

**Laurens County School District 55 - S374A230030**  
**Recommended Three-year Funding Amount: \$13,557,621.00**

Laurens County School District 55, a Local Education Agency (LEA) in rural South Carolina, is seeking a Teacher and School Leader Incentive Program grant to develop and implement a new human capital management system (HCMS), inclusive of a performance-based compensation system and career advancement opportunities (Absolute Priority 1). Laurens Educators Achieving Results to Net Success (LEARNNS) will reach 428 teachers, 22 school leaders, and 5,180 students across the LEA's nine high-need schools (Absolute Priority 2).

Laurens County School District 55 will partner with the National Institute for Excellence in Teaching (NIET), a national nonprofit, to implement the TAP System as the base to align five HCMS strategies: 1) strengthen the implementation of fair evaluations for educators that are coupled with specific and actionable feedback; 2) create formal opportunities for teacher career advancement; 3) provide job-embedded, teacher-led professional learning opportunities; 4) develop a system of performance-based compensation for teachers and school leaders; and 5) expand the district's vision for improvement and alignment of the HCMS. These structures will enable LEARNNS to attain project objectives to 1) increase the effectiveness of teachers, 2) increase the effectiveness of school leaders, and 3) improve student achievement.

LEARNNS complements Laurens County School District 55's ongoing work aimed at building school leaders' instructional leadership skills and capacity to integrate sustainable character education. By offering additional resources, LEARNNS will support making classroom teaching the driving focus of the district's effort to create schools where equity, diversity, and inclusion are embedded in the school culture (Competitive Preference Priority 1; Competitive Preference Priority 2).