

**PR Award #:** S336S240074

**Organization Name:** Isle of Wight School Board

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**Absolute Priority:** 4

**Competitive Preference Priorities:** 1-4

**Invitational Priority:** 1 and 2

**Requested Total Award Amount:** \$8,908,737

**Project Description:**

The **Promise Initiative for Leaders and Teachers** (PILT) is in partnership with Norfolk State University (NSU), one of the most senior and top ranked Historically Black Colleges and Universities (HBCUs) in the country. As a premier leader in teacher preparation, NSU's College of Education is committed to advancing the field of teacher education and improving the preparation of educators serving high-needs students in our three school districts.

**Project Expected Outcomes:**

The PILT model is guided by goals and strategies aligned to the Virginia Strategic Plan and Wallace Foundation best practices for building a leadership bench: Goal 1: Reduce barriers for qualified individuals to enter the profession; Goal 2: Increase the number of candidates eligible to fill public school divisions' hard-to-staff positions; Goal 3: Strengthen strategies to recruit and retain a diverse, highly-qualified educator workforce; Goal 4: Focus on instructionally focused interactions with teachers through coaching and timely feedback; Goal 5: Build strong relationships, collaborative cultures, and strategic personnel management for hiring, placing, and retaining effective teachers with an emphasis on critical shortage areas. This effort will be sustained into the future through incorporating the findings of this project into district strategic plans and budget priorities.

**Project Special Features:**

The PILT theory of action contends that *if* we prepare educators and leaders to utilize an equity lens focused on early learning literacy development grounded in continuous improvement *then* we can improve student outcomes for academic achievement necessary for college and career readiness.

**Project Partners:**

Three rural and high needs school districts in Tidewater, VA consisting of Isle of Wight, Portsmouth and Suffolk Public Schools proudly named the Tidewater Education Consortium (TEC).