

**The Innovation Project - S374A230028**

**Recommended Three-year Funding Amount: \$21,525,017.00**

The Innovation Project, a nonprofit entity, submits this application in partnership with eight LEAs: Asheboro, Edgecombe, Elizabeth City-Pasquotank, Lexington, Mount Airy, Scotland, Vance, and Warren. This proposal is under eligibility classification type “d,” a partnership consisting of a consortium of LEAs and a nonprofit entity. The application addresses Competitive Preference Priorities 1 and 2. Reimagining Teaching Talent (RTT) will directly impact 79 high-need schools, 168 administrators, 2,048 teachers, and 31,679 students. The project objectives are to: 1) Improve the recruitment, retention, and promotion of effective educators; 2) Improve the recruitment, retention, and promotion of effective educators of color; 3) Increase school leader effectiveness; 4) Increase teacher effectiveness; 5) Increase student achievement; and 6) Create sustainable systems of continuous improvement for each of the previous objectives. RTT will bring educators together into a Networked Improvement Community (NIC), allowing these small and mostly rural districts to benefit from the support and resources that would typically be found in a large district. The interventions begin with a focus on ensuring the HCMS produces more effective and diverse teachers. The project will create and improve systems for: recruitment and retention; professional development; instructional leadership; and career advancement. These inputs individually and collectively target the professional learning of all RTT educators to drive improvement in educator effectiveness, as well as to provide the systems to accurately measure and identify educator effectiveness. Once identified, RTT will make sure effective teachers are recognized, promoted, retained, and equitably assigned to the most vulnerable students to improve student achievement, and specifically, to improve the academic outcomes for economically disadvantaged students and students of color.