refinement of student growth measures, alignment to district recruitment and retention goals, stakeholder engagement, application development and submission support, guidance through TEA approval, updates to the TIA guidebook, training resources. Costs may vary based on district size, system complexity, the number of eligible campuses or teacher groups, the scope of the expansion or modification, and the level of support needed. I 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 support needed to maintain and strengthen a sustainable TIA system.

Additional Pricing Information

Activated Partners offers flexible pricing structures based on district needs, 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 review, stakeholder engagement, application revisions, training, or expansion and modification planning. Multi-year support options may also be considered for districts seeking continuity across system development, data capture, implementation, 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 TIA system.

Candor Consulting & Diagnostics

Profile	Candor is your one-stop shop for all things TIA, offering expert guidance as a former district administrator and TIA Lead, turnkey services for all areas of TIA, and proven strategies to help your district unlock maximum funding with minimal hassle. From plan design to data validation, we streamline every step to save districts time, reduce stress, and deliver a fully managed path to designate teachers as well as creating and maintaining the resources needed to implement TIA. Our supports are customized to the needs of each district to maintain culture, improve student growth, and build district capacity. We meet with districts in a variety of ways to ensure full support is met through each stage of the process through in- person, Zoom, phone calls, text messages, and emails. At Candor, we understand the importance of building a relationship with our districts and we are truly invested in your success.
Statement of Qualifications	As a former district administrator who led the TIA work from the beginning application year throughout two full payout cycles, my understanding of TIA is extensive and practical. I have written expansion plans to include 100% teacher eligibility, ranging from pre-tests/post-tests to portfolios, and have passed data validation successfully with high scores. TIA has many moving components that involve different departments making communication a critical key for success. With a background in curriculum and data, I look for ways to improve systems by focusing on student growth and teacher observation practices. I have used many different assessment vendors over the years and have a working knowledge of their data reports and how to use them effectively to capture student growth data. As a T-TESS approved administrator that leads T-TESS trainings, I can help grow administrators in their calibration practices and help guide choices regarding the teacher observation component.
Pricing	Full System Development Candor provides full TIA system development support using a flat-fee model customized to the needs and size of each district. Full system development support typically ranges from \$15,000-\$40,000 for small and mid-sized districts and includes assistance with stakeholder engagement, application development, committee facilitation, student growth measure selection, appraisal alignment, communication planning, documentation development, and implementation planning. Large districts may or may not fall in the same pricing range depending on the layers of support built into the district for data capture. Most districts engage in full system development support for 6-12 months during the application year. Pricing is influenced by district size, number of campuses, complexity of student growth measures, extent of stakeholder engagement needed, and the level of ongoing support requested. Smaller districts with fewer campuses and straightforward implementation needs typically fall at the lower end of the range, while larger districts with multiple campuses, extensive expansion plans, or customized supports typically fall at the higher end. Our goal is to provide turnkey support while building district capacity so systems can be successfully implemented and sustained long-term. Data Capture Year TIA data capture year support generally ranges from \$15,000-\$40,000 depending on district size, number of eligible teachers, and level of support required. Services may include data collection monitoring, teacher eligibility verification, student growth measure

support, appraisal monitoring, calibration support, data reviews, skew analysis, communication with district leaders, and preparation for data submission.

Districts with established systems and internal staff support typically require less intensive assistance and fall toward the lower end of the range. Districts implementing multiple student growth measures, supporting large numbers of eligible teachers, or needing frequent consultation and data reviews generally fall toward the higher end of the range.

Candor remains actively involved throughout the year to help districts maintain valid and reliable data collection practices while preparing for successful submission and validation.

Ongoing TIA Support

Ongoing TIA support for expansion, modification, designation, validation review, spending plan development, and strategic planning typically ranges from \$15,000-\$40,000 depending on the scope of work. Smaller projects, such as designation payout support, spending plan guidance, or targeted data analysis, generally begin around \$1,500.

Additional Pricing Information

Candor offers flexible support options ranging from project-based consulting to comprehensive multi-year partnerships. Districts may choose bundled services that include application development, data capture support, and designation year support at a reduced overall rate compared to contracting each phase separately. Multi-year agreements are available for districts seeking continuous support from application through designation and expansion. Pricing is based on district size, number of campuses, number of eligible teachers, complexity of the TIA system, travel requirements, and frequency of support meetings. Customized professional development, appraiser calibration training, data analysis projects, and strategic compensation planning may also be added as standalone services.

Candor is committed to providing affordable, scalable support that allows districts of all sizes to successfully implement and sustain high-quality TIA systems.

DMAC

Provider Profile	DMAC Solutions supports Texas schools (K-12) in successfully implementing the Teacher Incentive Allotment (TIA) by offering personalized, hands-on services. This includes 1:1 consulting, virtual/on-site meetings, and tailored resource development focused on TIA data collection, teacher evaluations, and student growth tracking. Software developed by DMAC helps to streamline TIA processes, ensuring accurate data capture, efficient reporting, and compliance with state requirements. The web-based tools combined with the support provided by DMAC trainers help districts develop sustainable systems for monitoring progress and maximizing TIA funding opportunities. Because each school has unique needs, DMAC customizes services to provide practical, actionable guidance, working directly with district leaders, campus teams, and teacher appraisers.
Statement of Qualifications	DMAC is uniquely qualified to support Texas school systems with the Teacher Incentive Allotment (TIA) through our deep understanding of state accountability, educator evaluation systems, and secure data management. TIA rewards highly effective teachers based on student growth, observation data, and other locally defined metrics. Our platform simplifies this process by capturing T-TESS evaluations, tracking student progress, and generating custom reports aligned with TIA requirements. We've supported hundreds of Texas districts with tools that promote data accuracy, transparency, and compliance. Our experience working directly with appraisers, administrators, and TEA guidelines positions us to offer both technical and strategic assistance. DMAC not only supports data submission but also builds district capacity for sustainability and local ownership. Through ongoing training, responsive support, and custom solutions, we help districts implement TIA with confidence and clarity—maximizing the program's impact on teacher retention, instructional quality, and student outcomes.
Pricing	Full System Development 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. Data Capture Year 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. Ongoing TIA Support 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

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Additional Pricing Information

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EdFuel

Provider Profile	EdFuel is a national nonprofit talent consulting organization. We help charter schools, traditional districts, and education-supporting nonprofits build the systems and practices that strengthen their people, which in turn strengthens student outcomes. Our Program Strategy and Impact team provides direct, hands-on technical assistance for Teacher Incentive Allotment planning, design, and implementation. We work shoulder-to-shoulder with district staff rather than handing off a template. Our customized support includes planning, project management, 1:1 consulting with HR and academic leadership, on-site and virtual stakeholder workshops, custom resource development like handbooks and planning guides, and data analysis to inform designation decisions. We support districts through every phase of TIA, from initial application and system design through data capture, validation, and multi-year spending plan development. We tailor our level of support to each district's capacity and goals.
Statement of Qualifications	EdFuel understands TIA as both a compliance framework and a strategic opportunity for districts to change how they recruit, develop, and retain effective teachers. Our team has supported districts through every TIA milestone: local designation system design, T-TESS calibration, student growth measure selection (VAM, Texas VAM, Student Learning Objectives, and pre/post assessments), data validation, and spending plan development. We have worked directly with Alief ISD and Pasadena ISD. Both were approved in their first year of application and data capture, and hundreds of teachers earned designation in each district. We are currently supporting Deer Park ISD, whose General TIA application was approved in April 2026 as the district moves into data capture for 2026-27. Our broader work in talent systems consulting, including compensation benchmarking and strategic staffing across the education sector, gives us a systems-level view of how TIA fits into a district's overall talent strategy.
Pricing	Full System Development EdFuel uses a flat-fee model, with pricing built from the scope of work anticipated for the project and adjusted for district size by number of campuses and teachers. Full TIA system development runs from initial planning through the first data capture year and includes local designation system design, stakeholder engagement, appraiser calibration, data system setup, and spending plan development. Pricing starts at \$30,000 for small districts (under 3,000 students) and \$60,000 for large districts (20,000+ students), with districts in between falling within that range based on scope and readiness. 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. Data Capture Year Data capture year support includes appraiser training and calibration, roster and student growth measure verification, quarterly data reviews, and pre-submission data validation. It is scoped as an add-on to system development or as standalone annual support. Pricing starts at \$30,000 for small districts (under 3,000 students) and \$60,000 for large districts (20,000+ students), with districts in between falling within that range based on scope and readiness. 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.

