

Winston Salem/Forsyth County Schools (NC) - S374A210006
Recommended Funding: \$13,492,114.00

Winston-Salem/Forsyth County Schools (WS/FCS), a Local Education Agency (LEA) in North Carolina, provides educational services to approximately 53,000 students in 80 schools, including 42 elementary, 14 middle, 15 high and 9 Non-Traditional. In the 2020-21 school year, 43 schools, including 27 elementary, have school-wide Title I programs. Winston-Salem/Forsyth County Schools proposes building and strengthening an equity-centered Teacher and School Leader Pipeline through the implementation of several key programs.

Twenty-eight schools across the elementary, middle, and high school levels – all of which are High Need Schools (Absolute Priority 2) – were selected to participate in both a Performance-Based Compensation System (Absolute Priority 1) and a system of recruitment incentives and supports designed to both recruit and retain highly effective administrators and teachers in High Need Schools (Competitive Preference Priority 1). All schools targeted by this proposal were selected based on gaps in student achievement, teacher retention and vacancies. In addition, Winston-Salem/Forsyth County Schools proposes expanding its efforts to recruit and retain a diverse workforce by creating a true “top-to-tail” educator pipeline. The district will greatly expand and further embed the work of two “grow your own” programs” (Competitive Preference Priority 2) -- Transition 2 Teach, a licensure program for paraprofessionals, and North Carolina Teacher Cadets, a program for high school students interested in pursuing a career in education.

These efforts will complement work Winston-Salem/Forsyth County Schools is currently undertaking in the realms of instructional support and coaching, professional development, and the cultivation of an equitable leadership pipeline. The goal of this cohort of programs is to improve student achievement by recruiting and retaining highly-effective educators and school leaders in Winston-Salem/Forsyth County’s High Need Schools.