

**Midlands Community Development Corporation (SC) - S374A210045**  
**Three-Year Funding: \$21,850,934.00**

Midlands Community Development Corporation (MCDC), a 501(c)(3) non-profit organization and fiscal agent, in partnership with Calhoun County School District, Orangeburg County School District, the Center of Excellence for Educator Preparation and Innovation on the campus of Voorhees College (HBCU), The Institute for Organizational Coherence, the National Center for Research (Digital Promise), The New Teacher Project, the Call Me Mister Program at Claflin University (HBCU), the Carnegie Foundation, Learning for Justice, Darden Curry Partnership and the National Board, proposes *LIFE2: Leveraging Innovation For Educator Excellence!* a TSL grant that will help two rural South Carolina districts improve their quality of education, elevate educator effectiveness, raise student achievement and increase equity in learning. *LIFE2* will serve 13,014 students enrolled in 28 high-poverty, low-performing schools and taught by 877 teachers – all 28 schools have Free and Reduced Lunch rates exceeding 50% and meet the TSL criteria of High-Need School (Free / Reduced Lunch Rate averages 81% across our two districts).

*LIFE2*, will address Absolute Priority # 1, Absolute Priority # 2, Competitive Preference Priority # 1 and Competitive Preference Priority # 2 and will help consortium district schools meet/exceed the following goal and objectives: GOAL: To improve student achievement by increasing access to effective educators in high-need schools. Objective 1: Reduce equity gaps through effectiveness-based Human Capital Management System. Objective 2: Assess educator effectiveness using validated tools to ensure objectivity. Objective 3: Improve educator effectiveness through individualized learning and supports. Objective 4: Increase student attainment of state academic performance standards. Evaluation of the project will include assessment of GPRA measures and project-specific indicators. *LIFE2* will launch and sustain two Tiers of Service: Tier 1 - Comprehensive Human Capital Management System; Tier 2 - Educator Quality Supports. *LIFE2* will provide diverse services to strengthen consortium districts' HCMSs, increase educator effectiveness, improve equity and raise student achievement:  
Tier 1: Comprehensive HCMS Tier 2: Educator Quality Supports through Evidence-based Human Capital Management, Talent Management, Educator Effectiveness Model, High Quality Evaluation Plan, Performance-Based Compensation, Professional Growth Tracks, Professional Development, Principal Network, Instructional Coaching, New Teacher Network, Career Ladders.

*LIFE2* will provide the resources needed to expand upon existing student-centric improvement efforts and help our two, rural South Carolina school districts elevate educator effectiveness through comprehensive, data-driven Human Capital Management Systems connected to educator effectiveness, educator support systems, performance-based compensation and complementary district improvement and reform strategies.