

New Schools for New Orleans (LA) - S374A200033
Recommended Funding: \$14,291,498.82

With the support of the local district and the LDOE, New Schools for New Orleans (NSNO) leads a consortium of 6 charter management organizations (CMO) composed of 27 LEAs. NSNO will serve as the project manager and fiscal administrator for NOLA TSL. TNTP, a 501(c)3 organization, focused on educator recruitment, growth, and retention, will provide technical assistance to LEAs. An external evaluator, ed-cet, Inc., will ensure expertise and impartiality in conducting the process and outcome evaluations.

In the New Orleans public schools system, 40% of public school students (17,892); 32% of schools (27); and 38% of educators (1,225) are project's target population. Across all partners, 98% of students are students of color, 7% are EL, 16% have a diagnosed disability, and 95% are economically disadvantaged. In 2019, on average, only 23% of students scored proficient on state assessment of core subjects. The goal of NOLA TSL is to design, refine and implement comprehensive HCMS/PBCS in order to increase the number and percentage of diverse, highly-effective educators and, ultimately, improve academic outcomes for over 17,892 students.

OBJECTIVES & STRATEGIES: #1: Create, expand & improve HCMS/PBCS to ensure fair evaluations and robust career pathways that retain all effective educators. Strategies: Integrate educators' expressed needs, ensuring fair evaluations, career pathways with multiple instructional support roles; incentivize and reward effectiveness; **#2 :** Design & implement PD strategies to increase effective educators, emphasizing instructional leaders & SPED/EL instruction for all educators. Strategies: PD for instructional leaders; improve EL/SPED instruction with PD for all educators; and incentivize and reward recruitment, retention, and development of effective educators; **#3 :** Design & implement strategies to increase teacher and leader diversity and support equitable HCMS/PBCS. Strategies: Innovative pre-service; equity audits and PD, culminating in an equity plan for an inclusive, equitable milieu. To ensure that this project meets these priorities, each is embedded in project objectives and supported by relevant strategies.