

ABSTRACT

- **Applicant / Fiscal Agent:** Lansing School District (LEA: Independent School District)
- **Project Title:** *REAP: Rewarding Educator Achievement & Performance*
- **Total District Schools:** Lansing School District (LSD) serves **27 schools** and **11,463 students**.
- **Schools Served By Project:** *REAP* will serve all 27 Lansing School District schools: 26 of 27 meet High-Need Schools Criteria (Average Free / Reduced Lunch Rate: 67.28%), including 6 Priority Schools and 1 Focus School per Michigan Department of Education standards.
- **Participating Partners / Contractors:** Michigan State University, Battelle for Kids, Ingham ISD, National SAM Project, NYC Leadership Academy, The New Teacher Project, Michigan Dept. of Ed., Marzano Learning Sciences, American Assn. of School Personnel Administrators, EduShift.

REAP will use principal and teacher effectiveness results to inform human capital decisions in Lansing School District, Lansing, Michigan. ***REAP* will serve all LSD schools – 26 of 27 schools have Free and Reduced Lunch rates exceeding 50% of enrollment and meet the TSL High-Need School criteria.** *REAP* addresses **Absolute Priority 1, Absolute Priority 4, Competitive Priority 1 and Competitive Priority 2.**

REAP will help LSD meet and exceed the following goal and project objectives:

- **GOAL:** To improve student achievement by increasing access to effective educators in high-need schools.
- **Objective 1:** Reduce equity gaps through effectiveness-based Human Capital Management Systems.
- **Objective 2:** Assess educator effectiveness using validated tools to ensure objectivity.
- **Objective 3:** Improve educator effectiveness through individualized learning and support.
- **Objective 4:** Increase student attainment of state academic performance standards.

REAP will include evidence-based strategies to support educator effectiveness and raise student achievement. Two Tiers of Support will result in a district HCMS informed by educator effectiveness evaluation data and supported by individualized educator improvement strategies. Tiers of Support include: Tier 1) Comprehensive Human Capital Management System and Tier 2) Educator Quality Supports. External evaluation will assess results, monitor progress, provide feedback and promote continuous project improvement.