

## PRE-SUBMISSION EXECUTIVE SUMMARY

### Grant 05/19/20 – A

<b>Grant Program</b>	<b>United States Department of Education – Teacher and School Leader Incentive Program</b>						
Status	New – Competitive						
Funds Requested	\$ 19,500,000 (requested)						
Financial Impact Statement	The potential positive financial impact is \$6,500,000 per year for three years. The source of funds is the U.S. Department of Education. There is no additional financial impact to the District.						
Schools Included	Schools will be determined by the leadership team. Selected schools must have 50 percent or more free and reduced-price lunch and be located in the Opportunity Zones as identified by the U.S Department of Education.						
Managing Department/School	Office of School Performance and Accountability, Coaching and Induction Division.						
Source of Additional Information	<table style="width: 100%; border: none;"> <tr> <td style="width: 70%;">1. Angela Brown, Director – Coaching and Induction</td> <td style="width: 30%; text-align: right;">754-321-5070</td> </tr> <tr> <td>2. Myrlaine Salter, _ Supervisor – Coaching and Induction</td> <td style="text-align: right;">754-321-5035</td> </tr> <tr> <td>3. Stephanie Williams-Louis, Director – Grants Administration (GA)</td> <td style="text-align: right;">754-321-2260</td> </tr> </table>	1. Angela Brown, Director – Coaching and Induction	754-321-5070	2. Myrlaine Salter, _ Supervisor – Coaching and Induction	754-321-5035	3. Stephanie Williams-Louis, Director – Grants Administration (GA)	754-321-2260
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Project Description	<p>The Teacher and School Leader (TSL) program builds on the former Teacher Incentive Fund program and promotes performance-based compensation and comprehensive human capital management systems for teachers, principals, and other school leaders. TSL also promotes comprehensive evaluation and support systems for all educators within a Local Educational Agency, especially those serving in high-need schools. The project will focus on the following: Teacher career pathways that recognize, develop, and reward excellent teachers as they advance through various career stages.</p> <ul style="list-style-type: none"> <li>• Rigorous, ongoing leadership development training for teacher leaders and principals and leadership roles for teachers aimed at school turnaround.</li> <li>• Incentives for effective teachers who take on instructional leadership roles within their schools.</li> <li>• Incentives that attract, support, reward, and retain the most effective teachers and administrators at high-need schools.</li> <li>• Conduct a study to determine the effectiveness, fairness, quality, consistency and equitable distribution of the evaluation system.</li> </ul>						
Evaluation Plan	There is no required evaluation for this grant. However, we will budget for a third-party evaluator to track the grant objectives and make sure things are operating on schedule and according to budget.						
Research Methodology	The evaluation plan will use a mixed methods design that blends quantitative analysis focused on educator evaluation data and student achievement with qualitative analysis of the experiences of educators with the human capital, professional development, and performance-based compensation systems.						
Alignment with Strategic Plan	This grant award is aligned to District Strategic Goal 1: High-Quality Instruction						
Level of Support provided by GA	Level 1 – GA staff gathered information for the application and completed Grants.gov forms. GA staff also assisted in obtaining board approval. A hard copy of the grant will be kept for the record and will be tracked through the grants management system.						