



**2025-2026 TIA Renewal and Continuous Improvement Grant**  
**Informal Discretionary Competition (IDC) Due 11:59 p.m. CT, December 4, 2024**

NOGA ID

Authorizing legislation **Authorized by ESEA of 1965 as amended by P.L. 114-95, ESSA, Title II, Part A, Sec. 2101(c)(B)(v)(II)**

This IDC application must be submitted via email to **competitivegrants@tea.texas.gov**.

The IDC application may be signed with a digital ID or it may be signed by hand. Both forms of signature are acceptable.

TEA must receive the application by **11:59 p.m. CT, December 4, 2024**.

Application stamp-in date and time

Grant period from **January 17, 2025 to August 31, 2026**

Pre-award costs are not permitted for this grant program.

**Required Attachments**

- 1. Excel workbook with the grant's budget schedules (linked along with this form on the TEA Grants Opportunities page)

**Amendment Number**

Amendment number (For amendments only; enter N/A when completing this form to apply for grant funds):

**Applicant Information**

Organization  CDN  Campus  ESC  UEI

Address  City  ZIP  Vendor ID

Primary Contact  Email  Phone

Secondary Contact  Email  Phone

**Certification and Incorporation**

I understand that this application constitutes an offer and, if accepted by TEA or renegotiated to acceptance, will form a binding agreement. I hereby certify that the information contained in this application is, to the best of my knowledge, correct and that the organization named above has authorized me as its representative to obligate this organization in a legally binding contractual agreement. I certify that any ensuing program and activity will be conducted in accordance and compliance with all applicable federal and state laws and regulations.

I further certify my acceptance of the requirements conveyed in the following portions of the IDC application, as applicable, and that these documents are incorporated by reference as part of the IDC application and Notice of Grant Award (NOGA):

- IDC application, guidelines, and instructions
- Debarment and Suspension Certification
- General and application-specific Provisions and Assurances
- Lobbying Certification

Authorized Official Name  Title

Email  Phone

Signature  Date

**Shared Services Arrangements**

Shared services arrangements (SSAs) are **NOT** permitted for this grant.

**Statutory/Program Assurances**

The following assurances apply to this program. In order to meet the requirements of the program, the applicant must comply with these assurances.

Check each of the following boxes to indicate your compliance.

- 1. The applicant provides assurance that program funds will supplement (increase the level of service), and not supplant (replace) state mandates, State Board of Education rules, and activities previously conducted with state or local funds. The applicant provides assurance that state or local funds may not be decreased or diverted for other purposes merely because of the availability of these funds. The applicant provides assurance that program services and activities to be funded from this LOI will be supplementary to existing services and activities and will not be used for any services or activities required by state law, State Board of Education rules, or local policy.
- 2. The applicant provides assurance that the application does not contain any information that would be protected by the Family Educational Rights and Privacy Act (FERPA) from general release to the public.
- 3. The applicant provides assurance to adhere to all the Statutory and TEA Program requirements as noted in the 2025-2026 TIA Renewal and Continuous Improvement Grant Program Guidelines.
- 4. The applicant provides assurance to adhere to all the Performance Measures, as noted in the 2025-2026 TIA Renewal and Continuous Improvement Grant Program Guidelines, and shall provide to TEA, upon request, any performance data necessary to assess the success of the program.
- 5. The applicant provides assurance that they accept and will comply with [Every Student Succeeds Act Provisions and Assurances](#) requirements.
- 6. The applicant assures that any Electronic Information Resources (EIR) produced as part of this agreement will comply with the State of Texas Accessibility requirements as specified in 1 TAC 206, 1 TAC Chapter 213, Federal Section 508 standards, and the WCAG 2.0 AA Accessibility Guidelines.
- 7. The LEA assures that it will remain in compliance with all requirements related to the Teacher Incentive Allotment (TIA).
- 8. The LEA assures that this IDC application has the support of the superintendent and other relevant senior LEA officials.
- 9. The LEA assures that they will make every effort to publish materials and make them publicly available for stakeholders.
- 10. The LEA assures that it will make every effort to contract with an approved Technical Assistance Provider by April 1, 2025 that will be able to meet the scope of work and deliverable(s) timeline outlined in this grant.
- 11. The LEA assures that the primary point of contact will remain aware of this work and involved in matters related to implementation of the TIA local designation system. Additionally, the LEA assures that the primary point of contact will address any requested updates, requested meetings or communications, on progress related to this grant.

