

**LEAD Public Schools - S374A230008**

**Recommended Three-year Funding Amount: \$12,209,397.00**

LEAD Public Schools (LEAD: Applicant / Fiscal Agent / 501(c)3 non-profit charter school management organization), serving a consortium of six public charter schools in Nashville, Tennessee, proposes *RISE: Rigorous Instructional Supports for Educators, a Teacher and School Leader Incentive Program* grant that uses educator effectiveness performance results to inform key school- and consortium-level human capital management decisions, including: preparation, recruitment, hiring, placement, retention, dismissal, compensation (including performance-based compensation), professional development, tenure, and promotion, particularly as they affect educators working in High-Need Schools. Implementation of the project will also facilitate educator quality improvements through extensive professional learning and the development of a Career Ladder that expands instructional leadership opportunities for teachers and school leaders. *RISE* will serve six LEAD public charter schools educating 2,614 high-need students (grades 5 – 12) – 6 of 6 LEAD schools have an Economically Disadvantaged Rate exceeding 50% of enrollment and meet the TSL criteria of High-Need School (100% of LEAD students qualify for Free and Reduced Lunch). *RISE* will address Absolute Priority # 1, Absolute Priority # 2, Competitive Priority # 1 and Competitive Priority # 2. Implementation of the project will help LEAD and partners meet and exceed the project Goal and Objectives:

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

Evaluation of the project will include assessment of Required Performance Measures (GPRA Measures) and project-specific indicators. *RISE* will provide diverse services and supports across two Tiers of Support: Tier 1 - Comprehensive Human Capital Management System and Tier 2 - Educator Quality Supports:

<b>Tier 1: Comprehensive HCMS</b>	<b>Tier 2: Educator Quality Supports</b>
<ul style="list-style-type: none"> <li>• Evidence-based Human Capital Management</li> <li>• Talent Management</li> <li>• Educator Effectiveness Model</li> <li>• High Quality Evaluation Plan</li> <li>• Performance-Based Compensation</li> </ul>	<ul style="list-style-type: none"> <li>• Professional Growth Tracks</li> <li>• Professional Development</li> <li>• Principal Network</li> <li>• Instructional Coaching</li> <li>• New Teacher Network</li> <li>• Career Ladder</li> </ul>