

**Harmony Public Schools - S374A230017**

**Recommended Three-year Funding Amount: \$14,959,922.00**

Harmony Public Schools is applying for the Teacher and School Leader Incentive Fund as a single-applicant Charter Management Organization; Harmony is a consortium of seven Local Education Agencies in Texas (eligibility category a), including:

- 015-828 Harmony Public Schools - South Texas
- 071-806 Harmony Public Schools - West Texas
- 101-846 Harmony Public Schools - Houston South
- 101-858 Harmony Public Schools - Houston North
- 101-862 Harmony Public Schools – Houston West
- 161-807 Harmony Public Schools - North Texas
- 227-816 Harmony Public Schools - Central Texas

Harmony’s proposed project, TILT (Training Instructional Leadership Teams) Forward will directly support the network’s 550 campus leaders, including principals, assistant principals, instructional coaches, and teacher-leaders. These leaders serve across 60 campuses, and they support over 2,700 teachers and over 40,000 PK-12 students. 95% of campuses are high-need.

TILT Forward improves and expands upon Harmony’s existing campus leader Human Capital Management System; in doing so, TILT Forward better equips campus Instructional Leadership Teams to address the acute needs of Harmony students emerging from the COVID-19 pandemic. The goals of the project are to 1) increase placement of well-prepared, diverse, and effective leaders; 2) increase leader growth and effectiveness; and 3) increase leader satisfaction and retention. To do so, Harmony will pursue five key activities: 1) expand existing and develop new Career Advancement pathways; 2) differentiate the Support and Feedback model; 3) Strengthen leader Culture and Inclusion; 4) increase fair, consistent implementation of Leader Evaluations; and 5) differentially reward effectiveness in hard-to-staff schools via the Performance-Based Compensation System. These activities will have network-wide impact, but will differentially focus on Harmony’s high-need, hard-to-staff schools. Harmony is applying for Competitive Preference Priority #1 and #2.