

IDEA Public Schools (TX) - S374A20045

Recommended Funding: \$9,615,727

This applicant's project proposes to build and launch a talent management platform to increase the effectiveness, fairness, quality, consistency and reliability of IDEA's evaluation, promotion and compensation processes. It also intends to establish a human capital management system learning and development roadmap. In doing so it will develop digital content library of exemplary teacher practices aligned to prioritized Guideposts for Excellent Teaching (GET Rubric) and develop digital content library of exemplary leader practices aligned to School Leadership Levers (SLL Rubric).

A key feature of the proposed project is the proposed learning and development coaching accelerator through which the applicant will create a TSL leadership coach cohort to build the skill and capacity of its teacher manager, Principals in Residence, and Assistant Principals of Instruction to strengthen leadership capacity and accelerate teacher development so that more teachers get better faster. The project will also focus on teacher retention with the goal of 10% of Level 5 teachers remaining in the same school, grade and content area.

The project will seek to achieve the following key outcomes: (1) students in grades 3-12 earn meet established target benchmarks on STAAR/EOC or Similar Internal Assessment; (2) 85% of Level 1 teachers move to Level 2 and 3 in each region; (3) every grade at every school has at least one Level 4 or 5 teacher; (4) IDEA schools are community schools where educators are from the communities and represent the local community.