

**Iredell-Statesville Schools (NC) - S374A210020**  
**Recommended Funding: \$21,275,756.00**

As a local educational agency (LEA), Iredell-Statesville Schools in North Carolina will serve as a single eligible applicant for our proposed TSL project, *STRIVE: Supporting Teachers and Redesigning Incentives using Value-added measures of Effectiveness*. Our project will reach 12 high-need schools with free- and reduced-lunch rates over 50% (Absolute Priority 2) impacting 5,673 students, 474 teachers, 12 principals, 16 assistant principals, 4 content coaches, and 7 instructional facilitators. Designed to meet Absolute Priority 1: Human Capital Management System (HCMS) and Performance-Based Compensation Systems (PBCS), our vision is to increase student academic achievement and improve equitable access to effective educators in our high-need schools by redesigning our existing HCMS and PBCS to better attract, place, retain, and sustain diverse educators and improve teacher and school leader effectiveness. *STRIVE* will emphasize evidence-based activities linked to our HCMS and PBCS processes to address the needs of our target population through the intersection and cumulative effect of four core strategies: recruit, prepare/support, lead, and reward. Objectives will emphasize two areas: (a) Redesigning our existing HCMS and PBCS to improve staff diversity, retention, hard-to-staff positions, use of educator evaluations to inform human capital decisions and PBC, and beginning teacher and leader support. (b) Developing and raising educator effectiveness to increase student math and ELA proficiency, positive school climate, teacher leadership opportunities, licensed/credentialed teachers, effective job-embedded professional learning, and improvements in evaluation and student growth ratings. In collaboration with our university, community, and business partners and key stakeholders, *STRIVE* will address both Competitive Preference Priority 1: Supporting Educators and Their Professional Growth and Competitive Preference Priority 2: Increasing Educator Diversity.