

**Alaska Council of School Administrators - S374A230034**

**Recommended Three-year Funding Amount: \$7,595,962.00**

**Summary Statement of Project:** Seven rural Alaska school districts and the Alaska Council of School Administrators have constructed the *Raising the Bar for Rural Alaskan Educators (RTB AK)* partnership. Districts differ greatly in geography but what they share in common is:

- a pressing need to improve the academic success of the students they teach
- involving teachers in educational leadership
- refining evaluation systems and tying evaluation to professional development, and,
- exploring performance-based incentives for all staff.

*Raising The Bar* begins with a review of the effectiveness and quality of each District’s Human Capital Management Systems (HCMS). Here *RTB AK* will address evaluation quality, improving school effectiveness and achievement through the use of Teacher Instructional Leaders and Professional Learning Communities, and providing professional development and support needs of staff to expand educational equity and raise student achievement.

Below are *RTB AK* project outcomes:

Comprehensive HCMS	Embedded Professional Development
Teacher Leaders in All Schools	Evaluation Systems That Connect to Professional Development
Efficient Professional Learning Communities	Performance Based Compensation Models
Refined Evaluations	Teacher Career Ladder
<i>Visible Learning</i> Trained Teachers and Administrators	Teacher Recruitment and Retention Strategi especially for Diverse Teachers
Nationally-certified Superintendents	Micro Credentials

Competitive Preference Priorities Being Applied For: #1 Human Capital Management System; and #2 High-Need Schools.