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**Center of Excellence For Educator Preparation and Innovation**  
**(a 501(c)(3)nonprofit organization / fiscal agent)**  
**and EDUCATION PARTNERS –**  
**including:**

**Two, rural South Carolina School Districts:**  
**Fairfield County School District**  
**Georgetown County School District**

**PROPOSE –**  
***REAP:***  
**Rewarding Educator Achievement and Performance!**

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**PROJECT NARRATIVE**

**Absolute Priority 1: Human Capital Management System (HCMS) or Performance Based Compensation System (PBCS) and Career Advancement Opportunities.**

The field of education faces a conundrum. There are a number of schools where 90% or more of the teachers have been evaluated as “highly effective,” “exemplary,” or “accomplished,” while student achievement data continues to remain persistently low, not creating a statistically-significant correlation between teacher evaluations and improvements in student achievement. [REDACTED]

[REDACTED]

The Center of Excellence for Educator Preparation and Innovation ([CEPI] – 501(c)(3) Nonprofit Applicant as defined in 2 CFR 200.70 and fiscal agent) in partnership with Fairfield County School District and Georgetown County School District, proposes a TSL grant called *REAP: Rewarding Educator Achievement and Performance*. [REDACTED]

[REDACTED]

[REDACTED]	
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]

**PROJECT NARRATIVE**

**Absolute Priority 2: High-Need Schools**

This grant will target high priority schools in two South Carolina rural districts that are seeking opportunities for sustainable tools for continuous improvement. [REDACTED]

[REDACTED]

**Competitive Preference Priority 1: Promoting Equity in Student Access to Educational Resources and Opportunities.**

The Center of Excellence for Educator Preparation and Innovation prioritizes the consistent implementation of strategies designed to ensure equal access to and equity in opportunity for all students, families and educators. [REDACTED]

[REDACTED]

**Competitive Preference Priority 2: Diversifying the Educator Pool**

[REDACTED]

**(A) NEED FOR PROJECT**

The Center of Excellence for Educator Preparation and Innovation (CEPI), a 501(c)(3) non-profit organization and fiscal agent, in partnership with Fairfield County School District, Georgetown County School District, and a wealth of exceptional national partners, proposes *REAP: Rewarding Educator Achievement and Performance!*

**PROJECT NARRATIVE**

The two, rural South Carolina school districts in our partnership, struggle to overcome daily challenges that impact the quality of education programs serving high-poverty, low-performing, isolated rural students.

**(i) Identifying gaps/weaknesses in services, including nature and magnitude of those gaps or weaknesses.**

[Redacted text block]

[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]

[Redacted text block]





**PROJECT NARRATIVE**

Our two, partner, rural South Carolina school districts face significant challenges. Policies and systems do not support school districts prepared to overcome the challenges of educating high-need youth impacted by chronic failure, poverty, low education attainment and underprepared educators. *TSL* funding will provide resources to implement positive reforms that build local capacity to raise educator and student achievement.

**(ii) Improve outcomes using existing funding streams supported by community, state, federal resources.**

[Redacted text block]

- **Learning Pathways:** [Redacted text block]

- **School Climate Initiatives:** [Redacted text block]

**PROJECT NARRATIVE**

- **Social and Emotional Learning and Mental Health:** [REDACTED]

[REDACTED]

**(iii) Comprehensive effort to improve teaching/learning, support rigorous student academic standards.**

The Center of Excellence for Educator Preparation and Innovation and grant partners assembled to find ways to eradicate stubborn and persistent achievement gaps in high poverty rural schools in our region. [REDACTED]

[REDACTED]



**PROJECT NARRATIVE**

[REDACTED]

**PROJECT NARRATIVE**

[REDACTED]

**(iv) Project design appropriate to, and will successfully address, needs of target population.**

Implementation of *REAP* will empower South Carolina districts to launch, refine, improve and sustain a project designed to meet the needs of schools, educators, students and families impacted by significant challenges impeding success. [REDACTED]

[REDACTED]

[REDACTED]	
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]

**PROJECT NARRATIVE**

[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]

