

DeSoto Independent School District (TX) - S374A210002
Recommended Funding: \$7,316,803.00

DeSoto Independent School District (ISD) is a single eligible applicant classified as a local education agency, located in north Texas. This proposed LEAD DeSoto (Leadership, Excellence, Achievement, and Development) Project will develop and implement a new human capital management system, inclusive of a performance-based compensation system (Absolute Priority 1). Nine campuses will participate in the project, and the intended reach is inclusive of the 396 teachers, 9 principals, and 7,410 students at these campuses. Every campus has at least 70% of students eligible for FRPL (Absolute Priority 2).

The LEAD DeSoto project goal is to increase the number of effective and diverse leaders who can positively impact school culture and improve student achievement. Anticipated outcomes of the project include an increase in the number of qualified applicants for vacant leadership positions and a stronger retention rate of high-performing leaders. DeSoto ISD will partner with subgrantee TNTTP, a national non-profit organization focused on educational quality, to meet project goals.

The project includes a review of current HR practices related to recruitment, selection, and retention, as well as the development of a leadership pipeline, which responds to Competitive Preference Priority 1. The project also includes expanding a leader evaluation system tied to student outcomes and a system of career pathways to help retain the most effective leaders, and a coaching/professional development model. In response to Competitive Preference Priority 2, human capital practices implemented as part of the project will be focused on recruiting and supporting a more diverse educator workforce that mirrors the growing Hispanic student population. A new system of professional learning for leaders focused on diversity, equity, and inclusion will ensure DeSoto implements professional development that fosters an inclusive and supportive school climate for diverse leaders.