

**International Academy of Flint - S374A230011**

**Recommended Three-year Funding Amount: \$1,110,612.00**

The International Academy of Flint (IAF) is the lead applicant for the Office of Elementary and Secondary Education, Dept. of Education's Teacher and School Leader Incentive Program. It operates as a local education agency (LEA) and qualifies as a Title 1A school based on the overall income of its families. IAF is applying under Absolute Priority 1 - Human Capital Management Systems (HCMS) or Performance-Based Compensation Systems (PBCS) and Career Advancement Opportunities and Absolute Priority 2 - High-Need Schools.

IAF is the sole educational entity for this application. It will contract with CT3 Education to provide professional development, teacher coaching, teacher training, and classroom management strategies for teachers of underserved communities. IAF serves nearly 900 elementary, middle, and high school students. The number of staff eligible for the proposed activities include:

- 57 - Teachers/Other Paraprofessionals
- 9 - Principals & Curriculum Directors
- 18 - Instructional Support Staff
- 41 -All Other Support Personnel

IAF aims to improve its teacher retention rates and the number of certified and appropriately placed teachers. IAF will expand and enhance its professional development (PD) program and implement a performance-based compensation system for all staff members. IAF offers ongoing PD to its staff and will include individualized instructional coaching training through CT3. The PBCS will help to create equity in pay for IAF teachers compared to educators in surrounding public schools. IAF will also compensate teachers for certification costs if they sign a three-year intent to serve contract with the school.

IAF is applying for *Competitive Preference Priority 1 - Promoting Equity in Student Access to Educational Resources and Opportunities*.