Ongoing TIA Support

Ongoing support beyond development and data capture (expansion, modification, and renewal) is scoped to the district's needs for that year. Services include revisiting design decisions against implementation data, adding teacher groups or growth measures, refreshing calibration, and updating the spending plan. It is priced as an annual support package scaled to scope. Pricing starts at \$15,000 for low-touch coaching support and starts at \$30,000 for small districts (under 3,000 students) and \$60,000 for large districts (20,000+ students) based on scope and readiness. 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

For smaller districts and those seeking cost efficiencies, EdFuel may offer a cohort model starting at \$15,000 per district, in which districts design core elements of their designation system together while still tailoring for local context. An hourly rate of \$300 is available for small, targeted scopes such as a single calibration session or spending plan review. EdFuel does not offer service fees contingent on TIA approval. Our fees cover EdFuel consulting services only and are separate from any third-party data platform, assessment, or tool costs a district may incur.

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 deep expertise in the design, implementation, and continuous improvement of Teacher Incentive Allotment (TIA) systems. Prior to founding EDpact, CEO Matt Pope worked with a nonprofit organization that contributed to the development of the Teacher Incentive Allotment through House Bill 3 during the 2019 Texas Legislative Session. Since TIA's inception, EDpact has partnered with districts across Texas to develop and strengthen local designation systems through stakeholder engagement, strategic planning, goal alignment, systems design, and data infrastructure development. We support districts in building and refining teacher observation and student growth measures that meet TIA requirements while improving instructional practice and educator effectiveness. Our team provides coaching, professional learning, implementation and data support, and change management strategies that help districts secure stakeholder buy-in, successfully navigate the application process, and sustain high-quality TIA systems that recognize and reward effective teaching.
Pricing	Full System Development EDpact offers full TIA system development services through a project-based pricing model. Services may include readiness assessment, stakeholder engagement, system design, TIA committee facilitation, student growth measure development, teacher observation system support, data analysis, spending plan development, application preparation, implementation planning, and capacity-building for district staff. Typical engagements range from 6-12 months depending on district readiness and implementation goals. Estimated Pricing: Small districts (<3,000 students): \$15,000-\$25,000, Mid-size districts (3,000-20,000 students): \$20,000-\$35,000, Large districts (>20,000 students): \$30,000-\$50,000+. Factors affecting cost include district size, number of teaching assignments, readiness of existing systems, stakeholder engagement needs, timeline requirements, travel, and the level of support requested. Districts requiring accelerated application timelines or extensive system development may incur additional costs. Data Capture Year EDpact provides Data Capture Year support through a combination of coaching, implementation monitoring, calibration support, data reviews, stakeholder communication, and submission preparation. Services include teacher observation system monitoring, student growth measure implementation support, data validation reviews, quarterly data meetings, correlation analysis, and preparation for data submission. Estimated Annual Pricing: Small districts (<3,000 students): \$15,500-\$25,000, Mid-size districts (3,000-20,000 students): \$20,000-\$40,000, Large districts (>20,000 students): \$35,000-\$50,000+. Pricing varies based on the



number of campuses, eligible teachers, student growth measures, calibration activities, data management needs, and frequency of support requested.

Ongoing TIA Support

EDpact supports districts with Expansion and Modification applications, system refinements, additional teaching assignments, spending plan revisions, stakeholder engagement, designation data reviews, calibration support, and continuous improvement planning. Estimated Pricing: Small districts (<3,000 students): \$15,000-\$30,000, Mid-size districts (3,000-20,000 students): \$20,000-\$40,000 Large districts (>20,000 students): \$30,000-\$55,000+. Pricing depends on the complexity of the expansion or modification, the number of new teaching assignments, stakeholder engagement requirements, and the amount of system redesign required.

Additional Pricing Information

EDpact offers flexible engagement options to meet district needs and budgets. Services may be provided through project-based contracts, annual support agreements, or multi-year implementation partnerships. Additional pricing considerations include: Hourly consulting rate: \$175-\$250 per hour; Full-day on-site facilitation: \$1,500-\$3,000 per day plus travel expenses; Virtual coaching and consultation: Available as part of project contracts or hourly engagements; Multi-year agreements: Available at discounted rates when districts engage EDpact for development, Data Capture Year support, and ongoing implementation services; Travel expenses: Billed separately when additional services included beyond the initial scope of work. EDpact prioritizes building district capacity and sustainability. Engagements are designed to leverage existing district resources whenever possible, helping districts maximize the impact of their TIA investment while reducing long-term dependence on external support.

Education Analytics

Provider Profile	Education Analytics (EA) is a 501(c)(3) non-profit organization headquartered in Madison, Wisconsin, employing 120+ research scientists, programmers, data engineers, data strategists, and support staff. Our deeply knowledgeable and experienced team provides our partners with multiple core services including Student Growth Measures, Data Analysis, and Human Capital Analytics.
Statement of Qualifications	EA is well-suited to support Texas TIA districts as they implement systems to identify, place, and compensate highly effective teachers in high-need areas. We are a field leader in the development and delivery of student growth measures for use in performance-based compensation and human capital decision-making. Our experience spans school districts, state education agencies, and multi-district initiatives — including an active partnership with the Texas Education Agency through the Texas Education Exchange, supporting data infrastructure and analytics across nearly 795 Texas districts. In addition to co-building student growth measures through value-added metrics, EA provides guidance on ensuring rigor of measures for non-tested grades and subjects, analysis and validation of multiple measures, effectiveness ratings, analysis and reporting on human capital trends, and operational analytics and reporting to support continuous improvement.
Pricing	Full System Development EA provides fixed-fee TIA implementation services including planning, system design, data validation, statistical modeling, application support, and implementation planning. Typical implementation requires 6–12 months. For large districts (20,000+ students), initial-year pricing generally ranges from \$200,000–\$500,000. Costs vary based on district size, timeline, data readiness, implementation complexity, and stakeholder engagement requirements. Small district pricing depends on regional collaboration or shared-service models and is scoped accordingly. Data Capture Year Annual fixed-fee support includes data validation, statistical analysis, technical assistance, documentation, and submission support. For large districts, annual pricing typically ranges from \$150,000–\$300,000. Costs vary by district size, number of participating educators, data quality, and level of support required. Small districts are generally served through regional or consortium models. Ongoing TIA Support Annual ongoing support includes system updates, expansion, model recalibration, application modifications, and technical assistance. Typical pricing for large districts ranges from \$150,000–\$300,000, depending on requested services and implementation complexity. Additional Pricing Information EA uses fixed-fee annual pricing rather than hourly billing. Multi-year engagements and bundled services provide predictable costs for districts. Pricing reflects district size, implementation scope, timeline, data readiness, customization requirements, and participation in regional partnerships.