**Summary of Program**

Outline activities and strategies that will be implemented to meet the goals of the grant. Describe any identified barriers to expanding eligible teaching assignments in the approved local designation system, and how the district will address those barriers through the scope of work with the Technical Assistance Provider (TAP).

Freer ISD has broadened the range of eligible teaching assignments to include all teaching positions within the district. Every teacher now has the opportunity to earn a designation through our Local Designation System. However, some teachers face barriers in achieving this designation, particularly regarding T-TESS performance and Student Growth Measures. To address these challenges, the district will utilize grant funds to contract with the Region 18 Educational Service Center to act as the Technical Assistance Provider (TAP). This contract will encompass consultation services, professional development on calibration and the implementation of student growth measures, as well as data analysis and management. It will also cover the annual license and setup fees for the TEEMS Data Management System. The TAP will begin with two initial days of consultation focused on Teacher Incentive Allotment (TIA). During these consultation days, the TAP will review the district's data validation report with district leaders. The findings from this review will help determine the support that the TAP will provide to the Freer ISD Leadership team and teachers. Additionally, the TAP will train district leaders on the TEEMS Data Management System. This system will enable the disaggregation and analysis of student growth trends in various ways, including by student groups, teaching assignments, and schools. Furthermore, it will involve a review of historical student growth trends to ensure the results are accurate and reliable.

**Qualifications and Experience for Key Personnel**

Outline the required qualifications and experience for primary project personnel and any external consultants projected to be involved in the implementation and delivery of the program. Include whether the position is existing or proposed.

Title and Responsibilities of Position	Required Qualifications and Experience
Conrad Cantu, Freer ISD Superintendent/TIA Lead	Master of Education; 25+ years in education; bilingual; district and campus leadership; have served as a TIA Co-Lead during the last four years.
Trish Jarrott, Region 18 Director of HCMS	TxCEE: Master of Education; 25+ years in education; 10 years focused on HCM Systems like TIA; extensive experience conducting and guiding stakeholder engagement processes, data analysis support, and data management systems.
Rick Garner, Region 18	TxCEE: Master of Arts in Educational Administration; 25+ years in education; bilingual; district and campus leadership; extensive experience with calibration and assessment work

## Goals, Objectives, and Strategies

How will the LEA establish and document clear district-level goals, with measurable outcomes, which align to at least one key area of the TIA system renewal process including, but not limited to: 1. Teacher Observation Systems & Practices (i.e. Inter-rater Reliability); 2. Student Growth Measure Expansion (i.e. Portfolios, SLOs, or Assessment Systems); 3. Change Management & Systems Implementation (i.e. Data Systems or Compensation Planning).

Freer ISD aims to enhance its ability to manage and implement a more streamlined data collection and analysis system. Currently, the district utilizes a data management application; however, it does not have an analysis system that aligns with the annual requirements of the Texas Incentive Allocation (TIA). As a result, district staff rely on spreadsheets to compile and analyze TIA data. To improve efficiency, the district recognizes the need for a more effective process to collect and analyze this data. To address this, the district plans to acquire the TEEMS Data Management System. This user-friendly, web-based platform is designed to support human capital management by collecting and analyzing educator performance and growth data. TEEMS integrates various datasets, including student growth metrics and evaluations from rubrics such as T-TESS and T-PESS. This integration enables districts to assess overall performance for TIA designations and make informed staffing decisions.

Upon grant approval, Mr. Conrad Cantu, the Superintendent of Freer ISD and the primary district contact, will secure a contract with the Region 18 Education Service Center to serve as the district's Technical Assistance Provider (TAP). Mr. Cantu will work directly with the TAP to schedule and facilitate all consultation and training sessions. The TAP will also focus on inter-rater reliability by providing training for the leadership team on calibration, as well as guidance on the Student Growth Framework and its implementation. The TEEMS training will include a collaborative session that introduces the system and engages district administrators in discussions about its application. Additionally, the training will feature a Training of Trainers (TOT) program for key district personnel on all selected TEEMS modules and their management processes. Participants will also have access to on-line training videos and support documents within the system.

