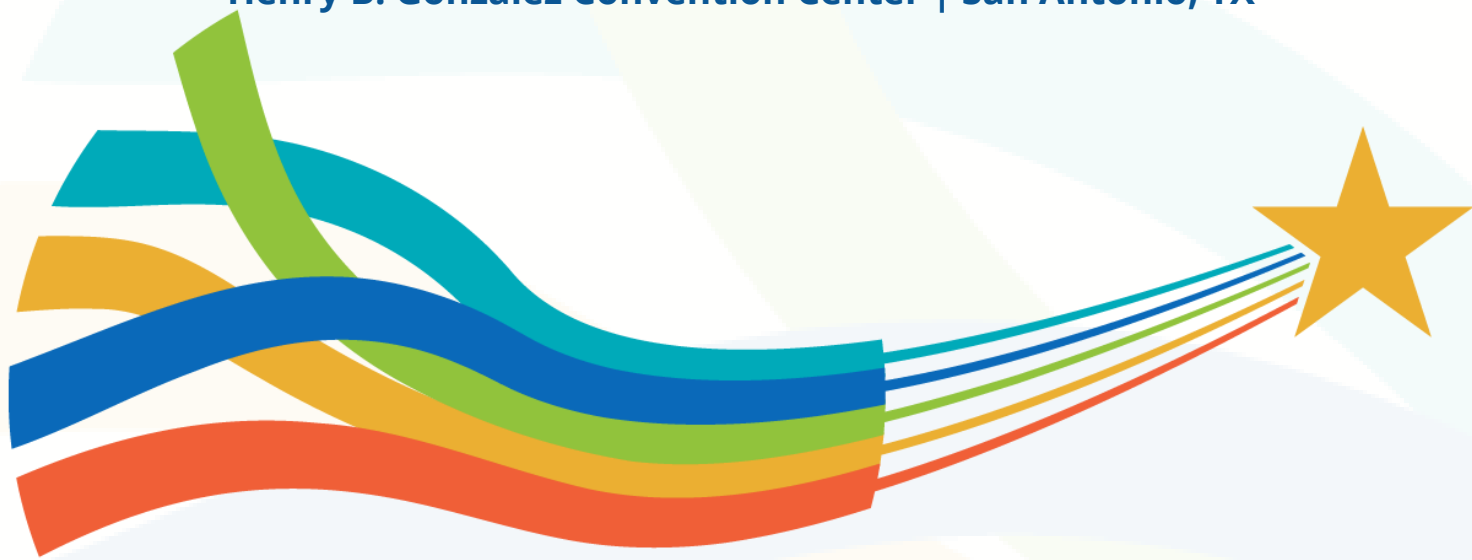


# 2026 TIA Conference

# Presenter Information Packet

June 10 - 12, 2026

Henry B. Gonzalez Convention Center | San Antonio, TX



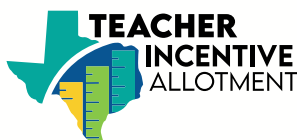
## Advance. *ENHANCE.*

**Deadline to Apply: January 16, 2026**

For More Information

Visit: <https://conference.tiatexas.org>

Email: [tiaconinfo@gmail.com](mailto:tiaconinfo@gmail.com)



# Call for Presenters

The Texas Education Agency's Division of District Talent Systems invites all TIA-participating districts, regional Education Service Centers (ESCs), approved technical assistance providers (TAPs), and industry leaders to share your expertise and connect with your fellow peers at the 2026 TIA Annual Conference. The TIA Annual Conference is a leading event for Texas school districts dedicated to advancing teacher compensation, retention, and instructional excellence. The Conference brings together nearly 1,000 district administrators, campus leaders, and valued partners committed to shaping the future of education in Texas.

As we move forward under the theme, Advance. Enhance., our focus sharpens on the role of districts—the heart of implementation—and the positive legislative support that continues to elevate the work of educators statewide. Together, we will explore how TIA systems are driving excellence, opportunity, and innovation in teacher support and compensation. Let's build on our shared knowledge, celebrate our progress, and continue to **Advance and Enhance** the future of teaching in Texas.