Education Resource Strategies (ERS)

Provider Profile	ERS is a nationally recognized leader in talent strategy and resource management, with deep experience supporting districts in Texas to reimagine teacher and leader compensation. While we engage with districts at a range of intensities, we specialize in deep district partnership with support tailored to individual district context and need. We are an especially strong fit for districts looking to design TIA systems through a collaborative design process, with deep stakeholder engagement, and in a way that sets up the cross-departmental systems and data infrastructure to ensure strong launch and implementation.
Statement of Qualifications	Deep TIA Knowledge: ERS actively supports districts in integrating Teacher Incentive Allotment (TIA) funds into sustainable base-pay models. We are intimately familiar with the requirements of HB 2 and the criteria for Enhanced TIA designation, ensuring our partners are well-positioned to maximize state funding while building financially sustainable systems. Strategic Compensation Expertise: We have partnered with major Texas districts to redesign compensation systems that reward effectiveness and prioritize hard-to-staff roles, including successfully applying for Enhanced TIA designation. Statewide Leadership in Texas: ERS led the Texas Strategic Resource Use Network, supporting over 60 districts to optimize resources for student success. Data-Driven Modeling: Our proprietary financial modeling tools allow districts to stress-test compensation scenarios against multi-year revenue projections, ensuring that bold strategic shifts are fiscally responsible.
Pricing	Full System Development Full TIA system development is priced at \$20,000–\$50,000 per district, structured as a fixed fee scoped at the outset of the partnership. Engagements typically span 12-18 months, aligned to the TIA application cycle from initial design through System Application submission. Services include: facilitation of the district's designation system design (teacher observation and student growth measure selection, weighting, and designation thresholds); development of the strategic compensation structure and spending plan, including integration with the district's salary schedule and multi-year sustainability modeling; drafting and pressure-testing the full System Application against TEA's Full Readiness criteria; and stakeholder engagement throughout (e.g., board, leadership, and teacher-facing) to build the trust a designation system requires to succeed. Pricing within the range is driven by the district's starting point and scale. Districts with established appraisal systems, existing and aligned systems around student growth measures, and functioning data infrastructure fall toward the lower end; districts building these components from the ground up, using multiple assessment types, or requiring intensive stakeholder engagement price toward the upper end. District size affects cost primarily through the number of teacher categories and intensity of stakeholder engagement.



Data Capture Year

Data capture year support is priced at \$15,000–\$30,000 per district. Services include coordination of designation systems during the capture year (appraisal calibration, student growth data collection and validation), data infrastructure setup and quality checks, and ongoing stakeholder engagement to maintain teacher trust through the first year of live data. Pricing within the range is driven primarily by district size and by complexity: the number of unique student growth measures and assessments in use, the maturity of existing implementation systems, and the state of the district's data infrastructure.

Ongoing TIA Support

Ongoing TIA support beyond development or data capture is priced at \$15,000–\$30,000 per district. Services include system revision through the Expansion and Modification Application (adding designation categories, extending eligibility, pursuing Enhanced TIA), continuous improvement of assessment and data systems based on capture-year results, and stakeholder engagement to sustain teacher trust as the system evolves. Each partnership is scoped to the district's context, with pricing driven by the scale of the expansion or modification, the depth of continuous improvement needed in assessment and data systems, and the intensity of stakeholder engagement required.

Additional Pricing Information

Not applicable.

Edugence – Mach B Technology

Provider Profile	Edugence manages comprehensive data warehousing, educational/business intelligence and instruction management system for K-12 school districts. Our TIA support includes data support for aligning student teacher rosters, aligning student growth and assessment data to students and teachers, modules for teacher appraisal, defining multiple growth metrics for different courses, and computing teacher designations using appraisal, student growth data, and any school wide measures on a web based platform.
Statement of Qualifications	Edugence has been partnering with K-12 school districts in providing data, technology, and training on assessment, curriculum, appraisal, and analytics systems since 2003. We specialize in building analytics platforms, online assessment platforms, and curriculum warehouses for school districts. We currently work with multiple district in the Dallas-Fort Worth area to support data and analytics needs of TIA. The systems that we have build uses SIS systems to verify student-teacher linkages to compute growth measures; have districts that uses our appraisal platform to implement T-TESS and T-PESS. We have build analytics and growth calculations systems that integrate with student SIS to computer teacher, campus, and district level growth calculations.
Pricing	Full System Development To fully implement TIA data entry, teacher-student verification, designation calculation, and TIA analytics and reports warehouse, the fee is \$3-4 per student (based on district size) with SIS integration fee range from \$3000 - \$10,000 based on district size. Data Capture Year To fully implement TIA data entry, teacher-student verification, designation calculation, and TIA analytics and reporting warehouse, the fee is \$3-4 per student (based on district size) with SIS integration fee range from \$3000 - \$10,000 based on district size. Data integration fee: Less than 10,000 students - \$3,000, 10,001 - 30,000 students - \$5,000, and greater than 30,000 students - \$10,000. Ongoing TIA Support For any additional data needs, our fee is \$600 per data for a consultant/analyst. Additional Pricing Information Not applicable.

Eduphoria

Provider Profile	Eduphoria! is a Texas-based education technology provider. We empower Texas school districts with the integrated software tools and strategic guidance required to build, implement, and maintain local teacher designation systems. Utilizing our powerful platforms, Strive and Aware, we help districts streamline teacher appraisals, establish secure student growth measures, and isolate data skew to ensure system validity. To ensure long-term district success, Eduphoria offers tiered, comprehensive levels of support tailored to local capacity: • Web-based or Onsite Training: Comprehensive software onboarding and application workflows for administrators and educators. • 1:1 Consulting & Custom Consultations: Targeted administrative guidance to apply Eduphoria's tools to your specific needs, no matter what framework you implement. • Data Analysis & Validation Support: Correlation tools to map appraisal ratings alongside student growth metrics. • Resource Development: Access to pre-built evaluation templates and specialized test item banks to capture reliable growth data.
Statement of Qualifications	As an integrated teacher evaluation and student assessment system, Eduphoria is uniquely positioned to provide technical assistance for the Teacher Incentive Allotment. Because our platforms support the evaluation and student growth data used in local designation systems, we understand the importance of data quality, validity, reliability, and responsible implementation. Our team brings extensive experience in public education, assessment, educator evaluation, and instructional leadership, and we apply research-based practices throughout product design, implementation, and support. From the statewide adoption of T-TESS through the implementation of TIA, we have recognized that successful outcomes depend on more than software; they require strong processes, evaluator calibration, reliable student growth measures, and sustained professional learning. This commitment is reflected in Eduphoric, our annual conference, which includes sessions on assessment literacy, inter-rater reliability, valid and reliable student growth measures, staff development, and culturally responsive leadership.
Pricing	Full System Development Our full Teacher Incentive Allotment (TIA) system development service guides districts from initial concept to a fully drafted application. This includes stakeholder engagement workshops, human capital alignment, student growth measure consulting (e.g., portfolios, pre/post-tests), and a comprehensive system review by our application experts to maximize the district's investment. • Pricing Model: Services are billed using a hybrid model of \$2,950 per day for onsite services and \$295 per hour for web-based consulting. • Duration: Typically spans 6 to 12 months, depending on when the district begins the planning phase prior to application submission.

- Factors Affecting Cost: * District Size: Larger districts with numerous campuses usually require more onsite stakeholder engagement and consensus-building days.

Data Capture Year

Services Included: Support during the critical data capture year includes data validation checks, mid-year implementation reviews, correlation analysis between teacher appraisal ratings (T-TESS or local) and student growth data, and statutory compliance monitoring.

- Pricing Model & Variations: Blended approach utilizing \$2,950/day onsite and \$295/hour virtual.
- Small/Rural Districts: Typically require less data aggregation. Support is primarily web-based (approx. 4–12 hours), focusing on data processes.
- Large/Complex Districts: High volume of data across multiple campuses often requires 1–2 onsite data audit days (\$2,950 – \$5,900) combined with 10+ hours of virtual data review and consultation to prepare for Texas Tech University (TTU) review.

Ongoing TIA Support

Services Included: We support districts looking to expand their TIA footprint to new campuses, add new teaching categories, or modify their existing local designation system based on annual data reviews or TEA policy updates.

