

Charlotte-Mecklenburg Schools - S374A230019

Recommended Three-year Funding Amount: \$7,693,341.00

Charlotte-Mecklenburg Schools (CMS) is the lead district of Opportunity Culture Teacher Leader Pathways (OCTLP), a consortium of three large school districts applying to the Teacher and School Leader Incentive Program that includes Fort Worth Independent School District (FWISD) and Montgomery County Public Schools (MCPS). OCTLP will expand the reach of highly effective teachers to more students using Opportunity Culture, a proven team-based staffing structure and performance-based compensation system (PBCS) (Absolute Priority 1). OCTLP will reach at least 99 principals, 1,900 teachers, and 59,000 students across elementary, middle, and high school settings. CMS began this successful PBCS in high-need schools and will reach 68 remaining campuses in the district, including 13 high-need schools. FWISD and MCPS will receive support from Public Impact, the technical assistance provider that helped CMS establish the PBCS, to begin in 31 high-need campuses (Absolute Priority 2). The three goals of OCTLP are 1) Develop system-level structures to integrate the Opportunity Culture PBCS into each district's HCMS, 2) Expand the PBCS to high-need schools in collaboration with principals, teachers, and others in the school communities, and 3) Implement and Improve with role-specific professional learning and implementation feedback rounds. In collaboration with Public Impact, we will implement the evidence-based Multi-Classroom Leadership model to improve student achievement and teacher and school leader outcomes. Key objectives include: ensuring equitable access to highly effective teachers and instruction by their teaching teams (Competitive Preference Priority 1), and attracting and retaining top educators in high-need schools while providing ongoing, job-embedded professional development to help all teachers increase their effectiveness (Competitive Preference Priority 2).