**(B) QUALITY OF THE PROJECT DESIGN**

The Center of Excellence for Educator Preparation and Innovation (CEPI), a 501(c)(3) non-profit organization and fiscal agent, in partnership with Fairfield County School District, Georgetown County School District, Darden-Curry Partnership, National Equity Project, Collaborative for Academic, Social and Emotional Learning (CASEL), National Board for Professional Teaching Standards, Carnegie Foundation for the Advancement of Teaching, National SAM Innovation Project, The Reading League and Institute for Organizational Coherence propose a TSL grant that serves 10,736 students enrolled in 26 district schools. [REDACTED]

[REDACTED]















PROJECT NARRATIVE

[Redacted text block containing multiple lines of blacked-out content]

**PROJECT NARRATIVE**

[REDACTED]

**(1) Prioritization of Services:** [REDACTED]



**PROJECT NARRATIVE**

**Tier 1 - Comprehensive Human Capital Management System**

[REDACTED]

- **Effectiveness-based Human Capital Management:** Annual evaluation of educator effectiveness using the *Teacher, Instructional Support Personnel, School Leader and the District Leader Evaluation Models* (below) will provide data to inform all elements of REAP Human Capital Management Systems, including:

[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]

PROJECT NARRATIVE

	<p>[REDACTED]</p>
[REDACTED]	<p>[REDACTED]</p>
[REDACTED]	<p>[REDACTED]</p>
[REDACTED]	<p>[REDACTED]</p>
[REDACTED]	<p>[REDACTED]</p>

- **Talent Management:** [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

**PROJECT NARRATIVE**

[REDACTED]

- **Talent acquisition:** [REDACTED]

- **Performance management:** [REDACTED].

- **Career development:** [REDACTED]

- **Talent review and succession management:** [REDACTED]

- **Learning:** [REDACTED]

**Educator Effectiveness Model:** As we increase our investment in providing pathways towards excellence to improve the effectiveness of our teachers and school leaders, it is important that as an organization that we concomitantly direct resources towards rewarding exemplary teaching and school leadership and attracting teachers to teach in schools where they are needed most. [REDACTED]

[REDACTED]

**PROJECT NARRATIVE**

[REDACTED]

**Educator Effectiveness Formulas** – Annual effectiveness ratings will be based on formula calculations that combine multiple factors – equal weight is given to Student Achievement and non-achievement-based metrics (observations / surveys / school commitment).

[REDACTED]

[REDACTED]					
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]					[REDACTED]
[REDACTED]					[REDACTED]









**PROJECT NARRATIVE**

[REDACTED]

**(3) Principal Network:**

[REDACTED]

[REDACTED]

- [REDACTED]

○

[REDACTED]

**PROJECT NARRATIVE**

[Redacted text block]

- [Redacted list item]

**(4) Virtual Instructional Coaching:** [Redacted text block]

## PROJECT NARRATIVE

[REDACTED]

**(5) New Teacher Network:** [REDACTED]

[REDACTED]

○ **Induction Support:** [REDACTED]

[REDACTED]

○ **New Teacher Virtual Networks for Improvement:** [REDACTED]

[REDACTED]

○ **New Teacher Mentoring:** [REDACTED]

[REDACTED]

**(6) Career Ladders:** [REDACTED]

[REDACTED]



PROJECT NARRATIVE

	<ul style="list-style-type: none"><li>■ [REDACTED]</li><li>■ [REDACTED]</li><li>■ [REDACTED]</li><li>■ [REDACTED]</li></ul>
<p>[REDACTED]</p>	<p>[REDACTED]</p> <ul style="list-style-type: none"><li>■ [REDACTED]</li><li>■ [REDACTED]</li><li>■ [REDACTED]</li><li>■ [REDACTED]</li><li>■ [REDACTED]</li><li>■ [REDACTED]</li></ul>

- **Badging:** [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]



**PROJECT NARRATIVE**

○ **National Board Certification:** [REDACTED]  
[REDACTED]  
[REDACTED]

○ **Career Ladder Opportunities:** [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]