- Scope: Scope is highly flexible and customized based on the magnitude of the change.
- Minor Modifications: (e.g., updating cut-points or tweaking an appraisal rubric) are handled entirely via web-based consultation at \$295 per hour.
- System Expansion: (e.g., expanding from an initial Cohort rollout to a district-wide system) mimics a mini-development cycle, combining 1–2 onsite strategic planning days (\$2,950/day) with web-based application drafting support (\$295/hour)

Additional Pricing Information

Districts partner with us using a transparent, flat-rate schedule that avoids hidden fees or "pricing upon request" ambiguities:

- Standard Rates: Onsite consulting is flat-rated at \$2,950 per day (inclusive of standard travel expenses). Web-based support, application drafting, and technical assistance are billed at \$295 per hour.
- Custom Service Bundles: Rather than charging piecemeal, we collaborate with districts to review their existing infrastructure and build a predictable, capped-cost Service Bundle for the fiscal year (e.g., bundling 3 onsite days and 20 virtual hours into a single scope of work).
- Multi-Year Options: Districts can secure our current rates across a multi-year agreement covering System Development through Data Capture and submission to ensure budget predictability across multiple fiscal cycles

Provider Profile	Since 2011, engage2learn (e2L) has partnered with state agencies and nearly 300 districts, empowering 79,000 educators to improve student outcomes. As a premier talent development partner, we specialize in delivering smart, job-embedded professional learning and coaching systems designed to build internal capacity, foster equity, and increase teacher retention. To meet the diverse needs of Texas districts, we offer flexible, comprehensive levels of support, including: 1:1 and Cohort Coaching utilizing our research-based competencies; On-Site & District Training for administrators and educators; Resource Development aligned with change management initiatives; and Data Analysis & Reporting providing actionable insights into educator growth and ROI. Through our exclusive collaborative partnerships, we integrate advanced triangulation tools, such as the nationally recognized 7Cs Student Perception Survey™, to accurately align instructional efficacy, teacher evaluation metrics, and student achievement goals. Our evidence-based solutions ensure every district receives the targeted assistance needed to help educators and students thrive.
Statement of Qualifications	Since 2019, engage2learn (e2L) has partnered with Texas school systems as a trusted provider across all TIA specialty areas. We understand TIA is a vital systemic lever to recruit, reward, and retain highly effective educators through rigorous local designation systems. To ensure system validity, we align our work directly to T-TESS, utilizing our 12 e2L Best Practices mapped precisely to T-TESS domains and dimensions. We work alongside districts to ensure designation systems include calibrated teacher observations, reliable student performance components, and strict implementation fidelity. Powered by our platform, GroweLab, e2L automates data correlation. Furthermore, our unique capacity to deploy the research-proven, externally validated 7Cs Student Perception Survey™, a premier metric from the Measures of Effective Teaching (MET) project, allows us to help districts confidently identify high-yield teaching practices that drive genuine student growth.
Pricing	Full System Development e2L builds pricing using a flat daily rate per e2L facilitator across PK-12 grade levels. For a full 9+ month design cycle, costs are driven directly by the required service days tailored to district needs. Comprehensive on-site Needs Assessment & Analysis is priced at \$3,730 per day. System alignment workshops are conducted via on-site Training units at \$3,930 per day, per 30 participants. Total development variables depend entirely on the final number of consulting and design days mapped out with district leadership. Data Capture Year Support during the capture year scales directly with the intensity of teacher and leadership development needed. Campus-level calibration uses on-site training blocks at \$3,930 per day, per 30 participants. Specialized on-site Trainer of Trainers modules are priced at \$4,730 per day. Standalone deployment of the 7Cs Student Perception Survey™ framework is structured as a tiered data analysis and reporting solution, priced at a flat \$12,000 to \$19,800 based on 1 to 3 administrations. Ongoing TIA Support Ongoing support focuses on continuous, job-embedded coaching structures to transition capacity over time. Personnel calibration uses on-site Coaching modules at \$3,730 per day, accommodating up to 18 coaches daily through a customized mix of

PLC sessions, 1:1 coaching, lesson modeling, and observation/feedback loop tracking. To expand campus capacity, the Instructional Leader Multiplier Network provides tiered annual license structures that adjust cost by the number of active campuses, ranging from \$3,960 for a single campus down to \$2,376 per campus for networks with over 190 sites, including full access to an AI Observation agent, virtual collaboratives, and deep-dive workshops.

Additional Pricing Information

Districts must account for mandatory baseline platform and project infrastructure variables:

- Project Management: Factored at 20% of the pre-travel services total.
- GroweLab Platform Access: Tiered annual license structures that adjust cost by the number of active campuses, ranging from \$3,960 for a single campus down to \$2,376 per campus for networks with over 190 sites.
- 7Cs Student Perception Survey™: Ranging from \$12,000 to \$19,800, depending on the number of administrations, from 1 to 3

EverRise

Provider Profile	EverRise is a research-informed data and implementation partner that helps school systems collect, analyze, and act on educator effectiveness and student experience data (climate data) to support continuous improvement, including Teacher Incentive Allotment (TIA) systems. Services include the design and administration of culture and student experience assessments, secure GDPR-compliant data collection, longitudinal tracking, dashboard access, custom district reporting, and data analysis. EverRise works directly alongside district leaders to interpret data, align results to local goals, and inform professional development and teacher effectiveness systems. Support includes 1:1 consulting with district points of contact, assessment customization, data review sessions with superintendents and campus leaders, coaching and professional development planning, thought leadership, and resource development. EverRise also supports data aggregation and integration through API connections, including the incorporation of teacher observation data to streamline reporting and support local designation system implementation.
Statement of Qualifications	EverRise is a research-informed data and implementation partner with experience supporting district-wide assessments and continuous improvement initiatives across the United States. Our team brings extensive experience in district leadership, school leadership, IRB approved research (with four staff members having doctorates), project planning, and large-scale implementation, providing practical insight into the complexities of leading system-wide change. We understand that the TIA requires districts to develop and sustain LDS that incorporate teacher data and student growth measures while ensuring equity, transparency, reliability, and implementation fidelity. Through attending TIA conferences and collaborating year-round with district TIA leaders, EverRise has built systems and platforms to streamline: secure data collection, longitudinal reporting, stakeholder engagement, data analysis, and implementation planning. Through collaborative strategic planning, custom dashboard reporting, and ongoing technical and service assistance, our team helps districts build the internal capacity and processes needed to successfully implement and sustain their LDS.
Pricing	Full System Development EverRise does not follow a standard pricing structure. Instead, pricing is determined by the various consultation options tailored to each district's unique needs and readiness (Specifics on pricing are listed below). The support plan and associated pricing are customized to address the immediate needs of each partner district, with recognition that a district's size may influence its available resources and capacity. Partner districts may also request additional support beyond the traditional TIA system development and engagement process. EverRise's ability to support partner districts across a variety of contexts enables a flexible, collaborative approach to defining the scope of work. EverRise is firmly committed to the belief that the cost of services should never be a barrier to access and success. Data Capture Year The pricing options are shaped by the customizable support developed through collaborative planning with each partner district and are decided based on the size and/or needs of the district. Large districts could start at \$200,000 per year (with additional services added where needed) while smaller districts could start at \$75,000 per year (with additional services added where needed). A 5-year partnership will result in lower prices throughout the length of the contract with the first year being the highest cost to account for implementation of the program. Each district's needs, readiness, resources, and capacity are carefully

evaluated to determine the appropriate level of support, especially when using our one-of-a-kind platform to seamlessly gather all data and produce teacher designations automatically. Our primary approach is to use central office and ESC personnel to lower cost and use available resources whenever possible, promoting the long-term sustainability of the work while minimizing expenses to partner districts.

