

YES Equity Pipeline for Educator Preparation (YEPEP) – TSL Grant Abstract

Over 95% of the targeted LEA educators have voiced a “**YES VOTE**” to the submission of this TSL project to establish a Human Capital Management System (HCMS) educator preparation program. This plan for an educator equity pipeline has strong support as evidenced by the survey results and buy-in forms in the attachments.

The name of the YEPEP nonprofit partner, fiscal agent and lead applicant for the four LEAs is Youth Empowerment Services, Inc. The participating LEA partners are 1) George Gervin Academy (6 schools), 2) Por Vida (3 schools, 3) Southwest Preparatory Academy (6 schools), and 4) Positive Solutions High School (1 campus). 100% of the 16 schools are identified as high-need schools and will be positively impacted by this TSL opportunity. The planned target population is 250 teachers (Absolute Priority 1) impacting over 2000 students.

The current PBCS, HCMS and robust evaluation system with supports is modified with the 2016 TIF5 award. This 2017 TSL opportunity will allow the LEAs to create an Effective Educator Pipeline so that the LEAs can HIRE teachers who start the year as effective educators. All LEAs have agreed that the next component to be added to the Evaluation System with supports and PBCS is a comprehensive TEACHER PREPARATION program, a significant modification and improvement of the current HCMS. The **Absolute Priority 1** is addressed shows how the HCMS systems including evaluation, supports and PBCS are effective at improving student academic achievement and include a data system that links educators, observations and student academic achievement. Absolute Priority 2 requires a focus on teacher systems.

Both competitive priorities are addressed by this TSL request for funding as well as an alignment with the state equity plan: **#1)** Using the HCMS to improve equitable access to effective educators by focusing on EDUCATOR PREPARATION before teachers enter the classroom, and **#2)** Competitive priority 2 of attracting, supporting and retaining a diverse and effective workforce by ensuring that all educators are trained in becoming culturally competent to teach all students in a manner that allows for rigorous instruction during comprehensive induction programs that including teacher mentoring and executive coaching for principals.