**WE ENCOURAGE ALL INDIVIDUALS WHO POSSESS RELEVANT EXPERIENCE AND EXPERTISE TO APPLY.**

## Benefits to Presenting

- District presenters will receive a discounted conference registration fee of \$200 (Only for Lead and one Co-Presenter)
- Guaranteed early bird pricing, even if registering after the early bird deadlines
- Exposure for future speaking opportunities



# Presenter Information Packet

## Important Dates

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***Monday, November 17***

Proposal submissions open

***Friday, January 16***

Proposal submissions close

***Friday, February 27***

Notification of Accepted Proposals

***Friday, March 20***

Final day to accept presenter invites

***Monday, April 14 or Tuesday, April 15***

Attend a required information meeting

***Thursday, April 30***

Deadline to submit presentation slides



# Priority Topics

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## Data Collection and Analysis

- Analyzing data for calibration and correlation
- Data systems and tools
- Data submission and validation best practices and policies
- Determining system cut points and designations

## Enhanced TIA and Strategic Compensation

- Advancing TIA spending plans
- Change management strategies and best practices
- Developing a performance-based compensation plan for teachers
- Developing principal evaluation systems and performance-based compensation plan for principals and assistant principals
- Expanding systems to include substantially all teachers
- Integrating TIA with other district initiatives
- Planning for strategic teacher assignment
- Understanding Enhanced TIA and strategic compensation

## System Expansion

- Expanding eligible teaching assignments and campuses
- Reviewing current student growth measurements and building expansion plans for non-tested subjects

## Stakeholder Engagement

- Stakeholder engagement best practices for continuous improvement
- Stakeholder engagement for system expansion
- Supporting campus leaders best practices and strategies
- Teacher residency programs and talent pathways
- Using TIA to promote teacher retention and recruitment

## Student Growth Measures

- How districts can evaluate and develop SLOs to their needs
- How districts can evaluate and develop portfolios to their needs
- Student growth measures best practices and policies
- Student growth measures for atypical teaching assignments
- Utilizing open education resources and high-quality instructional materials with TIA

## Teacher Observation

- Appraisal best practices and policies
- Building strong and transparent appraisal plans
- Calibrating appraisers
- Developing teachers through observation and feedback

# Session Types

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**All sessions will be in-person and scheduled for 75 minutes.**

## Panel Discussion

A group of experts providing their perspectives on a specific topic led by a moderator. Should be no more than 5 total speakers, including the moderator. Includes time for audience Q&A.

## Presentation

One or two presenters leading a technical session with practical insights, actionable advice, and key takeaways. Includes time for audience Q&A.

## Workshop

One or two presenters leading a combination of presented information and facilitated activities for learners to apply the session content.

# Audience Overview

Attendees are primarily district-level administrators and leaders in TIA participating school districts. Specialized areas may include:

- business office personnel
- curriculum and instruction
- data analysts
- human resources and talent development
- student assessment

**New to TIA:** Some attendees will be newly responsible for their district's systems and may benefit from introductory sessions. *Note we will only be accepting a limited number of New to TIA session proposals.*

# Session Criteria

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All proposals will be evaluated using the following criteria:

- Complete presentation submission by the deadline.
- Session learning level is appropriate for the audience and topic.
- At least three actionable attendee outcomes were identified that complete the following sentence: After participating in this session, attendees will be able to:
- Session is designed to encourage audience questions, interaction, and participation.
- Content is focused, current, practical, or innovative.
- Session title and description clearly identify the topic.

# Conference Venue

This year's event is scheduled for June 10 - 12 at the Henry B. Gonzalez Convention Center in San Antonio, TX. Early check-in will be held on Wednesday, June 10, with a Networking Social from 5-7 p.m. The conference will start on Wednesday, June 10 at 8:00 a.m. and end at noon on Friday, June 12.

**Registration and hotel information can be found on the Conference Venue page at [www.tiatexas.org/conferences](http://www.tiatexas.org/conferences)**

## Session Capacity

Varies depending on the room, 60-120 attendees

## Layout

All rooms will be arranged in banquet style with round tables.

## A/V

A projector, microphone, and internet will be provided

# Submission Guidelines

## Presenter Details

Each proposal may have up to two presenters. **Presenters are responsible for both discounted and full conference registration costs as well as procuring and paying for their hotel. Hotel information can be found on the conference website.**

Each presenter must submit the following information:

- Name
- Title
- School district or organization name and address
- Brief description of district or organization, including district size, rural status, and pertinent TIA system details
- Email addresses (work and summer, may be the same if only one email used for both)
- Phone numbers
- Short biography (100 words or less)
- High-resolution photo

Any changes made to the presentation or presenters following acceptance must be submitted for review. **Note:** The lead presenter will be responsible for communicating all notifications to other presenters if applicable.