PROJECT NARRATIVE

	<p>[REDACTED]</p>
<p>[REDACTED]</p>	<p>[REDACTED]</p>
<p>[REDACTED]</p>	<p>[REDACTED]</p>
<p>[REDACTED]</p>	<p>[REDACTED]</p>

PROJECT NARRATIVE

	<p>[REDACTED]</p>
<p>[REDACTED]</p>	<p>[REDACTED]</p>
<p>[REDACTED]</p>	<p>[REDACTED]</p>
<p>[REDACTED]</p>	<p>[REDACTED]</p>
<p>[REDACTED]</p>	<p>[REDACTED]</p>
<p>[REDACTED]</p>	<p>[REDACTED]</p>

**PROJECT NARRATIVE**

	[REDACTED]
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- **Virtual Networks for Improvement:** Through research and training facilitated by the Carnegie Foundation for the Advancement of Teaching and Learning teachers and school leaders will be trained to facilitate *Virtual Networks for Improvement*. [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

**(iii) Methods of evaluation will provide feedback / assessment of progress toward outcomes.**

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

**PROJECT NARRATIVE**

**(1) Evaluation Methodology:** Evaluators will utilize the research-based *FORECAST* model (*FOR*mative *E*valuation, *C*onsultation, *A*nd *S*ystem *T*echniques) to guide an objective evaluation structure (Goodman 1994; Goodman 1998; Goodman 2006; Katz, Wandersman, Goodman, et al., 2013). [REDACTED]

[REDACTED]

[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

**(2) Process and Outcome Evaluation:** [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

**PROJECT NARRATIVE**

[REDACTED]

[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]

**(3) Evidence of Promise: Design Meets *What Works Clearinghouse* Standards** [REDACTED]

[REDACTED]

**PROJECT NARRATIVE**

[REDACTED]

**(4) Performance Measures:** The goal, objectives, GPRA measures and indicators will be used to assess implementation progress and the impact / outcomes of services. [REDACTED]

[REDACTED]





## PROJECT NARRATIVE

[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]

Evaluation of *REAP* will produce data to assess impact of the project and promote continuous improvement:

- **Data Collection:** [REDACTED]  
[REDACTED] [REDACTED]  
[REDACTED] [REDACTED]  
[REDACTED] [REDACTED]  
[REDACTED] s.
- **Evaluation Tools:** [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED] [REDACTED]  
[REDACTED]  
[REDACTED] [REDACTED]  
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[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]
- **Data Analysis:** [REDACTED]  
[REDACTED] [REDACTED]  
[REDACTED] [REDACTED]  
[REDACTED].
- **Reporting:** [REDACTED]  
[REDACTED]





**PROJECT NARRATIVE**

**Achieving objectives on time/within budget, clearly defined responsibilities, timelines, and milestones.**

The Center of Excellence for Educator Preparation and Innovation, 501(c)(3) non-profit organization and fiscal agent, will implement a structured grant management plan to ensure thorough, timely, efficient implementation of *REAP* with fidelity to the Project Design. [REDACTED]

[REDACTED]









PROJECT NARRATIVE

[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text]	[Redacted text]
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[Redacted text block]

[Redacted text]	[Redacted text]
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[Redacted text block]









**PROJECT NARRATIVE**

[REDACTED]

**REAP Project Matching Resources:** CEPI, Georgetown County School District and Fairfield County School District have pledged more than is needed to meet the required 50% non-federal match. Matching [REDACTED]

[REDACTED]

**(iii) Resources to operate project beyond length of grant, including multi-year financial/operating model and plan; demonstrated commitment of partners; evidence of broad support from stakeholders.**

The Center of Excellence for Educator Preparation and Innovation will efficiently manage *TSL* funds to maximize impact of limited grant resources. [REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

**PROJECT NARRATIVE**

[Redacted text block]

[Redacted section header]

[Redacted text block]

**(b) Partner Commitment:** *REAP* will be a collaborative effort linking district, school and partner resources to achieve the goal and objectives of the project. Key project personnel, partners and resources will contribute to the success and sustainability of *REAP* as outlined in the following chart:

[Redacted]	
[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]





