

National Institute for Excellence in Teaching (TN) - S374A210012
Recommended Funding: \$12,327,028.00

Project Title: Texas Improving Management systems for Principals And Classroom Teachers (IMPACT). Lead Partner/Fiscal Agent: National Institute for Excellence in Teaching (NIET). Partners: Crockett, Gladewater, Slaton and Somerset Independent School Districts (ISDs); Branch Alliance for Educator Diversity (BranchED). Priorities: Absolute Priority 1: Human Capital Management Systems (HCMS) or Performance Based Compensation Systems (PBCS); Absolute Priority 2: High-Need Schools; Competitive Preference Priority 1 (Supporting Educators and Their Professional Growth); Competitive Preference Priority 2 (Increasing Educator Diversity).

Description: IMPACT is a partnership of four Texas Local Education Agencies (LEAs; Crockett, Gladewater, Slaton and Somerset ISDs); NIET, a national nonprofit leader in developing systems for increasing instructional capacity in high-need schools with prior success in Texas; and BranchED, a Texas-based nonprofit dedicated to diversifying the teaching profession.

Texas IMPACT aims to increase student achievement by promoting equitable access to effective educators in partner LEAs, who will work together to establish cohesive HCMS that include a high-quality PBCS (Absolute Priority 1). Project objectives are to increase the percentage of effective teachers and school leaders and improve student achievement. To achieve these objectives each LEA will implement the research-based TAP System. The TAP System provides educators with opportunities for professional growth (Competitive Preference Priority 1) and advancement, rigorous instructional evaluation and feedback, and performance-based compensation. Building on the TAP System's school level impact, this project will include support for district-level change and incorporate BranchED's expertise in educator diversity (Competitive Preference Priority 2). Texas IMPACT will directly reach 19 high-need schools, serving 640 teachers, 42 school leaders and 8,611 students (Absolutely Priority 2).