

**Wake County Public School System - S374A230024**  
**Requested Three-year Funding Amount: \$13,545,026.00**

The Wake County Public School System (WCPSS) is the largest school system in North Carolina and the 15th largest district in the nation. Located in Wake County, WCPSS covers twelve municipalities, 864 square miles, and comprises of 198 schools, including 119 elementary, 38 middle, 31 high, seven alternative schools, one K-8 academy, and two leadership academies for grades 6-12.

WCPSS will implement Project LEADERS (Leveraging Employee Advancement to Develop Excellence and Reach Success) to enhance its human capital management system (HCMS) and implement a performance-based compensation system (PBCS) to recruit, retain, reward, and develop well-qualified educators at high-need schools and to ensure students have equitable access to educational resources and opportunities. This project aligns with the goals of the Teacher and School Leader (TSL) Incentive Program and key elements of the Department of Education's Raise the Bar: Lead the World Call to Action, and local district, and state initiatives. The objectives of the project include: implementation of a HCMS and PBCS to increase educator diversity, growing a high-quality teacher pipeline with the goal of raising the bar for teacher preparation; recruitment of highly effective teachers, and staff to support success for all students, and supporting a culture of continuous professional development that results in high student achievement in high-need schools. Project LEADERS will serve 24 high-need schools and impact approximately 13, 453 students, 150 teachers, 144 instructional assistants, and 48 school leaders.