

District of Columbia Public Schools (DC) - S374A20031

Recommended Funding: \$27,663,408

District of Columbia Public Schools (DCPS: LEA Single Applicant / Fiscal Agent) proposes *RISE: Rigorous Instruction Supports Equity*, a *Teacher and School Leader Incentive Program* grant that uses educator effectiveness performance results to inform key school- and district-level human capital management decisions and performance-based compensation systems. *RISE* will serve 43 DCPS schools – all 43 targeted schools meet the *TSL* definition of a High-Need school; all 43 targeted schools have a Free and Reduced Lunch rate of 100% and are impacted by significant equity issues, low performance and substantial achievement gaps among student subgroups. DCPS is applying for both Competitive Preference Priority # 1 by serving 16 schools located in 12 federal Qualified Opportunity Zones and Competitive Preference Priority # 2 for applications from new potential grantees.

Implementation of *RISE* will help DCPS meet and exceed its goal to improve student achievement by increasing access to effective educators in high-needs schools through meeting the following objectives: (1) Reduce equity gaps through effectiveness-based Human Capital Management System; (2) Assess educator effectiveness using validated tools to ensure objectivity; (3) Improve educator effectiveness through individualized learning and supports; (4) Increase student attainment of state academic performance standards.

Evaluation of the goal and objectives will include assessment of required GPRA performance indicators and project-specific measures. To meet school, educator and student needs and address the project goal and objectives, *RISE* will launch and sustain two TIERS OF SUPPORT: Tier 1 - Comprehensive Human Capital Management System and Tier 2 - Educator Quality Supports. *RISE* Tiers of Support will provide diverse services designed to strengthen Human Capital Management Systems, increase educator effectiveness and improve equity in learning for more than 15,000 high-need students enrolled in 43 DCPS high-need schools. Tier 1 and Tier 2 services will include the following supports: (1) Evidence-based Human Capital Management; (2) Talent Management; (3) Educator Effectiveness Model; (4) Performance-based Compensation; (5) Professional Growth Tracks; (6) Equity in Teaching and Learning; (7) Principal Network; (8) Instructional Coaching; (9) New Teacher Network; (10) Career Ladder; (11) Professional Development. Ongoing, objective evaluation of *RISE* will catalyze continuous project improvement, prioritize replication of effective practices and promote sustainability of efforts beyond the grant period.