Ongoing TIA Support

Each district's needs, readiness, resources, and capacity are carefully evaluated to determine the appropriate level of support. In the Expansion and Modification phases, large districts could start at \$200,000 per year (plus additional services as needed or requested). Smaller districts could start at \$75,000 per year (plus additional services as needed or requested). Longer term partnerships will result in lower prices per year. The Expansion and Modification phases could be higher costs per year due to the need to accommodate the implementation of systems and processes. Further, EverRise will be providing compelling data to guide strategic planning and district-wide initiatives at this point in the working relationship.

Additional Pricing Information

A 5-year partnership will result in lower prices throughout the length of the contract with the first year being the highest cost to account for implementation of the program. Using the first-of-its-kind platform to integrate different school assessments, such as culture assessments, leadership assessments, consulting, professional development, etc. can be bundled into the total price with TIA being the core product offering. These bundles would start at \$100,000 for small districts and \$250,000 for larger districts.

Jerome A. Ciesiolka II

Provider Profile	As a retired TIA Director and curriculum specialist, I now provide technical assistance to districts developing, implementing, and refining Teacher Incentive Allotment local designation systems. Services include 1:1 consulting, on-site and virtual planning meetings, district and campus training, resource development, assessment review, data analysis, stakeholder communication support, and implementation monitoring. Support may focus on system design, teacher observation processes, student growth measures, locally developed assessments, data validation, designation readiness, and continuous improvement. With direct district-level experience leading TIA implementation, I am well positioned to help districts build practical systems that align with TEA requirements while remaining understandable and usable for campus leaders, teachers, and district teams. Levels of support can be customized based on district need, from targeted technical review to ongoing implementation support across planning, data collection, analysis, reporting, and refinement.
Statement of Qualifications	As a retired TIA Director and curriculum specialist, I bring direct experience designing, implementing, and refining Teacher Incentive Allotment local designation systems. My work leading and later consulting with Killeen ISD contributed to more than 800 teacher designations and over \$15 million awarded. I understand TIA as a connected system requiring valid student growth measures, reliable appraisal processes, secure data workflows, clear communication, and alignment across HR, curriculum, campus leadership, and finance. In addition to direct implementation work, I have shared tools, models, and guidance with leaders in Northside, Richardson, Corpus Christi, and other Texas districts exploring or refining their own TIA systems. My areas of focus include system design, assessment alignment, data validation, Power BI reporting, implementation planning, stakeholder training, and continuous improvement.
Pricing	Full System Development Consulting costs vary based on district need and the scope of work requested. Support may be structured as targeted data support and collection review, initial system setup, assessment or data validation, district training, on-site consultation, ongoing implementation support, or a customized combination of services. As a general reference, the average rate for an on-site presentation or consulting is \$200/hour plus travel fees. However, virtual consultation fees are lower and final contract rates are determined based on the agreed-upon scope of work, level of support, timeline, preparation required, travel needs, and district-specific priorities. Data Capture Year Pricing for TIA data capture year support varies based on each district's needs, readiness, size, system complexity, and requested scope of work. Support may range from targeted data review and technical assistance to broader implementation support for data collection, validation, reporting, and designation readiness. Districts are encouraged to schedule a free initial consultation to discuss current needs, local capacity, existing resources, and goals for the data capture year. Following that consultation, a customized scope of work and quote can be developed to match the level of support needed while helping the district build sustainable local processes.

Ongoing TIA Support

Pricing for ongoing TIA support beyond development or data capture varies based on each district's needs, system complexity, and requested scope of work. Support may include assistance with Expansion or Modification planning, review of current system performance, refinement of student growth measures, updates to eligible teaching assignments, data process improvement, stakeholder communication, training for new district or campus leaders, reporting support, and preparation for future submission or resubmission requirements. Districts are encouraged to schedule a free initial consultation to discuss current implementation status, local capacity, existing resources, and goals for continued TIA refinement. Following that consultation, a customized scope of work and quote can be developed to match the level of support needed while helping the district strengthen, sustain, and improve its local designation system over time.

Additional Pricing Information

Additional pricing details are determined through the initial consultation and proposed scope of work. Hourly consultation, on-site support, virtual support, data review, training, and resource development may be priced differently depending on the type and intensity of support requested. As a general reference, consulting is typically based on a \$200 hourly rate, with travel fees applied when on-site support is requested beyond 60 miles.

Districts may request targeted support for a specific need, a defined service bundle, or broader ongoing assistance across implementation, data review, reporting, Expansion, Modification, or continuous improvement. Multi-year support options may also be considered for districts seeking continued implementation monitoring, annual data review, system refinement, or capacity-building support. Final pricing is based on district size, system complexity, timeline, preparation required, travel needs, deliverables, and the level of district support requested.

Kreuz Consulting Group, LLC

Provider Profile	Kreuz Consulting Group, LLC offers customized consulting services for the development and implementation of a Teacher Incentive Allotment plan. We have supported over 75 school districts with this process in Cohorts A-I. We provide 1:1 consulting support to district and campus leaders throughout the TIA process to ensure the plan that is developed and implemented is rigorous and fair. We offer both a turnkey approach to this work as well as individualized support to fit a district's needs. Services range from TIA plan development to calculating Designations and everything in between. Our goal is to ensure a district's approval of the application and data validation processes. Our President and Founder has worked with teacher incentive pay initiatives in Texas for over 20 years. We look forward to helping districts with the TIA process in an effort to identify and reward the highest performing teachers with a TIA Designation!
Statement of Qualifications	For over 20 years, Dr. Kreuz has led partnerships with numerous Texas school districts, ESCs, and universities to improve human capital in Texas public schools through the implementation of teacher incentive initiatives including serving as: (1) Project Director on the statewide technical assistance program for D.A.T.E. in partnership with TEA; (2) Executive Director for the Texas TAP System; and (3) Project Director on four federal Teacher Incentive grants totaling \$177 Million. That background and experience has uniquely positioned her as a state expert on teacher incentive pay initiatives where she has supported over 75 Texas districts with the development and implementation of approved TIA plans. Dr. Kreuz works with Texas school districts to develop a plan that meets the unique needs of the district. She understands that Teacher Incentive initiatives are not a one-sized-fits-all approach. She helps ensure that TIA is aligned to the district's curriculum and other programs/initiatives.
Pricing	Full System Development Kreuz 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 of a TIA plan. Other districts request consulting support or training services after the process is already well underway in the district. We offer support with building capacity on TIA with district and campus leaders, teacher stakeholder groups, and school boards. We conduct strategic planning sessions to fit the needs of an individual school district in order to develop an effective TIA plan. We also support districts with completing the TIA 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. Consulting hourly rates start at \$250/hour. Our goal is to provide effective consulting services at minimal cost to Texas districts. Data Capture Year Kreuz 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 implementation of a TIA plan. Other districts request consulting support or training services after the process is already well underway in the district. We offer support with building capacity on TIA with district and campus leaders, teacher stakeholder groups, and school boards. We conduct strategic planning sessions to fit the needs of an individual school district in order to implement an effective TIA plan. We conduct data analyses to determine whether there is skew in T-TESS



data as it relates to student growth outcomes and provide training and support for district and campus administrators in order to ensure a high correlation. We also support districts with their calculations of TIA Designations after the data capture year. 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.

Ongoing TIA Support

Kreuz 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 implementation of a TIA plan. Other districts request consulting support or training services after the process is already well underway in the district. We offer support with building capacity on TIA with district and campus leaders, teacher stakeholder groups, and school boards. We conduct strategic planning sessions to fit the needs of an individual school district in order to implement an effective TIA plan. We conduct data analyses to determine whether there is skew in T-TESS data as it relates to student growth outcomes and provide training and support for district and campus administrators in order to ensure a high correlation. We also support districts with their calculations of TIA Designations after the data capture year. 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.

Additional Pricing Information

Kreuz Consulting Group, LLC does not have a standard pricing structure due to the vast variation of needs across districts with this 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.

