



**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).

Marshall ISD will implement targeted activities and strategies to meet grant goals and expand eligible teaching assignments within its local designation system. Professional development will focus on evidence-based instructional strategies, coaching, and mentorship to help teachers meet performance criteria. A data-driven approach will align classroom practices, assessment metrics, and designation standards, while collaboration with the Technical Assistance Provider (TAP).
 To encourage participation, the district will develop financial and professional incentives and host outreach campaigns to increase awareness. Community engagement efforts will include informational sessions and accessible resources clarifying designation criteria and processes.
 Marshall ISD will address barriers such as limited teacher awareness, role misalignment, and insufficient data by revising eligibility criteria, providing targeted support, and building robust data systems in partnership with TAP. Equity concerns in underserved areas will be tackled through specialized programs, and time constraints will be mitigated by allocating time and resources for professional development.
 Through these efforts and collaboration with TAP, Marshall ISD will strengthen its designation system, promoting teacher growth and improving student outcomes.

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
Layla Ames Director of Federal & State Programs TIA Committee	Year one as a TIA committee member
Crystal Stephens District Testing Coordinator TIA Committee	Year four as a TIA committee member
Dr. NaTasha Crain Assistant Superintendent of Curriculum & Instruction	Year four as a TIA committee member
Tina Brown Executive Director of Human Resource and Student Services	Year four as a TIA committee member

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).

To ensure alignment with the Teacher Incentive Allotment (TIA) system renewal process, the Local Education Agency (LEA) will establish district-level goals that are specific, measurable, achievable, relevant, and time-bound (SMART). These goals will address key areas such as teacher observation systems, student growth measures, and change management processes, and will include actionable steps to monitor and document progress.

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.

Marshall ISD has identified key performance measures to evaluate the effectiveness of the Teacher Incentive Allotment (TIA) program, with a focus on improving student outcomes and promoting teacher excellence. These measures are aligned with the program's purpose and are designed to track progress, inform decision-making, and ensure the successful implementation of strategies.

One of the primary performance indicators is student growth, assessed through state and local assessments, such as STAAR and district benchmarks. The district will use these tools to evaluate academic progress and ensure that students meet or exceed annual growth expectations. For subjects not covered by standardized tests district created pre and post tests will be implemented to measure progress toward specific learning goals. By closely monitoring these data points, the district aims to ensure that all students have equitable opportunities for success, while also addressing disparities among student subgroups, such as English learners and students receiving special education services.

Teacher effectiveness is another critical focus area, with a direct link between designated teacher performance and student growth. The district will analyze how Recognized, Exemplary, and Master teachers impact student outcomes, ensuring that their presence contributes significantly to the overall improvement of academic performance.

Performance and Evaluation Measures (Cont'd)

This analysis will also inform the refinement of instructional practices and professional development opportunities, further amplifying the program's impact. Marshall ISD will use a comprehensive system to measure and analyze performance data. State assessments, district-created benchmarks and common assessments will provide valuable insights into student progress, while teacher observation scores will reflect the application of effective instructional strategies in the classroom. The district's data systems will integrate these measures to offer a holistic view of progress toward TIA objectives. To ensure the effectiveness of strategies, the district has established a robust process for progress monitoring and continuous improvement. Quarterly data reviews will provide actionable insights, allowing administrators and teachers to adjust instructional strategies as needed. Feedback loops will play a crucial role, with teachers receiving regular, data-driven feedback to guide their practices. Additionally, the district will offer targeted professional development based on identified areas of need, fostering growth among educators and ensuring alignment with program goals. Marshall ISD's commitment to continuous improvement extends to an annual review cycle, where program outcomes and strategies will be assessed to identify successes and areas for refinement. Collaboration with the Technical Assistance Provider (TAP) will further enhance these efforts, ensuring that all measures remain aligned with best practices and the overall purpose of the program. Through these performance measures and processes, Marshall ISD will not only meet the objectives of the TIA program but also create a sustainable framework for ongoing student and teacher success. By focusing on student growth, teacher excellence, and data-driven decision-making, the district is poised to achieve meaningful and lasting improvements in educational outcomes.

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.

Funds will be utilized to support personnel such as evaluators and data analysts, ensuring effective program implementation and informed decision-making based on robust data analysis. Marshall ISD has partnered with Kreuz Consulting Group to develop and implement our TIA plan. A portion of the budget will be allocated to fund software to enhance the collection and analysis of student performance data. Additionally, funds will cover the costs of engaging a consultant to provide expert guidance in refining evaluation systems and implementing program strategies. Travel funding will also be included to facilitate staff participation in state and regional TIA training sessions, further supporting professional growth and alignment with program goals.

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.

Marshall ISD will partner with the Technical Assistance Provider (TAP) to support the implementation and sustainability of the Teacher Incentive Allotment (TIA) program. The TAP will assist in enhancing teacher observation systems by providing inter-rater reliability training and standardizing evaluation practices. They will also help expand student growth measures, such as integrating STAR Renaissance data and district created assessment data to ensure accurate and reliable assessments of student progress.

In addition, the TAP will guide the development of robust data systems to track teacher performance and student outcomes while supporting equitable and transparent compensation planning. A change management plan will be created to address challenges in program adoption, supported by stakeholder engagement and capacity-building initiatives. Regular program evaluations will provide actionable insights, enabling the district to make data-driven adjustments and sustain long-term success.

This collaboration will equip Marshall ISD with the expertise and resources needed to meet TIA goals, fostering teacher excellence and improving student outcomes.

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.

Marshall ISD will establish a clear process for reporting progress and outcomes to stakeholders on the continuous improvement of the local designation system. This will include quarterly progress reports that highlight achievements, challenges, and measurable outcomes, such as improvements in teacher observation systems and student growth measures. The Technical Assistance Provider (TAP) will provide expert analysis and recommendations for each report.

In addition to written reports, the district will host stakeholder meetings to present findings, gather feedback, and ensure alignment with program goals. A data-sharing platform will also be used to provide real-time access to performance and growth data, promoting transparency and ongoing communication. This process will ensure that stakeholders are informed and involved in the program's continuous improvement and long-term success.

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		Barrier	
Group		Barrier	
Group		Barrier	
Group		Barrier	

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	4947
2. Enrollment of all participating private schools	0
3. Total enrollment of LEA and all participating PNPs (line 1 plus line 2)	4947
4. Total current-year program allocation	?
5. LEA reservation for direct administrative costs, not to exceed the program's defined limit	54480.00
6. Total LEA amount for provision of ESSA PNP equitable services (line 4 minus line 5)	
7. Per-pupil LEA amount for provision of ESSA PNP equitable services (line 6 divided by line 3)	0
LEA's total required ESSA PNP equitable services reservation (line 7 times line 2)	

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"/>	
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2025-2026 TIA Renewal and Continuous Improvement Grant Budget		
Estimated \$20,000.00		
6200 Contracted Services		
		15000
6400 Staff Travel		
	Training(Registration, Meals, fuel, Hotel)	5000
	total	20000