

Abstract

Miami-Dade County Public Schools (M-DCPS) and its partner, the Florida Department of Education (FDOE), are submitting this application for the Early-phase: Teacher-directed Professional Learning Experiences program under **Absolute Priority 1 (*Demonstrates a Rationale*)**, **Absolute Priority 3 (*Teacher-Directed Professional Learning*)** and **Competitive Preference Priority 2 (*State Educational Agency (SEA) Partnership*)**. Through *Teachers Creating High-impact Opportunities for Innovation, Collaboration and Equity (Teachers CHOICE): Transforming Professional Learning from Compliance to Agency*, M-DCPS takes an innovative approach to address the problem of one-size fits all professional development by focusing on teacher agency. *Teachers CHOICE* will support **1,400 educators** and **23,550 K-12 students** in **18 selected schools**. High-need student is defined as students in need of assistance and support, such as students who are: at risk of not graduating on time, have disabilities, are English Language Learners, qualify for the federal Free or Reduced-Price Lunch Program, are in socioeconomic minority groups or have low achievement levels. The objectives are to: 1) Develop, implement, and evaluate a **teacher-directed** professional learning system; 2) Increase educator capacity to support professional growth; 3) Improve teacher agency in professional learning, teacher effectiveness, and teacher retention; 4) Improve achievement and behavioral outcomes for high-need students; and 5) Increase district capacity to scale and sustain teacher-directed professional learning programs. The expected outcomes include: 1) Develop an FDOE-approved Teacher Leadership Endorsement; 2) Increase retention of a diverse workforce that matches the M-DCPS student population; 3) Increase capacity of teacher leaders to act purposefully and constructively to direct their professional growth and contribute to the growth of their colleagues; 4) Increase district capacity to scale and sustain teacher-directed professional learning programs; 5) Enhance instructional practice; and 6) Improve achievement and attainment for high-need students.