Live Life Fully, LLC

Provider Profile	Live Life Fully, LLC provides leadership development, implementation coaching, professional learning, and capacity-building support for Texas school systems. Our work helps district and campus leaders strengthen clarity, communication, culture, stakeholder trust, and sustainable implementation practices. Services include 1:1 leadership coaching, on-site leadership team meetings, district training, facilitated planning sessions, resource development, implementation support, and follow-up coaching. LLF specializes in helping leaders move from ideas to aligned action by supporting change management, staff engagement, communication systems, and practical implementation routines. Our approach is especially helpful for districts navigating new initiatives, leadership transitions, campus improvement efforts, educator retention challenges, and culture-building work. We partner with school leaders to create clear goals, strengthen ownership, and build systems that can continue beyond the consulting engagement.
Statement of Qualifications	Live Life Fully is qualified to support TIA planning and implementation through its experience in leadership development, educator professional learning, coaching, stakeholder engagement, and implementation support. LLF understands that successful TIA implementation requires more than technical compliance; it requires clear communication, leader alignment, teacher trust, sustainable routines, and district ownership. Our work supports school systems as they build shared understanding, prepare leaders for change, engage stakeholders, and strengthen the systems needed for implementation fidelity. Founder Kimberly Boyd brings nearly 30 years of experience supporting individuals, teams, and organizations through growth, behavior change, communication, and leadership development. LLF's educator-focused branch, The Collective by Live Life Fully, provides professional development aligned to educator leadership, school culture, clarity, communication, and sustainable implementation. LLF is prepared to collaborate with district TIA leads and technical experts to support the human, leadership, and implementation side of TIA.
Pricing	Full System Development LLF offers TIA planning and implementation support focused on leadership alignment, stakeholder engagement, communication planning, change management, implementation routines, and district capacity-building. Full system development support is offered as a 6–9 month engagement ranging from \$18,000–\$45,000, depending on district size, number of campuses, level of stakeholder engagement, and intensity of support requested. Services may include leadership planning meetings, stakeholder engagement sessions, communication support, implementation coaching, resource development, preparation for data capture routines, and monthly follow-up coaching. LLF does not serve as a product, platform, or assessment vendor. When technical TIA data modeling, compensation design, or student growth validation support is needed, LLF will coordinate with district personnel or an approved technical partner to ensure fidelity to TIA requirements. Data Capture Year TIA data capture year support ranges from \$12,000–\$30,000 depending on district size, number of campuses, leadership capacity, and requested meeting frequency. Services may include monthly or biweekly implementation coaching, monitoring of leadership action steps, support for communication with campus leaders and teachers, stakeholder feedback routines, meeting facilitation, and support for addressing implementation barriers. LLF's role during data capture is focused on implementation fidelity, leader

alignment, staff communication, and change management. Districts needing technical data validation, data submission, or student growth measure analysis should maintain internal data support or partner with a technical TIA data expert.

Ongoing TIA Support

Ongoing TIA support is available through quarterly, monthly, or biweekly coaching models ranging from \$6,000–\$24,000 annually. Services may include implementation check-ins, leadership coaching, stakeholder communication support, culture and retention strategy, expansion planning support, renewal preparation conversations, and support for maintaining district ownership over time. Support is scaled based on district size, number of participating campuses, meeting frequency, and requested deliverables.

Additional Pricing Information

LLF offers hourly consulting at \$250 per hour, half-day on-site facilitation at \$2,500, full-day on-site facilitation at \$4,500, and virtual leadership coaching packages beginning at \$1,500 per month. Travel outside the Greater Houston area is billed separately or included in a negotiated flat-rate agreement. Multi-year agreements and small/rural district pricing may be negotiated to support sustainability and cost-effectiveness. LLF is willing to create phased scopes of work so districts can begin with planning support and expand services as implementation needs become clearer.

MoakCasey

Provider Profile	MoakCasey partners with Texas school districts to design, implement, and sustain high-quality Teacher Incentive Allotment (TIA) systems. Services include strategic planning, local designation system design, application development and submission, implementation support, data analysis, stakeholder engagement, and continuous improvement planning. Support is tailored to each district's needs and may include one-on-one consulting, on-site leadership meetings, teacher committee facilitation, district and campus training, resource development, project management, application review, and ongoing implementation coaching. Whether serving as a collaborative partner alongside district leadership or as a project lead managing the TIA process from planning through submission, MoakCasey focuses on building sustainable systems that meet TEA requirements while reflecting each district's unique goals and priorities.
Statement of Qualifications	MoakCasey provides technical assistance grounded in firsthand experience leading Teacher Incentive Allotment systems within Texas school districts. Our consultants have served as district leaders responsible for designing, implementing, managing, expanding, and continuously improving local designation systems from initial planning through validation and annual application updates. This experience provides a practical understanding of the technical, operational, and organizational work required for successful TIA implementation. We have led stakeholder engagement, developed student growth measures, calibrated appraisers, managed data capture, analyzed validation results, and refined systems based on continuous improvement. Because we have been responsible for the day-to-day implementation of TIA, we provide practical, experience-based guidance that helps districts build sustainable systems aligned with TEA requirements while developing long-term district capacity.
Pricing	Full System Development MoakCasey provides flexible pricing based on the scope of services, district size, implementation timeline, and level of support requested. Consulting services are available at a rate of \$2,000 per day for on-site or dedicated consulting support or \$250 per hour for targeted technical assistance and virtual consulting. Districts may engage MoakCasey through one-year, two-year, or three-year contracts based on their implementation needs. A three-year partnership provides comprehensive support throughout the full TIA lifecycle—from application development and submission, through the data capture year, to first-year validation and continuous improvement planning. Full TIA system development may include strategic planning, local designation system design, stakeholder engagement, application development, implementation planning, training, data review, submission support, and ongoing technical assistance. The total number of consulting days or hours is determined collaboratively with each district based on its existing TIA implementation status, staffing capacity, and desired level of support. MoakCasey develops a customized scope of work that aligns services, timeline, and budget with district goals. Data Capture Year MoakCasey provides flexible pricing for TIA data capture year support based on the district's size, implementation phase, and level of assistance requested. Consulting services are available at \$2,000 per day for on-site or dedicated consulting support or \$250 per hour for targeted technical assistance and virtual consulting. Data capture year services may include implementation monitoring, stakeholder support, observation and student growth measure guidance, data quality reviews, progress monitoring, annual application updates, validation preparation, and ongoing technical assistance. The scope of services and total consulting

days or hours are determined collaboratively with each district based on its specific needs, staffing capacity, number of eligible teachers, and overall complexity of implementation.

Ongoing TIA Support

MoakCasey provides ongoing TIA support using a flexible pricing model based on the district's goals, scope of work, and level of assistance requested. Consulting services are available at \$2,000 per day for on-site or dedicated consulting support or \$250 per hour for targeted technical assistance and virtual consulting. Ongoing services may include expansion planning, local designation system modifications, annual application updates, governance and spending plan revisions, stakeholder engagement, implementation coaching, data review, continuous improvement planning, and preparation for future submissions and validation cycles. The total number of consulting days or hours is determined collaboratively with each district based on the complexity of the work, district size, and desired level of support.

Additional Pricing Information

MoakCasey offers flexible engagement options to meet the unique needs of each district. Services may be provided on an hourly basis (\$250 per hour), daily basis (\$2,000 per day), or through a customized multi-year scope of work. Multi-year partnerships allow districts to receive consistent support across planning, implementation, data capture, expansion, and continuous improvement while aligning services with annual TIA milestones. Travel expenses for on-site services are billed separately in accordance with the agreed-upon contract. Final pricing is based on the scope of services, district size, implementation phase, and level of support requested.