The district plans to execute the contract within the first month to ensure that the leadership team and teachers receive the necessary support to achieve their TIA designation.

## Performance and Evaluation Measures

Describe the performance measures identified for this program which are related to student outcomes and are consistent with the purpose of the program. Include the tools used to measure performance, as well as the processes that will be used to ensure the effectiveness of project objectives and strategies.

The district, in collaboration with the TAP, will develop a professional development calendar which begins in the spring of 2025 and continues through the fall of 2025. The calendar will include training objectives, session dates, progress measures, and a list of participants attending each training. To assess progress toward meeting these goals, several evaluation tools will be employed. Training session evaluations will help determine the quality of the sessions, with the objective that participants rate the training at a minimum of 4 out of 5.

The T-TESS observation tool will be utilized to evaluate teacher performance on newly acquired strategies and monitor progress throughout the year. The goal is for all teachers to achieve an average score of at least 3.7 across Domains 2 and 3 and to receive a Recognized TIA designation.

Interim assessments and progress monitoring will gauge student growth, with the aim that at least 55% of students meet or exceed their expected growth targets and also receive a Recognized TIA designation.

Finally, throughout the year, the TEEMS Data Management System will be used to analyze both T-TESS performance data for teachers and student growth data, allowing for an evaluation of the overall effectiveness of the training sessions.

**Performance and Evaluation Measures (Cont'd)****Budget Narrative**

Describe how the proposed budget will meet the needs and goals of the program, including for staffing, supplies and materials, contracts, travel, etc. If applicable, include a high-level snapshot of funds currently allocated to similar programs. Include a short narrative describing how adjustments will be made in the future to meet needs.

The proposed budget is structured to address the needs and objectives of the program by covering various essential expenses. Specifically, it allocates funds for the consultant fees of the Technical Assistance Providers, which include consultation time and professional development costs. The fees for consultants are \$1,500 per session for virtual consultations and \$3,000 per session for in-person consultations. The district plans to allocate \$13000 for these consultant fees.

Additionally, the grant will cover a one-time setup fee of \$2,000 and an annual license cost of \$5,000 for the TEEMS Data Management System. The district intends to use its allocated TIA funds to pay for the annual license fees in the future.

In summary, this budget will ensure that all necessary resources are available to support the program effectively, and adjustments will be made as needed to continue meeting these needs.

**TEA Program Requirements**

**1. Scope of Work:** Describe the scope of work the LEA will develop that aligns with the goals (in section 1a of Goals, Objectives, and Strategies) that defines major tasks, subtasks, activities, and/or deliverables for the chosen Technical Assistance Provider.

The Technical Assistance Provider (TAP) will be contracted for approximately eight days during the spring and fall semesters of 2025. This contract will include both on-site and virtual consultation and training days, as well as the setup and licensing fee for the TEEMS Data Management System. The supports provided by the TAP will include calibration, implementation of a student growth framework, along with Training of Trainers (TOT) sessions for the TEEMS Data Management System.

**\*\*Major Task1 : Data Analysis – 2 days\*\*** Activities: Training on data validation checks and a review of district data; developing a professional development plan with the assistance of the TAP. **\*\*Deliverables:** Administrators will gain a deeper understanding of the data validation process, leading to increased data validation percentages.

**\*\*Major Task2 : TEEMS Data Management Training – 1 day\*\*** Activities: The TEEMS training will feature a collaborative session introducing the system, encouraging discussions among district administrators about its application. Additionally, there will be a Training of Trainers (TOT) program for key district personnel on all selected TEEMS modules and management processes. **\*\*Deliverables:** Alignment of data with the TIA (Teacher Incentive Allotment) data submission requirements.

**\*\*Major Task 3: Calibration Walks/Training – 2 days\*\*** Activities: Classroom observations using the T-TESS rubric, with guidance from TxCEE staff; feedback training. **\*\*Deliverables:** Improved T-TESS averages and alignment among administrators.

