

LEAD Public Schools (TN) - S374A20020

Recommended Funding: \$5,124,000

LEADing Onward is an innovative approach to improving student performance through an integrated approach to education. It will serve the five public charter schools in the LEAD Public Schools (LPS) network in Nashville, Tennessee. This plan is designed to attract, develop, and retain highly-effective educators by providing a performance-based compensation model, consistent development opportunities, and a supportive work environment. This plan is revolutionary because it links teacher development and student achievement through a consistent shared coaching experience grounded in the Tennessee Educator Acceleration Model (TEAM) rubric. Teachers can receive annual raises of 1%-10% based on their performance, and school leaders are eligible for bonus compensation based on their schools' results. Teacher performance will be determined using the TEAM rubric. It assesses teachers' instruction, planning, environment, and professionalism through a system of frequent observations, constructive feedback, student data, and professional development that correlates with improvements in student achievement. Senior organizational and school-based leaders earn bonus compensation based on student achievement, attendance, teacher retention, and observable leadership behaviors.

The outcomes for the proposed project reflect Federal GPRA outcomes: (1) Increase Math and English/Language Arts proficiency on TNReady by at least 4%; (2) At least 4% more students earn an ACT score of 21 or higher; (3) All LPS schools earn a Tennessee Value-Added rating of 4 or 5; (4) 75% of teachers who have been at LPS for at least years score at least 3.75 on TEAM observations; (5) Employee satisfaction will increase based on the end-of-year Teacher Snapshot Insight Survey; (6) Retention rate will be at least 85% overall; at least 80% in ASD schools; (7) Highly effective educators in high needs schools will increase by 10%; (8) 45 new instructional leaders will complete the Leadership Development Program; (9) LPS leaders will create a talent pipeline allowing for 80% of future positions to be filled from within.