

National Institute for Excellence in Teaching - S374A230045
Recommended Three-year Funding Amount: \$16,414,004.00

The National Institute for Excellence in Teaching (NIET), a national nonprofit, is partnering with four Arizona Local Education Agencies (LEAs; Avondale Elementary School District #44, Gadsden Elementary School District #32, Osborn School District #8, and a fourth LEA to join in the second year of the grant) to apply for a Teacher and School Leader Incentive Program grant. Arizona Prioritizing Recruitment/Retention and Induction to Maximize Equity (AZ PRIME) will focus on aligning, expanding, and improving the LEAs' human capital management systems (HCMS), which include a performance-based compensation (PBC) system and career advancement opportunities (Absolute Priority 1) in their high-need schools (Absolute Priority 2).

AZ PRIME will enhance LEAs' capacity to recruit and retain experienced, certified, effective, and diverse educators; provide induction support for new teachers; and integrate character education to improve school environment, thereby fostering equity in student access to educational resources and opportunities (Competitive Preference Priority 1; Competitive Preference Priority 2). To achieve the project objectives of improving teacher and school leader effectiveness and enhancing student academic performance, AZ PRIME will use NIET's TAP System as the base to align five HCMS strategies: 1) implement valid and reliable evaluation processes for teachers and school leaders; 2) expand formal, instructionally focused roles for teacher leaders; 3) implement job-embedded, collaborative professional learning for teachers and school leaders; 4) create and implement a system of PBC for teachers and school leaders; leaders will directly benefit from AZ PRIME.