

**Center for Strategic Leadership and Organizational Coherence, Inc. - S374A230006**

**Recommended Three-year Funding Amount: \$24,927,304.00**

The Center for Strategic Leadership and Organizational Coherence, Inc. (CSL), a non-profit organization as defined in 2 CFR 200.70 and fiscal agent, in partnership with KIPP Delta Public Schools in Arkansas; KIPP Colorado Public Schools; KIPP Oklahoma Public Schools; KIPP Tennessee Public Schools; Historically Black Colleges & Universities (HBCUs) Tennessee State University (producer of the highest level of the nation’s Black educators) and University of Arkansas Pine Bluff; and the National Board for Professional Teaching Standards, proposes *CSL - KIPP*, a *TSL* grant that will help the Knowledge Is Power Program (KIPP) public charter schools improve their quality of education, elevate educator effectiveness, raise student achievement and increase equity in learning. *CSL - KIPP* will serve 9,090 students enrolled in 25 high-poverty, low- performing urban and rural schools - whose students are taught by 574 teachers and led by 53 school leaders. All 25 schools have Free and Reduced Lunch rates exceeding 50% and meet the *TSL* criteria of High- Need School (Free/Reduced Lunch Rates average 86% across our four regions). *CSL - KIPP*, will address Absolute Priority # 1, Absolute Priority # 2, Competitive Preference Priority # 1, and Competitive Preference Priority # 2 and will help participating KIPP schools meet and exceed the following goal and objectives:

<b>GOAL: To improve student achievement by increasing access to effective educators in high-need schools.</b>
<b>Objective 1: Reduce equity gaps through effectiveness-based Human Capital Management System.</b>
<b>Objective 2: Assess educator effectiveness using validated tools to ensure objectivity.</b>
<b>Objective 3: Improve educator effectiveness through individualized learning and supports.</b>
<b>Objective 4: Increase student attainment of state academic performance standards.</b>

*CSL - KIPP* will launch and sustain two **Tiers of Service**: Tier 1 - Comprehensive Human Capital Management System; and Tier 2 - Educator Quality Supports. *CSL - KIPP* will provide diverse services that strengthen KIPP’s HCMSs, increase educator effectiveness, improve equity, and raise student achievement:

<b>Tier 1: Comprehensive HCMS</b>	<b>Tier 2: Educator Quality Supports</b>
Evidence-based Human Capital Management Talent Management Educator Effectiveness Model High Quality Evaluation Plan Performance-Based Compensation	Professional Growth Tracks Professional Development School Leader Network Instructional Coaching New Teacher Network Career Ladders

*CSL - KIPP* will provide the resources needed to expand upon existing student-centric improvement efforts and help our four KIPP regions elevate educator effectiveness through comprehensive, data-driven Human Capital Management Systems connected to educator effectiveness, educator support systems, performance-based compensation and complementary, KIPP-generated, improvement and reform strategies. Evaluation of the project will include assessment of GPRA measures and project-specific indicators. Evaluation will include a Quasi-Experimental Design (QED) impact study to assess improvement in student achievement outcomes for those students of Treatment vs. Comparison Group educators.