

**Winchester School Board (VA) - S374A210003**  
**Recommended Funding: \$7,799,878.00**

Winchester Public Schools will serve as a single LEA applicant for the Teacher and School Leader Incentive Program. Our TSL program, REACH: Redesigning Educator pathways And Connecting HR systems, was developed to expand the reach of our most effective educators with input from educators, and school and division leaders. REACH will target 390 teachers, 7 principals, 12 assistant principals, and 4,303 students in our four Title I elementary schools, one intermediate school, one middle school, and one high school. All seven schools in our division will participate and qualify as high need (Absolute Priority 2) based on the most recent Community Eligibility Provision data. Our three goals are (1) Design, expand, and implement a Human Capital Management System (HCMS) and Performance-Based Compensation System (PBCS) (Absolute Priority 1); (2) Engage and support teachers and school leaders by providing high-quality professional development, coaching, and mentoring; and (3) Invest in leadership opportunities for teachers and PBCS for school leaders. In collaboration with our partners, we will implement the evidence-based Opportunity Culture Multi-Classroom Leadership model in our schools to improve student achievement and teacher and school leader outcomes. Key objectives and activities include: increased used of HCMS and evaluation rating for decision making; improved teacher and school leader effectiveness (Competitive Priority 1); improved teacher and school leader effectiveness in improving student growth; increased teacher and school leader diversity (Competitive Priority 2), increased career paths and leadership opportunities for teachers; improved teacher-leadership relationships; improved teacher perceptions of school leadership's effectiveness; improved school climate; increased student engagement; increased student sense of belonging; improved student academic achievement; increased teacher and school leader retention; and increased access to effective educators.