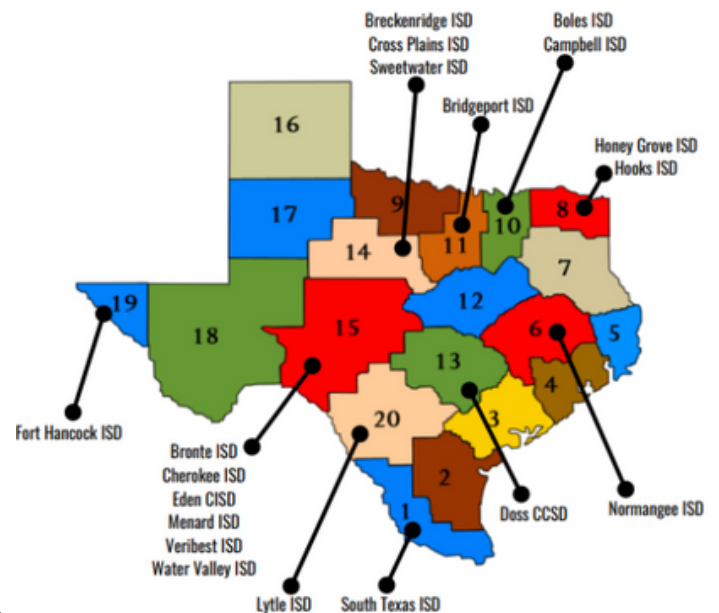




## Rural Cohort



TIA was created as part of HB 3 in 2019 during the 86th Texas legislative session.

TIA established a stated goal of a six-figure salary for teachers in an effort to recruit and retain highly effective teachers.

Funding prioritizes high needs and rural campuses.

**Districts can create local designation systems,**  
or teachers can seek national board certification.



## Cohort F System and Approval Timeline



**Pre-Application**  
System Development



**Year 1**  
2022-2023  
Apply for TIA  
Including Texas Tech University Survey #1  
**Application Approval**



**Year 2**  
2023-2024  
Capture Data  
Including recommended Texas Tech University Survey #2  
System expansions, changes, or spending modifications



**Year 3**  
2024-2025  
Submit data to TTU and fees to TEA  
Designate and Compensate  
System expansions, changes, or spending modifications  
Complete annual requirements  
Including Texas Tech University Survey #3



**Post-Approval**  
New or higher designations  
Requires data submission and fees  
System expansions, changes, or spending modifications  
Complete annual requirements  
System renewal

Ongoing Stakeholder Engagement



### Teacher Observation

Observation based on T-TESS or aligned rubric. District application must show evidence of calibration and data analysis.



### Student Growth

Student growth measured at the individual student level that can be linked to the applicable teacher. District application must show evidence of validity & reliability of development, administration, and scoring.



### Spending Plan

Districts must spend at least 90% on teacher compensation for student-facing instructional roles and may reserve up to 10% for supporting the TIA system or in supporting teachers in earning a designation by 8/31 each year.



### Optional Components

Districts may consider additional factors in make designations (e.g., mentoring other teachers, teacher leadership, family surveys, student surveys, etc.).