

Region 18 Education Services Center - S374A230023

Recommended Three-year Funding Amount: \$8,365,333.00

Region 18 Education Service Center’s Texas Center for Educator Effectiveness (ESC 18—TxCEE), a LEA, is submitting this TSL proposal as part of a comprehensive effort to improve instruction and leadership that ultimately enhances student growth and supports rigorous academic standards for students. The plan includes strategies to support the following: Absolute Priority 1: Human Capital Management Systems (HCMS), Absolute Priority 2: High-Needs Schools, Competitive Preference Priority 1: Promoting Equity in Student Access and Competitive Preference Priority 2: Supporting a Diverse Educator Workforce and Professional Growth. ESC 18—TxCEE seeks to advance the state’s human capital reforms through Supporting Pathways to Achieve Rewards & Knowledge (SPARK). SPARK is a research-based system that builds upon existing models for effective HCMSs to address the identified challenges in 30 schools in South San Antonio ISD, Pilot Point ISD, and Lancaster ISD, representing small and large districts. The project will impact over 1,150 teachers and campus administrators and more than 16,200 students. Across the project, 82.2% of students are classified as economically disadvantaged. ESC 18 – TXCEE will partner with these LEAs and the American Institutes for Research (AIR) to achieve the project goals of 1) improve educator performance, 2) provide educators with opportunities to grow professionally 3) improve student outcomes, and 4) improve educator retention. SPARK will enhance and expand the existing districts’ HCMSs that includes educator evaluation, student growth, and performance-based compensation. LEAs will then utilize a data management system to monitor progress and identify relevant data to inform collaborative learning, novice educator mentoring, and career pathways. SPARK will support teachers and campus leaders that will in turn provide greater rigor, support, and stability for students. Since 27campuses participating in this TSL project are high-need, implementation will continue to improve the educational outlook for children at risk of educational failure.