

Teacher and School Leaders Incentive Programs



Applicants may receive grants of up to \$8.5 million to develop, implement, improve, or expand comprehensive performance-based compensation systems (PBCS) or human capital management systems (HCMS).

ABOUT

The purpose of this program is to assist eligible grantees to developing, implementing, improving, or expanding comprehensive **Performance-Based Compensation Systems (PBCS)** or **Human Capital Management Systems (HCMS)** for teachers, principals, or other school leaders (especially for teachers, principals, or other school leaders in high-need schools) who raise student growth and academic achievement and close the achievement gap between high- and low-performing students.

A portion of TSL funds may be used to **study** the effectiveness, fairness, quality, consistency, and reliability of PBCS or HCMS for **educators**.

HOW DO NONPROFIT AND FOR-PROFIT ENTITIES PARTICIPATE?

While nonprofit and for-profit entities are not eligible to apply alone for this grant, we **encourage entities to seek partnership opportunities** with LEAs, including Charter Schools, Consortium of LEAs, State Educational Agency (SEA), and the Bureau of Indian Education.



A great starting point for inquiries with eligible entities can be:

- LEAs, SEAs, and BIEs Grant Offices



Many national and local nonprofits and for-profits focus on professional development for teachers and leaders surrounding student achievement. Contacting eligible entities' leadership or grant coordinator to inquire about partnership opportunities can be a great first step.

EXAMPLE PROJECTS



An LEA developed a performance-based compensation system to recognize and compensate effective educators while offering additional career pathways. The system continues to address learning gaps and students' academic ownership.



A nonprofit entity partnered with an LEA to create and implement a PBCS and HCMS to support teacher and leader preparation and retention. The system currently serves 59 schools, 1,071 teachers, and 16,456 students.



An LEA designed and implemented an HCMS and PBCS to accelerate the system-wide implementation of a student-centered school system. These systems are collectively strengthening their efforts to manage culture and build coherence of human capital.

Note: These are just some of the many possible approaches to carrying out a project that are permissible. Each program will be judged on its individual merit and not whether it matches these examples.

To view other previously funded projects, visit the program site, [here](#).