**\*\*Major Task 4: Intro to TXCEE SGMs and TOT Implementation of SGM Framework – 2 Days\*\*** Activities: Overview of the SGM process; coaching on using SGMs for instruction improvement. **\*\*Deliverables:** Enhanced student growth performance.

**\*\*Major Task 5: Student Growth Data Analysis – 1 Day\*\*** Activities: Training on analyzing student growth trends by demographics and historical data. **\*\*Deliverables:** Improved student growth performance.

**2. Stakeholder Engagement:** Define the process for reporting progress and outcomes to stakeholders related to the continuous improvement of the local designation system through implementation and capacity-building partnership with the Technical Assistance Provider.

The district TIA lead will create a Stakeholder Engagement calendar based on the guidance provided by the TAP. This calendar will align with the professional development and training timeline. In it, the lead will specify the dates for meetings with the district TIA Planning Committee, as well as with district and campus stakeholders.

During the initial meeting, the lead will review the professional development and training sessions, including the titles, dates, and staff members attending each session. Follow-up meetings are scheduled for the Spring and Fall of 2025 to report on the progress and outcomes of the major tasks. A copy of the professional development and training timeline along with the Stakeholder Engagement calendar will be placed in the district's TIA webpage.

**Equitable Access and Participation**

Check the appropriate box below to indicate whether any barriers exist to equitable access and participation for any groups that receive services funded by this program.

- The applicant assures that no barriers exist to equitable access and participation for any groups receiving services funded by this program.
- Barriers exist to equitable access and participation for the following groups receiving services funded by this grant, as described below.

Group	<input type="text"/>	Barrier	<input type="text"/>
Group	<input type="text"/>	Barrier	<input type="text"/>
Group	<input type="text"/>	Barrier	<input type="text"/>
Group	<input type="text"/>	Barrier	<input type="text"/>

**PNP Equitable Services**

Are any private nonprofit schools located within the applicant's boundaries?

- Yes  No

*If you answered "No" to the preceding question, stop here. You have completed the section. Proceed to the next page.*

Are any private nonprofit schools participating in the program?

- Yes  No

*If you answered "No" to the preceding question, stop here. You have completed the section. Proceed to the next page.*

**5A: Assurances**

- The LEA assures that it discussed all consultation requirements as listed in Section 1117(b)(1) and/or Section 8501(c)(1), as applicable, with all eligible private nonprofit schools located within the LEA's boundaries.
- The LEA assures the appropriate Affirmations of Consultation will be provided to TEA's PNP Ombudsman in the manner and time requested.

**5B: Equitable Services Calculation**

1. LEA's student enrollment	<input type="text"/>
2. Enrollment of all participating private schools	<input type="text"/>
3. Total enrollment of LEA and all participating PNPs (line 1 plus line 2)	<input type="text"/>
4. Total current-year program allocation	<input type="text"/>
5. LEA reservation for direct administrative costs, not to exceed the program's defined limit	<input type="text"/>
6. Total LEA amount for provision of ESSA PNP equitable services (line 4 minus line 5)	<input type="text"/>
7. Per-pupil LEA amount for provision of ESSA PNP equitable services (line 6 divided by line 3)	<input type="text"/>
<b>LEA's total required ESSA PNP equitable services reservation (line 7 times line 2)</b>	<input type="text"/>

**Appendix I: Amendment Description and Purpose** (leave this section blank when completing the initial application for funding)

An amendment must be submitted when the program plan or budget is altered for the reasons described in the "When to Amend the Application" document posted on the [Administering a Grant](#) page. The following are required to be submitted for an amendment: (1) Page 1 of the application with updated contact information and current authorized official's signature and date, (2) Appendix I with changes identified and described, (3) all updated sections of the application or budget affected by the changes identified below, and, if applicable, (4) Amended Budget Request. Amendment Instructions with more details can be found on the last tab of the budget template.

*You may duplicate this page*

Amended Section	Reason for Amendment
<input type="text"/>	
<input type="text"/>	
<input type="text"/>	
<input type="text"/>	
<input type="text"/>	