# Submission Guidelines

## Proposal Details

All presenters will be asked the following:

- Willing to repeat session: **Yes or No**
- Session title (10 words or less, please do not use commas in title)
- Session description (150 words or less)
- Session topic (choose one topic only, if your session may cover more than one topic, choose the one that would be most likely)
  - Data Collection and Analysis
  - Enhanced TIA and Strategic Compensation
  - System Expansion
  - Stakeholder Engagement
  - Student Growth Measures
  - Teacher Observation
- Learning level
  - Intermediate to Advanced
  - New to TIA
- Target Audience (may choose up to two):
  - TIA Lead
  - Business Office Personnel
  - Data Analysts
  - Curriculum & Instruction
  - Human Resources and Talent Development
  - Student Assessment Coordinators and Specialists
- Type of session
  - Panel
  - Presentation
  - Workshop
- Target number of participants:
- Session Activities:
- Attendee Outcomes:

# Submitting a Proposal: Step-by-Step

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All proposals must be submitted NO LATER than 5:00 PM CST on **Friday, January 16th.**

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## Review Presenter Information Packet

Read the 2026 TIA Conference Presenter Information Packet thoroughly to clearly understand the benefits and requirements of submitting a proposal.

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## Submit Your Proposal

Go to <https://conference.tiatexas.org/> and complete the proposal submission form.

***Deadline: Friday, January 16 at 5:00 p.m. CST***

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## Questions?

Send any questions or items that need to be clarified to the TIA Planning Team: [tiaconinfo@gmail.com](mailto:tiaconinfo@gmail.com)



# Questions to Ask Yourself

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- Is my content too broad for a 75-minute session?
- Which audience type(s) benefits the most from my presentation?
- Did I build in engaging opportunities for attendees to collaborate outside of a “turn and talk”?
- What do I want attendees to gain from my session?
- Have I reviewed the information in the Compliance and Non-Waiver section?

## Other Considerations

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- Review your proposal to remove vague language. Be specific about the session objectives, activities, and outcomes.
- Presentations may not promote products or services from outside sources.
- Presenters may share what processes or products were successful but may not directly endorse.
- Be mindful of the audience and focus on selected topics. Avoid checking every box and instead evaluate who will best benefit from the information in your proposal.
- TIA Conference attendees prefer meaningful engagement opportunities but dislike “turn and talk” engagements.



# Compliance and Non-Waiver

The Federal, State, and Local Initiatives Team at Region 20 is a recipient of grant funding and, therefore, they and any participant of programs/trainings/conferences hosted by the FSLI Team are also required to comply with the TEA General Provisions and Assurances.

As a presenter at the 2026 TIA Conference, I acknowledge and agree to abide by the guidance listed below:

Federal Executive Order: Section EE #13 Subitems A-E

State Executive Order: Section HH # 2

Federal and State Executive Order: Section TT #s 1-7

Federal and State Law: Section UU #s 1-5

Federal and State Law: Section VV

Please download these materials for your records.

Questions? Email [tiaconinfo@gmail.com](mailto:tiaconinfo@gmail.com)

## Feedback

Session survey links will be provided for attendees and then the data will be shared with presenters two weeks after the event.

## Services Available

If requested by attendees, interpreter services will be provided by TEA.

**\*All approved presentations will be delivered in-person.**

# Conference Hotels

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## **Hyatt Regency**

123 Losoya Street, San Antonio, TX 78205

Centrally located on the city's vibrant River Walk, with direct access to the world-famous Alamo, our San Antonio hotel's newly-renovated guest rooms and suites place you in the heart of downtown's entertainment, culture, and historic center

## **The Maverick**

606 N Presa St, San Antonio, TX 78205

Thanks to an unbeatable location just steps from the River Walk and the Alamo, you'll have access to must-visit restaurants and gotta-see attractions right outside your door.

## **Drury Inn & Suites**

201 N. St. Mary's Street, San Antonio, TX 78205

The Drury Inn & Suites San Antonio Riverwalk features comfortable rooms, a rooftop pool, and plenty of meeting space for business events. It is located on the San Antonio River with countless restaurants and shops within scenic walking distance.

## **Drury Plaza Hotel**

105 S. St. Mary's Street, San Antonio, TX 78205

The Drury Plaza Hotel San Antonio Riverwalk is located on the San Antonio River, walking distance from shops, restaurants, and entertainment. Relax in the sun on the deck of the rooftop pool, which also has two whirlpools!

## **Aiden San Antonio Riverwalk**

1103 E Commerce Street, San Antonio, Texas 78205-3305

Just a short stroll from the iconic Alamo and the vibrant Riverwalk, this curated boutique hotel offers a unique blend of comfort, style, and ambiance.

***More Information and Hotel Booking Links can be found in the Hotel Guidebook.***