

Tulare County Office of Education - S374A230032
Recommended Three-year Funding Amount: \$8,038,000.00

Tulare County Office of Education (TCOE), California Center for Teaching Careers (Center) designed the Equity, Excellence, Effectiveness (E3) in partnership with the Visalia Unified School District. E3 has been designed to enhance educator growth, support leadership capacity at all levels, strengthen efforts to strategically manage school change, and build system coherence. The proposed project will achieve these outcomes through 1) the development of a comprehensive Human Capital Management System (HCMS) with a structured Performance Based Compensation System (PBCS) that prioritizes recruitment, selection, placement, development, and retention of highly qualified educators; 2) Deepen and differentiate professional learning for teachers and school leaders; 3) Support career advancement pathways at all levels; and 4) Refine teacher and principal evaluation to align with district initiatives and provide formative feedback for continuous improvement.

The E3 project will impact 4,129 students, 209 teachers and 18 administrators. The project will build a replicable, sustainable framework for phased implementation in all VUSD's 42 schools.

In target schools, the project will increase the percentage of teacher and leaders identified as effective; increase the percentage of educators demonstrating growth in student achievement; increase in use of evaluation rating to inform decision-making; increase in the number of educators receiving performance-based compensation disaggregated by race, gender, disability and veteran status. The project will increase number of participants in leadership pathways, increase the number of leaders hired from the pipeline and increase the number of educators who represent the demographics of the school community. The project addresses Competitive Preference Priority 1 and 2.