

Natchitoches Parish School District - S374A230015

Recommended Three-year Funding Amount: \$14,262,991.00

Natchitoches Parish School District, a Local Education Agency (LEA) in Louisiana, in partnership with the National Institute for Excellence in Teaching (NIET), a national nonprofit, seeks a Teacher and School Leader Incentive Program grant to align and strengthen the LEA's human capital management system (HCMS) to improve teacher and school leader effectiveness and raise student achievement. The LEA includes 13 schools, 11 of which meet the high-need criteria (Absolutely Priority 2). The grant will have a direct impact on 5,003 students, 427 teachers, and 22 school leaders.

Systems for Training and Retaining Our Natchitoches Educators for Growth (STRONG) prioritizes four research-based school-level strategies that form the foundation of the TAP System and a fifth strategy at the LEA level: 1) implement evaluation processes using valid and reliable rubrics for teachers and school leaders, 2) create formal teacher leadership positions for teachers with strong instructional skills, 3) establish collaborative and relevant professional learning for teachers and school leaders, 4) implement a performance-based compensation system for teachers and school leaders, and 5) develop a vision for enhancing the HCMS districtwide (Absolute Priority 1). Project STRONG is a sustainable model for attracting, developing, and retaining an effective and diverse pool of educators who are prepared to teach diverse groups of learners, as well as for supporting highly skilled and effective school and district leaders who are prepared to support these teachers (Competitive Preference Priority 1; Competitive Preference Priority 2).

Natchitoches Parish School District is committed to equipping and empowering its educators and students with the necessary knowledge, skills, and resources needed to be successful in and out of the classroom, and seeks this TSL grant to advance our mission and impact our community.