

Center of Excellence for Educator Preparation and Innovation - S374A230039

Recommended Three-year Funding Amount: \$25,308,161.00

The Center of Excellence for Educator Preparation and Innovation (CEPI), a 501(c)(3) non-profit organization and fiscal agent, in partnership with Fairfield County School District and Georgetown County School District, two rural public school districts in South Carolina, proposes *REAP: Rewarding Educator Achievement and Performance!* a TSL grant that will help our partner districts improve their quality of education, elevate educator effectiveness, raise student achievement and increase equity in learning. *REAP* will serve 10,736 students enrolled in 26 high-poverty, low-performing schools and taught by 854 teachers – 22 of 26 schools (85%) have Free and Reduced Lunch rates exceeding 50% and meet the TSL criteria of High-Need School. Free / Reduced Lunch Rates average 75% across our two districts). *REAP* will address Absolute Priority # 1, Absolute Priority # 2, Competitive Preference Priority # 1 and Competitive Preference Priority # 2 and will help our partner district schools meet and / or exceed the following goal and objectives:

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

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

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

REAP will provide the resources needed to expand upon existing student-centric improvement efforts and help our two, rural South Carolina school districts elevate educator effectiveness through comprehensive, data-driven Human Capital Management Systems connected to educator effectiveness, educator support systems, performance-based compensation and career ladders and complementary district 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.