National Institute for Excellence in Teaching (NIET)

Provider Profile	The National Institute for Excellence in Teaching (NIET) partners with districts across Texas to design and implement educator effectiveness systems that support teacher growth, improve student outcomes, and maximize Teacher Incentive Allotment (TIA) opportunities. NIET provides customized support throughout the TIA process, including application development, local designation system design, teacher observation and appraisal, evaluator calibration, data analysis, strategic compensation planning, change management, and communication. Support is available through 1:1 consulting, on-site coaching, district and campus training, leadership development, resource creation, and implementation planning. NIET also assists districts in monitoring inter-rater reliability, score inflation, and the alignment between educator performance and student outcomes. Services are tailored to district needs and can include ongoing coaching and follow-up support for district leaders, principals, appraisers, and teacher leaders.
Statement of Qualifications	The National Institute for Excellence in Teaching (NIET) is a national nonprofit organization with more than 25 years of experience helping states, districts, and schools build educator excellence and improve student outcomes. NIET has partnered with more than 8,500 schools nationwide and has extensive experience supporting Texas districts in designing and implementing educator effectiveness systems aligned to the Teacher Incentive Allotment (TIA). Our expertise includes teacher observation and appraisal, evaluator calibration, data analysis, strategic compensation design, leadership development, teacher leadership, and change management. NIET understands that successful TIA implementation requires accurate and reliable educator evaluations, strong alignment between teacher performance and student outcomes, and sustainable systems that support continuous improvement. Through customized technical assistance, coaching, training, and implementation support, NIET helps districts develop, refine, and sustain local designation systems that strengthen instruction, build leadership capacity, reward educator effectiveness, and maximize the impact of TIA funding.
Pricing	Full System Development NIET provides TIA system development support using a daily-rate consulting model. Current pricing is \$2,750 per day inclusive of travel, with half-day increments available. Services may include TIA application development, stakeholder engagement, strategic planning, local designation system design, observation and appraisal system development, evaluator calibration planning, student growth measure planning, data collection and validation processes, communication planning, spending plan development, and implementation planning. The duration and scope of support are customized based on district needs, timelines, existing systems, and level of readiness. One example of this would be a recommended number of days for calibration walks and support would be 3 days a year for each target campus. Factors affecting cost include the complexity of the local designation system, the number of stakeholder groups involved, the amount of training and coaching required, implementation timelines, and the level of support requested. NIET works collaboratively with each district to develop a support plan that aligns with district goals, capacity, and budget while ensuring compliance with TIA requirements.

Data Capture Year

NIET provides data capture year support using the same daily-rate consulting model of \$2,750 per day inclusive of travel. Services may include observation system implementation, appraiser calibration, observation and student growth data reviews, data validation support, stakeholder communication, designation readiness reviews, implementation monitoring, coaching for district and campus leaders, and assistance with data submission preparation.

Costs are driven primarily by the scope and complexity of support rather than district size alone. Factors that may influence the number of support days include the number of participating campuses, the number of appraisers requiring calibration support, the complexity of student growth data, existing district capacity, and the level of implementation monitoring requested. Smaller districts often require fewer overall support days (such as 5-10 days), while larger or more complex districts may benefit from more frequent coaching, data reviews, and implementation support throughout the data capture year (such as 15-20 days). Many districts engage NIET through recurring support throughout the school year, including calibration sessions, data reviews, implementation monitoring, and submission readiness checks.

Ongoing TIA Support

NIET provides ongoing TIA support through the same daily-rate consulting model of \$2,750 per day inclusive of travel. Ongoing support may include expansion and modification application development, evaluator calibration, observation and student growth data analysis, stakeholder engagement, spending plan refinement, designation system review, implementation monitoring, leadership coaching, communication planning, and sustainability planning.

The scope and duration of support are tailored to district needs. Some districts may require targeted assistance for a specific project or application cycle, while others may engage NIET for ongoing coaching and continuous improvement support throughout the year. Costs are determined by the number of support days required and the level of customization needed to address district priorities and implementation goals. NIET serves as a thought partner and coach with how to set up the TIA system, how to structure the weights of the system, as well as how to engage with stakeholders and clearly communicate their TIA system internally and externally.

Additional Pricing Information

NIET's standard pricing model is based on a daily rate of \$2,750 per day inclusive of travel, with half-day increments available. Services may be provided through on-site support, virtual meetings, training sessions, coaching engagements, data reviews, or strategic planning sessions. Districts may combine services into customized support plans that align with their TIA goals and implementation timelines. NIET works with districts to develop multi-phase and multi-year support plans when requested. Because every district's needs, timelines, and existing systems differ, pricing is based on the scope of work and level of support required rather than a fixed package model. Districts seeking support across multiple phases of TIA implementation—including system development, data capture, expansion and modification, and continuous improvement—may bundle services into a comprehensive support plan designed to meet both short-term and long-term implementation needs.

SAS Institute Inc.

Provider Profile	Since our academic beginnings as a research project more than 45 years ago at North Carolina State University, SAS has remained committed to serving public education by delivering software solutions and strategic services that spark innovation and expand educational opportunities for our Nation's students. SAS supports more than 3,500 educational institutions worldwide including State and Local Education Agencies, and Higher Education Institutions. SERVICES: Student Growth Models; Student Projections to future tests; Report generation; Roster verification; Professional Development (onsite + virtual).
Statement of Qualifications	SAS currently provides statewide implementations in Iowa, Virginia, Florida, North Carolina, Ohio, Oklahoma, Pennsylvania, Tennessee, Texas, and Utah as well as district implementations in Texas, Newark, NJ, and the District of Columbia. Through this work, we are familiar with many student growth models, the data that could be used in these models and their reporting, and policy considerations for our education partners. SAS growth measures have been used for federal/state accountability, teacher evaluation, and merit-pay in many states over the past two decades. We regularly support our education partners with technical assistance in how to translate growth measures into local policies. Since 2006, SAS has worked with Texas educators, administrators, and policymakers. SAS is also familiar with TIA and the how student performance measures may be used as part of the LEA designation system approval process, as well as the data validation checks.
Pricing	Full System Development 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. Data Capture Year Please refer to the first response. Ongoing TIA Support Please refer to the first response. Additional Pricing Information Please refer to the first response.

Steady State Impact Strategies

Provider Profile	The team at Steady State Impact Strategies (Steady State), an independently owned, Texas-based, 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 meeting key goals and progress measures while achieving impactful outcomes for those they intend to serve. Founded in 2021, Steady State supports clients across 16 states nationwide, including more than 80 school districts in Texas alone, to develop strategic plans, grow capacity, and develop solutions that drive organizational effectiveness. This work focuses on developing human capital pipelines, establishing talent management best practices, and building strategic employee compensation systems that drive student outcomes.
Statement of Qualifications	Steady State has deep experience supporting school districts across the country to design and implement best practices for implementing teacher observation, developing student growth measures, and aligning compensation 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 for the School Action Fund; we are also the lead TIA partner for the Texas Impact Network. We have supported more than 80 districts in successfully designing and implementing TIA.
Pricing	Full System Development Steady State's fee structure is variable, 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 district staff, and the level of stakeholder engagement required. Cost for full TIA system development will include support for system design, stakeholder engagement, and application support; the cost can range from \$15,000-\$75,000 per district, per year dependent on the variables outlined above. Data Capture Year Data capture year supports include aligning information systems, reviewing data for skew, conducting an in-depth mid-year review, and ongoing troubleshooting. Pricing is dependent on the same variables outlined in the response above and can range from \$15,000 - \$75,000 per district per year. Ongoing TIA Support The cost for ongoing support is highly dependent on the district's expansion and/or modification plans, in addition to the other variables already named. Pricing can range from \$5,000 for very light support to \$50,000 for more complex district needs. Additional Pricing Information Steady State can also work with districts in a cohort model, designing core elements of the designation system together while still allocating district-specific time to design for each local context. In that scenario, the cost per district would be lower than in an individual contract.

