

Winona Independent School District - S374A230041

Recommended Three-year Funding Amount: \$2,940,867.00

Winona Independent School District (ISD), a rural Texas Local Education Agency (LEA), is partnering with the nonprofit National Institute for Excellence in Teaching to apply for a Teacher and School Leader Incentive Program grant to implement a comprehensive, data driven human capital management system (HCMS) that includes performance-based compensation and career advancement opportunities (Absolute Priority 1). Through Pathways and Opportunities for Winona Educators to get Results for Underserved Populations (POWERUP), Winona ISD aims to meet the project objectives of improving teacher effectiveness, school leader effectiveness, and student achievement in its three high-need schools (Absolute Priority 2).

POWER-UP will directly impact 6 school leaders, 93 teachers, and 1,081 students through the implementation of five HCMS strategies/activities: 1) create a clear vision for HCMS improvement and alignment; 2) implement a valid and reliable evaluation to accurately measure teacher and school leader effectiveness; 3) establish formal, instructionally focused roles for teacher leaders; 4) implement job-embedded professional learning for teachers and school leaders; and 5) create and implement a performance-based compensation system for teachers and school leaders.

POWER-UP will provide necessary resources to enhance Winona ISD's current HCMS, ensuring an effective and aligned HCMS that supports hiring, developing, and retaining an effective and diverse educator workforce in an inclusive environment (Competitive Preference Priority 1; Competitive Preference Priority 2).