

The Indiana Statewide Collaborative to Advance Educator Effectiveness and Equity

Project Abstract

The National Institute for Excellence in Teaching (NIET), a national non-profit, and three Indiana School Districts (Goshen Community Schools, Perry Township Schools and Brown County Schools) serving a high poverty student population, partnered together to apply for a Teacher and School Leader Incentive Program (TSL) grant. Our proposal will advance teacher and principal effectiveness and improve student learning district-wide in 32 schools

These three districts – in urban Indianapolis, the town of Goshen in northern Indiana, and the rural community of Brown County in the southern part of the state – seek to build on the work they have done to establish a more effective evaluation system based on multiple measures of effectiveness and to award teachers with performance based compensation based on effectiveness. To expand on their work, this proposal will use the TAP System to align and improve their human capital management system (HCMS) functions, to use new evaluation systems to support professional development (PD), career advancement and a multi-layered performance-based compensation system (Absolute Priority 1 and 4). This opportunity will positively impact educator recruitment, retention, placement, and dismissal and enable the districts to measurably increase the percentage of effective and highly effective teachers and school leaders working with high need students.

This proposal is also consistent with the State Plan to Ensure Equitable Access to Effective Educators (Competitive Priority 1) and to increase the percentage of teachers of color (Competitive Priority 2). NIET and the districts are committed to this opportunity as evidenced by the 61 letters of support provided from national, district, school, and community groups who see this opportunity to transform educational opportunities for their students.