

National Ctr for Hebrew Language Charter School Excellence - S374A230005
Recommended Three-year Funding Amount: \$4,315,856.00

HP SURGE cultivates educator leadership through a comprehensive human capital management system (HCMS) by focusing on three discrete levers— strengthening Hebrew Public’s instructional support model; codifying and clarifying the network’s career pathways; and rewarding educator excellence — which will result in meaningful improvements on a range of key student and teacher outcome measures.

- Instructional support will be strengthened by (1) building the capacity of instructional coaches, (2) piloting the development of Professional Learning Communities on each campus, and (3) improving the quality and reliability of classroom observations.
- Career pathways will be codified and clarified by (1) tightening the linkage between evaluation ratings and eligibility for intermediate leadership roles, (2) creating new pathways to support the rollout of an enhanced HCMS, and (3) strengthening internal leadership pipelines.
- Educator excellence will be rewarded by HP by (1) refining a PBC model that appropriately accounts for adult impact on student learning outcomes, (2) providing financial incentives to highly effective teachers, and (3) designing a school leader compensation model that incorporates quantitative components measuring impact on a range of student outcomes.

Competitive Preference Priorities: HP SURGE meets the requirements of AP1 and AP2 and addresses all elements of both CPP1 and CPP2.