

**San Antonio Independent School District**  
**U374A160069**  
ED ABSTRACT NARRATIVE

Project Title: **San Antonio ISD (SAISD) Teacher Incentive Fund Project (TIF-SA)**  
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Five year funding: \$46,370,483

SAISD, a Local Educational Agency (LEA), will improve student performance in the district's lowest-performing schools by identifying, developing, rewarding and elevating the role of high-quality teachers and principals in these schools and by creating model classrooms that support excellent teaching and learning experiences for the district's neediest students. SAISD target schools are: Crockett Elementary, Rodriguez Elementary, Storm Elementary, Gates Elementary, Miller Elementary, Ogden Elementary Ball Elementary, Highland Park Elementary, Stewart Elementary, Irving Middle, Tafolla Middle, Davis Middle, Lanier HS, Sam Houston HS, and Highlands HS. Poverty and low educational attainment are concentrated within SAISD, 40% of all students aged 5-17 are living in poverty, and 48% of all families within the district have incomes of less than \$35,000 per year. Nearly all (92%) SAISD students are economically disadvantaged, meaning they are eligible for free or reduced-price lunch or other public assistance programs, and 91% of all students are Hispanic. Nearly one in every five (19%) of SAISD students is an English language learner.

TIF-SA will partner teachers, principals, The San Antonio Alliance of Teachers and Support Personnel, Texas A&M University at San Antonio, Relay Graduate School of Education and a non-profit Educational Consulting Agency to design and implement a redesigned HCMS that will 1) incentivize placement of high-quality educators in the district's 15 lowest-performing schools; 2) better meet the needs of the district's neediest students in these schools; 3) facilitate adoption the new T-TESS and T-PESS teacher and principal appraisal systems that are part of Texas' recently adopted State Plan to Ensure Equitable Access to High-Quality Educators; and 4) increase professional development and continuing education opportunities for teachers in TIF-SA target schools.

This redesign of the district's HCMS will result in 1) higher rates of placement and retention of high-quality teachers and principals in SAISD's lowest-performing schools; 2) improved teacher and principal effectiveness ratings; and 3) improved student outcomes in the district's lowest-performing schools.

This project addresses equitable access to effective educators through a compensation system that will provide annual financial incentives for high-quality educators to serve in TIF-SA schools. Only teachers and principals with the highest effectiveness scores as determined by the T-TESS and T-PESS appraisal systems will be competitive for placement in our target schools.