TNTP

Provider Profile	TNTP is a national nonprofit that partners with school systems to build coherent talent and instructional systems. We bring more than two decades of experience supporting Texas districts and communities across every corner of the state. Since the passage of HB3 in 2019, TNTP has partnered with numerous districts to design and implement TIA systems aligned to local goals and state requirements. TNTP supports LEAs across the full TIA lifecycle, including readiness assessment, local designation system design, student growth and observation development, data systems, and strategic compensation planning. Our approach emphasizes building sustainable systems that improve instruction, strengthen retention, and expand access to effective educators. We provide flexible, tailored support through 1:1 consulting, on-site and virtual training, leadership coaching, stakeholder engagement, resource development, and advanced data analysis. Our goal is to help districts not only earn TIA funding, but use it to drive meaningful, lasting impact for students.
Statement of Qualifications	TIA is a powerful lever to help districts identify, reward, and retain highly effective educators while improving student outcomes. TNTP is uniquely qualified to support this work. For more than two decades, we have helped school systems design and implement coherent human capital systems, from teacher preparation and hiring to evaluation, development, and retention. We understand that TIA is most impactful when it is part of a broader, aligned talent strategy. TNTP partners with districts to ensure teacher observation, student growth measures, data systems, and strategic compensation work together as a cohesive system that improves instruction and strengthens retention. In Texas, we have supported districts and communities across diverse contexts to design and implement TIA systems aligned to local goals and state requirements. Our team brings deep expertise across every component of TIA and focuses on building sustainable systems that expand access to effective educators for all students.
Pricing	Full System Development TNTP offers flexible, flat-rate pricing for full TIA system development, tailored to each district’s scope, timeline, and local context. Engagements typically include readiness assessment, local designation system design, teacher observation and student growth measures, data systems, and implementation planning aligned to TEA requirements. Typical pricing ranges: • Large districts (9+ months support): starting at \$400k, depending on scope and level of support • Small and mid-size districts: starting at \$250k, with options for scaled or targeted support • Accelerated application support (≤3 months): starting at \$100k, based on urgency and staffing intensity Engagements typically range from 3 to 12+ months, depending on district readiness and whether support includes both application development and implementation planning. Costs vary based on factors including district size, number of campuses and teachers included, level of system readiness, and breadth of technical assistance required (e.g., full system design vs. targeted refinement). TNTP uses a customized staffing model

drawing on specialists across technical areas to provide efficient, responsive support. Scaled options—including targeted coaching, bundled services, and multidistrict cohorts—are available, particularly for smaller and rural systems.

Data Capture Year

TNTP offers flexible, flat-rate pricing for TIA data capture year support, focused on ensuring districts collect, validate, and submit high-quality data aligned to TIA requirements.

Services typically include:

- Ongoing monitoring of teacher observation and student growth data
- Data validation, roster verification, and quality assurance processes
- Calibration and scoring moderation for teacher observation and growth measures
- Progress monitoring dashboards and data review routines
- Submission readiness reviews and final validation checks

Typical pricing ranges:

- Large districts (full-year support): starting at \$300k, based on number of campuses, teachers, and data systems
- Mid-size districts: starting at \$200k, with a mix of centralized support and targeted coaching
- Small and rural districts: starting at \$100k, with streamlined or cohort-based options

Costs vary based on the complexity of student growth measures, level of data system integration, frequency of data monitoring (e.g., weekly vs. monthly), and level of hands-on support required. TNTP also offers targeted services such as data audits or submission readiness support to meet specific district needs.

Ongoing TIA Support

TNTP offers flexible, flat-rate pricing for ongoing TIA support focused on system refinement, expansion, and continuous improvement. Services typically include:

- Expanding TIA to new campuses, content areas, or teacher groups
- Refining designation criteria, teacher observation, and student growth measures
- Strengthening calibration systems and implementation fidelity
- Enhancing data analysis, monitoring systems, and reporting tools updating
- TIA spending plans and compensation structures
- Ongoing coaching, stakeholder engagement, and implementation troubleshooting

Typical pricing ranges:

- Large districts (comprehensive expansion/modification): starting at \$200k
- Mid-size districts: starting at \$100k depending on scope and scale
- Small and rural districts: starting at \$80k, with targeted or cohort-based options

Costs vary based on the number of teachers or campuses being added, complexity of new measures, level of system redesign required, and intensity of ongoing coaching and support. TNTP can scale support through targeted engagements, bundled services, or multi-district cohorts to support cost-efficiency.

Additional Pricing Information

In addition to flat-rate service models, TNTP offers flexible pricing options to support district planning and budgeting:

- Hourly and targeted support: Available for discrete services (e.g., calibration sessions, data audits, submission reviews) at approximately \$180–\$400/hour, depending on staff role and expertise
- Service bundles: Bundled packages across technical areas (e.g., teacher observation, student growth, data systems) offered at reduced cost relative to stand-alone services
- Multi-year engagements: Multi-year partnerships (e.g., development through implementation and refinement) provide continuity of support and may offer cost efficiencies across years

Final pricing may vary based on district size, number of campuses and teachers included, complexity of student growth measures, level of data system integration, and intensity of support required (including onsite vs. virtual services).

Pricing Note: All pricing ranges reflect TNTP’s current rates for the 2026–2027 school year and may be adjusted in future years based on scope, economic factors, and evolving program requirements.

Visionist Design

Provider Profile	Visionist Design is a Houston-area custom software company that builds and operates TIA systems for Texas school districts, partnering directly with district leadership rather than selling a static product off the shelf. Our work spans the full TIA lifecycle: system architecture and dashboard development, designation modeling and scoring calculations, roster verification, data analysis and reconciliation, scorecard generation, and inquiry management, all built around each district's local designation system. Support is delivered through 1:1 consulting with TIA leadership and continuous technical operation of the platform itself, including user access management, automated notifications, and submission-readiness coordination. Every system we build is meant to scale to the district it serves, from a single-login dashboard supporting data analysis and submission prep to a full district-wide platform managing thousands of users across HR and TIA simultaneously.
Statement of Qualifications	TIA succeeds or fails on data: it must be accurate, centralized, and trusted by the people relying on it. Our systems pull teacher, observation, student growth, and roster data into a single source of truth, then apply each district's local designation system to generate scoring calculations and proposed teacher designations. We have built roster verification workflows that surface gaps and conflicts early, well ahead of the submission crunch, along with scorecard tools that translate complex data into clear, accessible communications for principals and teachers. Inquiry triage and follow-up are also built into the platform, ensuring staff questions are logged, routed, and resolved rather than left unanswered. This work has been developed and refined directly within an active Texas district's TIA program, giving us firsthand understanding of how designation logic, data timelines, and stakeholder communication intersect in practice.
Pricing	Full System Development Full system development is priced as a one-time Year 1 build fee plus an annual per-eligible-teacher rate, covering dashboards, designation/scoring engines, roster verification, and submission-readiness tooling. Rates range from \$200/teacher (under 3,000 students) to \$50/teacher (50,000+). Build typically runs 2-5 months. Minimum engagement is \$60k. Data Capture Year During the data capture year, districts pay the ongoing Annual Fee without the build cost — covering roster verification, data collection support, validation, designation calculations, scorecard generation, and submission-readiness coordination. Cost scales with eligible teacher count, so larger or more complex districts pay proportionally more. Ongoing TIA Support Expansion and Modification covers adding growth measures, new dashboards, revised designation logic, or new data sources. Expansion scales with eligible teacher headcount, assessed annually and normalized at the winter snapshot, covering increased data storage, management, and computation alongside the staffing support for the district relationship. Additional Pricing Information Our annual fee bundles platform access, technical operation, and program consulting into one rate. Pricing is per-eligible-teacher and tiered by district size. The \$60,000 minimum applies to every engagement. We offer multi-year agreements, and fees can be invoiced annually or monthly (excluding the initial Year 1 Build Fee, which is quoted based on the scope of district needs).